

**WORK PLACE SEXUAL HARASSMENT: EXPERIENCE OF
YOUNG WOMEN IN MARKETS IN KAWEMPE DIVISION.**

A CASE STUDY OF KALERWE MARKET

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Table of contents

ACRONYMS.....	4
CHAPTER ONE: INTRODUCTION.....	5
1.1 Background	6
1.1.1 Sexual harassment.	6
1.1.2 Informal sector	7
1.1.3 Women in the informal sector	8
1.2 UGANDAN CONTEXT	10
1.3 PROBLEM STATEMENT.....	14
1.4 OBJECTIVES OF THE STUDY	15
1.5 SIGNIFICANCE OF THE STUDY	16
CHAPTER TWO: METHODOLOGY AND DESIGN	16
2.0 Introduction	16
2.1 Study Design	17
2.2 Scope of the study	17
2.3 Study Population	18
2.4 Sampling	18
2.5 Ethical consideration	18
2.6 Safety	19
2.7 Data Management and Dissemination	19
2.8 Data analysis and interpretation	20
2.9 Challenges faced during data collection	20
CHAPTER THREE: FINDINGS, EXPERIENCES AND ANALYSIS	21
3.1 Introduction	21
3.2 Forms of sexual harassment	23
3.3 Causes of sexual harassment	25
3.4 Agency	29
3.5 Effects of sexual harassment on young women	31
3.6 Copying mechanisms	33
3.7 COVID-19 in the market	34
CHAPTER FOUR: RECOMMENDATIONS AND CONCLUSION	35
4.1 RECOMMENDATIONS	35

4.2 CONCLUSION	36
REFERENCES	37
APPENDICES	39
Appendix 1. In-depth interview guide (young market women).....	39
Appendix 2. Interview Guide for the focused group discussion.....	42
Appendix 3. Interview guide for the young women in the restaurant section	45

ACRONYMS

NGO – Non-Governmental Organisation

ILO – International Labour Organisation

IST – Institute for Social Transformation

AMWA – Akina Mama Wa Afrika

UN – United Nations

SH – Sexual Harassment

WWW – Women Working Worldwide

UHRDA – Human Rights Defenders Association

GBV – Gender Based Violence

SACCO – Savings and Credit Cooperatives

SOPs – Standard Operating Procedures

MOH- Ministry of Health

CHAPTER ONE: INTRODUCTION

This chapter of the study presents background of the study statement of problem, objectives of the study, research questions, scope of the study as well as the significance of the study as explained below.

Sexual harassment in the place of work in the world now is widespread taking place in all places of work be it in the formal sector or informal sector. This form of violence and discrimination further more happens in government agencies, private sector, Non-Government Organizations, manufacturing, the media and agriculture, no sector has proven to be immune to this form of gender-based discrimination (Celeste, 2020).

The recently adopted ILO convention 190(ILO 2019) on ending violence and harassment in the world of work recognises violence against women in the world of work as a global concern. While regulations restrict a place of work to a limited space, the convention redefines the scope of what it constitutes a workplace and who a worker is, to also include workers in the informal economy showing how crucial it is in fighting violence.

Though the #MeToo movement has gained a lot global resonance in 2017 when an actress Alyssa Milano used this hashtag on twitter to allow other women come out to talk how they are being harassed sexually by their employers (Columbia Chronicle, 2020), many of such these cases go unheard as many of the victims are not famous or are working in unpopular places of work both formal and informal. According to the *Akina Mama Wa Afrika* on the # MeToo movement, Sexual harassment has particular complexity in the informal sector where the reach of employment law is minimal and where workers have a heightened vulnerability to the abuse of power and are large part of women whose experiences of harassment have been poorly documented. Therefore, ending

violence and harassment in the world of work means ending sexual harassment and abuse for all women at all work places, informal or formal since the bad habit cuts across all sectors.

1.1 Background

1.1.1 Sexual harassment.

Sexual harassment, a form of violence and discrimination is deeply rooted in historic power imbalances and the male dominated culture. According to the United Nations definition, sexual Harassment is 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.

The emergence of the term “sexual harassment” can be traced back to the mid-1970s in North America. However, in Europe (UK), the first successful case when sexual harassment was argued to be a form of sex discrimination was in 1986, which was under the Employment Protection Act (Hodges Aeberhard, 2001).

The International Labour Organization (ILO) Convention **No. 111 of 1958**, the Discrimination (Employment and Occupation) Convention, and **No. 169**, the Indigenous and Tribal Peoples Convention also specifically prohibit sexual harassment in the workplace. Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa (Maputo Protocol) obligates State Parties to take appropriate measures to protect women from all forms of abuse including SH. As other countries, the Beijing Platform for Action para. 178, recognizes sexual harassment as a form of violence against women and as a form of discrimination, and calls for the enactment of laws on sexual harassment.

Even though sexual harassment is a global concern, The World Bank's "Women, Business and the Law 2018" report found that 59 out of 189 economies had no specific legal provisions covering sexual harassment in employment. More broadly, the ILO in its 2016 meeting of experts noted that gaps in legal protections relating to violence and harassment in the world of work include: lack of coherence in laws; lack of coverage of workers most exposed to violence; and an overly narrow definition of "workplace." It also observed that criminal justice approaches are not sufficient for responding to sexual harassment and bullying and that an employer's general duty to protect the health and safety of workers often excludes protection from violence.

1.1.2 Informal sector

The Informal economy refers to working arrangements that are not subject to national labour legislation, income taxation or entitlement to social protection or certain other employment benefits including advance notice of dismissal, severance pay, paid annual or sick leave etc. (ILO, 2015). This reality of the world also comes with substantial labour rights challenges. Informality can undermine workers' rights and this implies lack of access to employment-based insurance schemes, such as pension for old age persons. As their work is not legally recognised, they have serious difficulties in engaging in commercial contracts, accessing formal finance, markets and property, and, for many accessing and affording social security. (ILO, 2019)

Two billion people, more than 61% of the world's employed population, makes their living in the informal economy according to the ILO issue. In Africa, 85% of the employment is informal, 89.2% in sub Saharan Africa and 34% in South Africa. South Africa has a lower rate of informality due to relatively higher levels of social economic development, higher proportions of wage employment in total employment and above-average shares of social protection expenditure in gross domestic product. (ILO, 2017).

With all these people working in this unprotected environment, they face many challenges including sexual harassment as the laws in their respective countries haven't defended this sector as compared to the formal sector.

1.1.3 Women in the informal sector

The informal economy is a greater source of employment for men (63%) than women (58.1%) and this makes 740 million women out of the two billion workers in the informal employment. (ILO, 2018). Women are more exposed to informal employment in most low and lower-middle income countries and are more often found in the most vulnerable situations for example they work as domestic workers, home-based workers or contributing family workers than their male counterparts (Bonnet & Leung, 2018).

In Sub-Saharan Africa, over 74% of women in non-agricultural jobs are in informal employment. Based on research carried out by the NGO Women Working Worldwide (WWW) 3 and its partners in Ethiopia, Kenya, Tanzania and Uganda, with a case study of sexual harassment in the cut-flower and horticulture industries argued that 90% of the young women experienced harassment and 95% of these never reported the issue. Uganda Human Rights Defenders Association (UHRDA) (2013) indicated that 90% of women were sexually harassed at workplaces by their male seniors.

The Institute for Social Transformation notes that in markets both private and public, women constitute over 80% of population yet they highly face challenges of discrimination and exploitation that perpetuate sexual harassment from their male counterparts who identify as; Fellow vendors, Suppliers, carriers, market leaders, customers, security and tax collectors in the markets. Young women in markets are the most affected marginalized group of women that have

fallen victims of sexual harassment due to unclear rules and policies stated in the outdated market act of 1942 that currently govern markets.

Majority of the young women in markets are school dropouts whose education levels does not allow them to be employed formally. Among workers with no education, 95 percent are employed in the informal sector, and for workers with only primary education, 90 percent are in the informal sector. In stark contrast, only 27 percent of workers with tertiary education are in the informal economy (ILO, 2018). Although girls' numbers are good in secondary schools in Uganda, they drop out of school due to high opportunity costs of being at school at this stage of life; that is, the girls may be required to work for a family business or in other jobs, help with household chores, and take care of the younger children in the household. Moreover, early marriage and/or early childbearing happens during the time when girls would be in secondary education. In fact, early marriage is one of the main reasons for dropping out of school, preventing girls from the full development of their human capital potential. This in turn often leads to them finding work in low-paying jobs in the informal sector (World Bank, 2012).

This affects their working conditions as they are bound to no contracts, no work benefits and no business insurance. Such circumstances can lead to loss of jobs at any time and as casual workers, they work to survive as it is the case within the informal sector in Uganda for example domestic and casual firm workers. This makes them vulnerable to sexual favours by employers, customers and leaders within the markets to sustain their business. In the Declaration on Fundamental Principles and Rights at Work by ILO, the type of women most vulnerable to sexual harassment are young, financially dependent, single, or divorced and with a migrant status. Most of the young women and men in markets are financially dependent, single and fall in the above categories making them prone to harassment in this environment.

1.2 UGANDAN CONTEXT

In Uganda, local markets are a source employment to many people in different districts around the country. A market refers to a place where buying and selling of goods and services takes place. The Uganda National Physical Planning Standards define markets as ‘premises for sale of consumable goods including farm produce to the public. According to Steadysafaris.com, in Kampala district, the capital city, some markets are owned by the government while others are private markets. Markets take various categories which include municipal markets, roadside markets, rural markets, town council markets, supermarkets and farmers markets. The main markets in kampala include Nakasero market, St. Balikuddembe (Owino) market, Ntinda market, Kalerwe market, Wandegeya market, Nakulabye and Wandegeya market.

These markets are organized under a general structure that comprises men and women. The management structure includes: the chairman, vice chairman, secretary, treasurer and heads of stalls that are in charge of stalls that sell more or less the same goods. For the lower leadership in most markets, vendors are organized on the basis of commodities that are sold in different sections of the market. Many other markets in the country are outdoor makeshift markets (seasonal markets) that are set up during a particular period of time (on a weekly, bi-monthly or monthly basis). In these markets, the vendors arrange their goods on the ground use makeshift tables and/or hawk them around the marketplace.

A considerable number of women are employed in markets. The forms of labour are either private or family based (AMWA) The form of labour determined the conditions of work, family labour being the most exploitative. The forms of ownership of the businesses were, at the time of the study, either individual or partnerships (Nalunga, p10). The partnerships comprised mostly of women

who obtained capital from their spouses, and the spouses in turn maintained a say in the businesses. Women who work in markets mostly engage in catering services, sale of food produce and other products

1.2.1 Legal framework

Uganda is also party to international frameworks that have clearly defined and encouraged State parties to address SH. In Uganda, sexual harassment constitutes a violation of a person's fundamental human rights protected under the Bill of Rights in the 1995 Constitution of Uganda. This includes; violation of a person's right to privacy (Article 27), personal dignity and integrity (Article 24), security of a person, freedom from discrimination (Article 21), and labour rights i.e. right to work under satisfactory, safe and healthy conditions (Article 40). The Uganda Penal Code Act, provides that any person who intends to insult the modesty of any woman or girl, utters any word, makes any sound or gesture or exhibits any object, intending that such word or sound shall be heard, or that such gesture or object shall be seen by such woman or girl, or intrudes upon the privacy of such woman or girl, commits a misdemeanour and is liable to imprisonment for one year (Section 128 (3)).

Nevertheless, the Uganda Gender Policy, 2007 recognizes sexual harassment as a form of Gender-Based Violence that is of critical concern to gender equality and women's empowerment in Uganda. The National Policy on Gender Based Violence, 2010 seeks to address Gender-Based Violence in all its forms (including sexual harassment) as an integral part of achieving gender equality. Similarly, the National Action Plan on Elimination of Gender Based Violence 2016-2021 recognizes that Gender Based Violence (GBV) in the field of work manifests itself in the form of sexual harassment.

According to the Uganda Employment Act 2006, section 7 which defines sexual harassment in employment to occur when an employee's employer or representative of the employer;

(a) Directly or indirectly makes a request of that employee for sexual intercourse, sexual contact or any other form of sexual activity that contains:

(i) An implied or express promise of preferential treatment in employment;

(ii) An implied or express threat of detrimental treatment in employment;

(iii) An implied or express threat about the present or future employment status of the employee;

(b) Uses language whether written or spoken of a sexual nature;

(c) Directly or indirectly makes a request of that employee for sexual intercourse, or sexual intimacy;

(d) Uses visual material of a sexual nature;

(e) Shows physical behavior of a sexual nature which directly or indirectly subjects the employee to behavior that is unwelcome or offensive to that employee and that, either by its nature or through repetition, has a detrimental effect on that employee's employment, job performance, or job satisfaction.

Uganda has legislation on sexual harassment, specifically the Employment Act of 2006, that requires employers, employing more than twenty-five (25) employees, to put in place measures to prevent sexual harassment occurring at their work place (Section 7 (4)), Such preventive measures are elaborated under the Employment (Sexual Harassment) Regulations, 2012 (detailed provisions in regulations are provided in Annex I). Such preventative measures include:

(i) Obligation to adopt and disseminate a sexual harassment policy (Regulation 3)

- (ii) Designate a person responsible for sexual harassment complaints (Regulation 8)
- (iii) Duty to establish a sexual harassment committee (Regulation 10)
- (iv) Sexual harassment complaint handling procedure (Regulation 12)
- (v) Recourse to judicial remedy (Regulation 14)
- (vi) Principles of complaints procedure. (Regulation 15) that include thoroughness; impartiality; timeliness; gender sensitivity; social dialogue; discretion; confidentiality; and the right to privacy of the victim of harassment.
- (vii) Provision of protection measures (Regulation 17)
- (viii) Offences and penalties: those who contravene the sexual harassment related provisions commit an offence and are liable, on conviction, to a fine or imprisonment.

The Employment Act, 2006 also provides for a sexual harassment complaints procedure. The complaint is received by the Labor Officer or Labor Commissioner, who is in charge of dealing with the complaint at the labor tribunals. In case of deadlock in the regular complaints' procedure, the Regulations stipulate that the case shall be referred to the Industrial Court, that falls under 'The Labor Disputes (Arbitration and Settlement) (Industrial Court Procedure) Rules' 2012.

It should be noted that in June 2019, recognizing that sexual harassment is incompatible with decent work, the ILO adopted Convention 190 on eliminating violence and harassment in the world of work to provide a global standard for violence free workplaces. The Convention expands the scope of the world of work and by the same stroke, the protections that workers enjoy work taking into consideration violations occurring in the course of, linked with or arising out of work (ILO 2019). This offers protection to women in the informal sector against sexual harassment in contrast

to Uganda's current employment law whose scope can be interpreted to be limited to the formal sector. The ratification and domestication of this convention is critical to inform review of the current legal framework for expansion of the definition of workplaces, and to specifically provide for protection of women in the informal sector.

1.3 PROBLEM STATEMENT.

“There is wide spread sexual harassment at the workplace in Uganda which goes unnoticed and much of it is swept under the carpet due to fear of losing jobs, and the fear of being victimized” as stated by Rt. Hon. Speaker Rebecca Kadaga. This was when she was addressing the Uganda Women's Movement who were presenting a petition before parliament on work sexual harassment following senior state attorney Samantha Mwesigye's heart breaking disclosure of her sexual harassment to 14years allegedly at the hands of her supervisor Christopher Gashirabake. When sexual harassment occurs in different institutions like the judiciary and other high institutions of learning, there is no reason that market women can be exempted from sexual harassment.

Markets in Uganda are a major source of employment and livelihood to the majority Youth in Urban areas. According to the research conducted by Institute for Social Transformation in 2016 on “women's Access to markets and the nature and extent of Gender based violence experienced by market women” stipulated that Women in markets form 90% of the population, among which approximately 40% are young women. Young women in markets are the most affected marginalized group of women that have fallen victims of sexual harassment due to unclear rules and policies that govern markets and existing cultural beliefs about women. Despite women being the majority in these markets, their exposure to sexual harassment is higher than that of their male counterparts due to unequal power relations and marginalization of women resulting from a number of factors that include Poverty, Ignorance on women's rights, Cultural beliefs, Alcoholism/

drug abuse, indecent dressing among others. This has been backed up by the male dominated market leadership and other local authorities who in most cases are perpetrators and thus raising the number of sexual harassment cases within markets. Additionally, the COVID-19 pandemic risked young women to fall victims of Sexual harassment cases such as rape, and other related cases.

Despite Uganda having policies and guidelines in place, young women still face this problem as they do their work. Many sexual harassment cases have remained unreported due to unclear pathways for reporting and in cases where Authorities are the perpetrators to the young women, situations have worsened and survivors have resorted to devise means of coping with the situation to survive.

1.4 OBJECTIVES OF THE STUDY

This research aimed at examining and unveiling facts on sexual harassment experienced by young women in market and increase information access among survivors, perpetrators and market authorities to help address this issue.

1.4.1 General objective

- Examine the experience of young women in local markets in Uganda.

1.4.2 Specific objectives

- To explore forms of sexual harassment in markets
- To identify underlying causes of sexual harassment against young market women workers
- To examine the impact of work-related sexual harassment on young market women workers

- To assess the coping mechanisms of Sexual Harassment survivors.

1.5 SIGNIFICANCE OF THE STUDY

Our interaction with Sexual harassment survivors helped to create awareness of the problem and provided a healing process to help survivors through sharing experience, gain their confidence to support others who might face similar challenges.

The research findings will be a rich source of information to the academia, Government and Non-Government agencies as a point of reference for further research on the issues regarding the study variables. This research will hopefully provide data that may assist government planners, policy makers and implementers in order to come up with proper decisions and policies based on reliable data about sexual harassment at work: experience of young women in markets in Kawempe division.

CHAPTER TWO: METHODOLOGY AND DESIGN

2.0 Introduction

This chapter of the study presents the methods that were used in obtaining, analyzing and laying down foundation for the results relating to the problem. The chapter therefore describes the

research design, area of the study, information sources, population and sampling techniques, variables and indicators, measurement levels, procedure for data collection, data collection instruments, quality control, strategy for data processing, analysis and interpretation, as well as the limitations of the study.

2.1 Study Design

This was a qualitative research study that was carried out at Kalerwe market in Kawempe Division on young women (youths) between the age of 18-24years who have been working in the market for a period of 1-3years.

This was done by conducting Individual in-depth interviews to get first-hand information to enable researchers get a general view of the conditions of sexual harassment in the market environment.

2.2 Scope of the study

2.2.1 Geographical Scope

This research was conducted at Kalerwe Market located on Gayaza Road adjacent the Northern By pass about 5 kilometers (3.1Miles) in Kawempe Division, Kampala Municipality.

In Kalerwe market, we selected Freedom market, Bivamuntuuyo, and Semuguwa Farmers' market as our sample spaces for data collection.

2.2.2 Content Scope

The research study was guided by variables and the research objectives. It was sought to explore forms of sexual harassment, identify underlying causes of sexual harassment, examine the impact of sexual harassment and assess the coping mechanisms of the survivors of young market women workers.

2.2.3 Time Scope

This research considered respondents whose period was between 1-3 years of duration at work because there have been high reported cases on sexual harassment of young market women in this specified period in market. Hence, making researchers to ascertain sexual harassment related experiences of young market women while in markets.

2.3 Study Population

The population of the study was the young women between the age of 18-24 who are survivors of sexual harassment as the unit of analysis. Young women (sexual harassment survivors) were included because of their ability to answer the formulated questions and sharing their experiences giving the important parameters of the study.

In addition, Market Women SACCO Leaders were purposively targeted because of their expertise in management of sexual harassment related issues within the markets.

2.4 Sampling

During the study, respondents were purposively selected basing on their age, gender, area of work and the duration spent in the market.

- 1) Age- 18-24 years old
- 2) Gender- Young female market women
- 3) Area- Kalerwe Market
- 4) Duration in the market- 1-3 years

2.5 Ethical consideration

This research was a component of a bigger research titled: The gendered price of precarity: Workplace sexual harassment and young women's agency. The research was approved by Makerere University School of Social Sciences research committee and the Uganda National Council of Science and technology.

Researchers used consent forms to seek permission from the respondents. The research also adhered to guidelines of research involving human subjects including voluntary participation and confidentiality respect to Social and cultural values.

Informed consent and anonymity were observed during the study. Respondents had to participate voluntarily with the researcher first seeking permission from them and telling them the importance of the study and so no one was forced and if any said no their view was highly respected to keep their dignity or respect for all people. This enabled the respondents feel important and so they shared their information easily. In addition, the respondents had a free will to withdraw from the study at any point they wanted

2.6 Safety

Given the global COVID 19 pandemic outbreaks, the team adhered to the Standard Operating Procedures (SPOs) issued by the Ministry of Health in Uganda (MOH); By wearing of masks, hand sanitizing and observing social distancing during the research. In case a respondent failed to meet the researcher face to face, a researcher was obliged to make Phone call interviews.

2.7 Data Management and Dissemination

The data collection process involved Face to face in-depth interviews between the researcher and the participants.

The data storage systems involved the use of audio recording devices and taking note of the information from the respondent that was only accessed by the researchers.

2.8 Data analysis and interpretation.

Data contained in the interviews from the field was edited and checked for consistency, totality and accuracy of responses.

The study adopted thematic data analysis themes that were reflected from forms of sexual harassment, underlying causes of sexual harassment against young market women workers, impact of sexual harassment on young market women workers and the coping mechanisms of the survivors.

Thematic analysis is a method of analysing qualitative data. It is usually applied to texts such as the interview transcripts. This is done by examining the data to identify common themes such as topics, ideas and patterns of meaning that come up repeatedly. (Jack Caulfield, 2019.)

2.9 Challenges faced during data collection

Unsupportive leaders on the market leadership committee, especially with Bivamuntuuyo market who were reluctant to embrace the research. The team interviewed few people from this market and the majority from other markets of Kalerwe.

Unfavourable schedules for interviews for some young women, especially the ones working in the restaurants. These work from 6am, up to 7pm, making it hard to find time for interviews. The team however had to wait until that late to conduct the interviews as phone interviews were not favourable on the participants' side.

Some respondents were intimidated and they refused to continue with the interviews scheduled with them.

Some female youth researchers experienced sexual harassment, as they entered the market for instance, when a male vendor said, “***Kirabe akabina***”, literally meaning “**see her big butt**” which is a form of body shaming.

CHAPTER THREE: FINDINGS, EXPERIENCES AND ANALYSIS

3.1 Introduction

This chapter presents and analyses the findings of the study. This study was homogenous because it focused only on vendors from Kalerwe market. 56 in-depth interviews were conducted

during the study. Of these, 10 were young men, 37 were young women, 4 SACCO leaders and 5 main market leaders.

In order to ensure anonymity, the participants in the study were given pseudonyms to hide their identity. This was meant to maintain ethical considerations because the participants were assured that throughout the study, they would remain anonymous. The pseudonyms were therefore used in presenting the study findings.

The participants understanding of Sexual harassment with a focus on its causes and consequences as well as the interventions put in place to address the vice in Kalerwe market were analysed based on their narrations of experiences on the topics. The responses got from in-depth personal interviews with the survivors were used to present and analyse the findings of the study as illustrated below.

Sexual harassment was regarded as rape and defilement in the market by many young women and leaders. Generally, in any environment, sexual harassment is considered a serious issue or even crime. On explanation of what sexual harassment is, the women asserted that its perceived as the norm and any complainants/ victims end up being stigmatised and “labelled” negative. For instance, when they were asked their understanding of SH, one of the leaders stated, “*there are no cases of sexual harassment in the market since women do not spend nights in the market*”. Some of the respondents stated that, “*Nze tebankwata ngako*”, literally meaning *I have never been raped* when asked if they’ve ever faced any form of sexual harassment in the market. According to some young women, some young males do not realise that they’re sexually harassing women in their actions. “*Among the causes if sexual harassment is that the men are ignorant on how to treat women well and also don’t know the boundaries they shouldn’t cross,*” Jackie narrated.

The largest group that has been affected by sexual harassment are the young women. Most of the market leaders and female SACCO leaders clearly related that most young women are vulnerable to the forms of sexual harassment. In markets, these market women Saving and Credit Cooperative groups are known as referrals for women related issues *“Many young women come to the market with an attitude to make it quickly which is never bad, but could cost your integrity and even your body,”* said one of the market leaders.

According to the study, many forms of sexual harassment affect more of the young women as compared to the males for example unwanted physical contact, rape, verbal harassment and many others.

3.2 Forms of sexual harassment

Besides identifying rape and defilement, the other forms of sexual harassment were verbal harassment of a sexual nature, unwanted touches, sexual advances and unwanted sexually explicit video messages. The leaders acknowledged to have received and handled cases involving bad touches and verbal sexual harassment. The touches included touching women's breasts and bums.

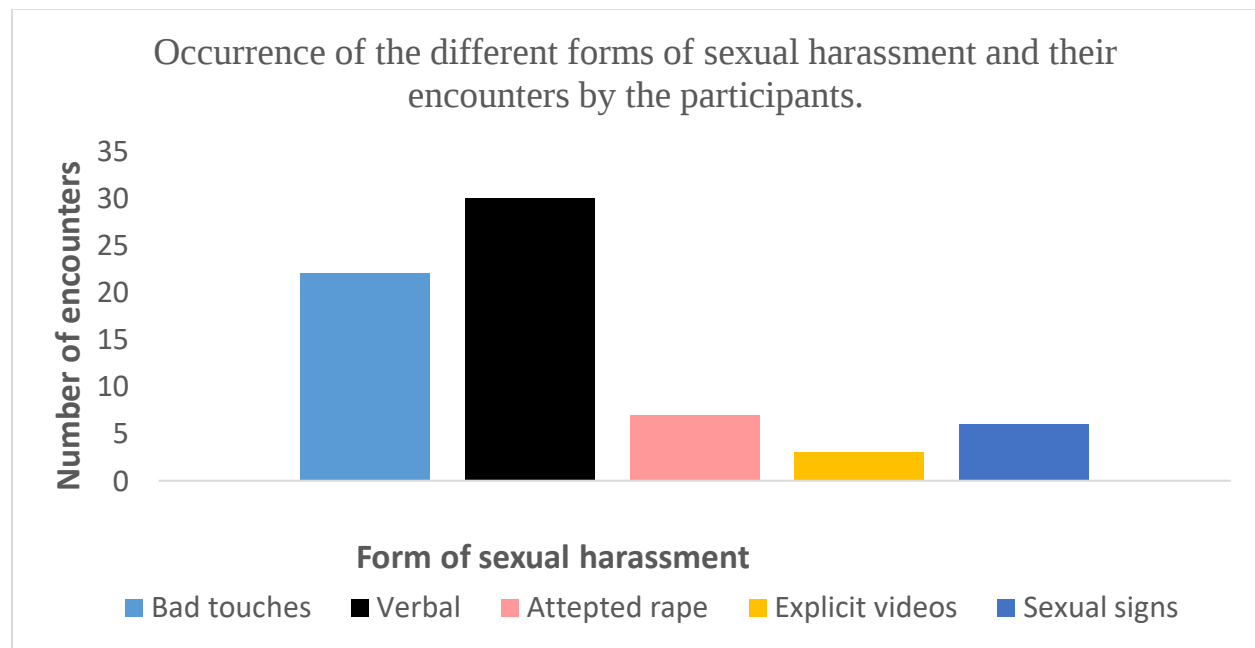
“The most cases concern the use of vulgar language and bad touches on women in the market”, Mr. Eddy, a treasurer and youth leader, explained.

“The cases of sexual harassment include bad touches and verbal sexual harassment. This happens not only to me but also to many young and old women working in this market “, Winfred stated.

The commonest forms of sexual harassment in Kalerwe markets were use of verbal harassment and physical contact. The verbal harassment involved use of abusive and vulgar language especially aimed to demean women in the market about their body parts. The physical harassment involved unwanted touches by men. Most of the young women that were interviewed narrated that

physical contact and being abused verbally were the most forms they have faced. A large section of the youth (males) in the market were discovered to be responsible for these two forms in the market. Mildred an 18year old vendor at Semuguwa market said that a male youth vendor said to her, *“Kalabe obugulu olabika nokuba towooma”*, which means ‘having skinny legs and not sexually appeasing’. *“Those are some of the many words they use here in the market,”* she added.

Graph 1: The graph below summarizes the occurrence of the different forms of sexual harassment and their encounters by the young women and men from Kalerwe market.



Young men are sexually harassed in the market. Talking the young men in the market, they described that older women do harass them at their places of work. They noted that older women have family problems and tend to make sexual signs to the young men whom they think can be a solution. Their customers and fellow vendors interact with them while putting on short seductive clothing, utter sexually related phrases and some use money to lure them which makes these young men uncomfortable.

Regan told us: *“Apart from lack of respect for themselves, others may have family problems and think that the young men can help them out in dealing with some. You find that these women maybe they have had misunderstandings with their husbands at home so when they come to the market, they think they can be solved with the help of the young boys in the market”*.

*“The one that is common is verbal harassment which also happened to me and this is done by elderly women to young men especially customers and those in the market. To me, they mostly use statements like “**nguza ku biwooma nga ggwe**” literally meaning, sell me something that is delicious like you”*, Bruno said.

3.3 Causes of sexual harassment

The waitresses in restaurants are prone to harassment among all young women in the market. The restaurant owners intentionally employ young girls starting from as low as 15 years of age as they are attractive so that to attract customers who mostly are male. Secondly, they interact mostly with men during working hours as they have to serve them twice a day and have to demand money from them as many this will determine how much money you earn at the end of the day hence exposing themselves to male perpetrators.

*“One of the cases here in the market is of a gentleman who nick named himself a vulgar word and before you serve him serve him food or demand money from him, you have to first call him by that name. He calls himself “**omuzinyi wakasolo omulungi**” literally meaning **a man good at pleasing women sexually in bed**, this is very hard for me to say and many other waitresses have the same problem when we serve him food”*, Zulaikah narrated.

Thirdly, these young girls are advised to dress in a way that will attract customers by restaurant owners and this involves putting on short skirts and dresses. This kind of dress code attracts harassers as their body is exposed to especially male youths.

Mr. Eddy, a market leader said, on the above issue said *“the restaurant women go through all this harassment because they need to keep their customers. This always happen at the time when demanding money from the men in the market. Another circumstance is when the customers are drunk so they tend to be abusive in many ways to these young ladies”*

“The waiters are faced with the issue of harassment at the time of collecting money in the evening. The customers call them all kinds of names and words as well as touching them anywhere before they pay them”, the market chairman Semuguwa market explained.

Young women who work in Restaurants tend to spend a lot of hours from 06am to 08 pm serving and asking for payment from customers who are the perpetrators. Payment to these young women is based on the earning made in a day and it can be as low as UShs 3,000 (USD 0.85). This much exposure led to one of the young women who was forced to go out of the market to collect payment and ended up being raped by that customer as Shanty describes her awful experience below.

We are a team of four girls that serve food where I work and I am the youngest. One morning, the owner of the garage who oversees everything came to our restaurant and asked if my boss can allow me to be the only one to serve his team. Without hesitation, my Boss said with effective from today, “Shanty, make sure you take breakfast for 10 people and lunch for 10 people every day. Have you heard me?” She asked. Weirdly, the gentleman looked at me, smiled and walked away. This was very worrying but I had to do what I was told to do. That day I served their lunch and it was the last day I served. When it clocked 1:20PM, I packed the food and crossed the market to

the opposite side where their garage is located. On arrival, I found the same man who asked me to enter his office to pick the money for food. After entering, he immediately closed the door and pushed me to the wall making me bend as he stood behind. "I was raped in the day light"

Many of the young women are also victims of poverty. The fact that many of these young girls haven't received higher education, it's hard to get good paying job and to add to that, some are single mothers so they join the market businesses with a desire to get some money quickly. Some young women narrated that they usually have a lot of responsibilities and demands from family and thus have to endure when sexually harassed. *'Some males especially those that have some money usually take advantage of these young women, entice them and sexually abuse them all in the return for money or support financially,'* said one of the young men that was interviewed

The market has a large number of idle unemployed young men who spend almost the whole day without work. These youth station themselves in gaming areas of the market and use this venue as a centre to harass women passing by. Many also find the girls at their places of work like restaurants and touch them on their private parts.

"Many of these youths are always idle as they don't have work to do. As you can see them now, they aren't doing anything and this will continue till the day ends. Most of them stop working at 11am and are idle for the rest of the day. Some of the men even at 8am are not working as they are mostly off loaders who start doing their work at midnight and by as early as 7am they are done", Jennifer explained.

The largest group of young women and men that are exposed to sexual harassment are the new entrants.

“Most of the new entrants do not really know the rules and places to seek justice,” a female leader noted. Therefore, this act undeniably affects them and they end up thinking that these acts are unavoidable in all market circles.

Zulaikah, a young woman vendor, said;

*“They always target the new ones in the market. They want to sleep with you and later tell about their friends. If they start dating you in just a day and you’re an easy one, after sleeping with you, you become **“Emboozi yolunaku”**. Literally meaning you become the topic for the whole day among his fellow youth”*

“Verbal harassment, touching ladies’ breasts and buttocks are normal acts in this market. Actually, when you get to start working in the market, you must adjust and know that these are must happen in this community,” one of the female survivors narrated during an interview.

More about normality of sexual harassment in the market, many elder women in the market did at many times advise the abused young women to expect more as the vice is normal in the market area against young women.

“Seeking advice, I was advised by one older lady who told me to let it go. She added that I was a young lady who hasn’t seen worse things in this market and I should expect more of that in my time here in the market,” Zulaikah narrated.

Most of the perpetrators of sexual harassment were cited as customers and workmates. It was reported that 2 in every 10 respondents cited to have been sexually harassed by their customer.

“The one that is common is verbal harassment which also happened to me and this is done by elderly women to young men especially customers and those in the market. To me, they mostly

use statements like *“nguza ku biwooma nga ggwe”* literally meaning, *“sell me something that is delicious like you”*, Bruno narrated.

3.4 Agency

The study also found that part of the lack of action on SH and making workplaces safer for women is due to the absence of women’s voice and/or leadership in institutions. The women who work in these markets noted that their absence in leadership and/or representation in the market management structures was part of the reason that there was no immediate action on SH, on ensuring that markets are safer places for women to work.

Well, on interviewing some of the young women and men in the market, the issues of disorganized office structures and disconnection from their vendors, amongst leaders in handling sexual harassment cases. Some of the survivors clearly disclosed that the markets have offices but there were no direct structures to report such cases.

“All cases are treated as the same in the market and when it gets such private matters regarding sexual harassment, they are slowly excluded off the table indirectly because in other areas, the leaders are perpetrators and for as such they fear to easily expose themselves too,” one of the survivors narrated.

There are existing reporting mechanisms in some markets. However, some of these mechanisms have not been supported by the very institutions that have set them. In freedom market for example, one of the leaders highlighted that there are fines and suspensions from the market premises that are imposed on the perpetrators once found guilty. It’s one hundred thousand Uganda shillings (100,000/=). Despite the fact that these exist, some of the young women revealed that these are affordable penalties and most of the perpetrators can pay the fines easily and still repeat the same

act a few days after resolving their previous cases. Whereas as some markets have some mechanisms, some of the young women and men from Bivamuntuuyo market revealed that there are no official reporting mechanisms regarding sexual harassment. Being a private market, the major issue these market officials work on are tax related and cases of theft, and the rest left to be at a personal level.

“Fines and suspensions are given to the perpetrators as long as one has evidence. We issue warnings which are first verbal, then written and if the victim appears again on the same issue, one can be given a suspension of two weeks. A duration of two weeks is a very long time to someone who is used to daily income hence helping us reduce on the vice,” a leader in Semuguwa market revealed. Key challenges are the culture of silence and lack of knowledge of the mechanisms in place, which prevents many from speaking out, especially younger women and girls.

Deep-rooted sexual harassment was reportedly fueled by cultural attitudes and the feeling of entitlement over others particularly for males. According to many participants, some men think they have a right to abuse women without being answerable to anyone because **“they’re men”**. In many cultures in the Uganda’s central region, women are under men in many aspects of life.

“I have also heard that there is Police at Kawempe Division that has been of help to some of my friends. However, we have challenges with reporting to the Police. Men are regarded as the superior ones, so when a man goes to report to the Police, they instead humiliate you and tell you how you are not a man. Sometimes, it gets hard for them to believe in our cases,” Jascent narrates.

Drug abuse and alcoholism was mentioned as a key factor in increased sexual harassment against waiters. Many men do harass women with the influence of drugs and also end up being violent when women tend to resist their actions.

“The corridors where we serve tea make it worse. In these areas, there are groups of youths who take Miraa and other drugs. The take of the drugs also can be one of the causes of harassment young waiters face in these points”. Mary narrated.

3.5 Effects of sexual harassment on young women

In most cases, sexual harassment turns into violence against the young women who try to fight back. Some women are beaten or verbally abused once they fight back like how Jascent explains below,

“One day, I was done with work and on my way home in the market, a gentleman touched my bums and when I told him that he shouldn’t do that ever again, he immediately and aggressively abused me while using vulgar words emphasizing that am not special and he can also sleep on me. On top of that, he was holding a cup of coffee which he spilled over my body with anger as everyone was looking on including one of the leaders”

"There are times I pass by the pool table when they are playing, and you know how heavy pool ball are, it happened to me one day I was passing by and one of the male youths picked one of the balls, threw it and it hit my right hand wrist and it became swollen. This happened just because I never gave them attention on their sexual signs and words being thrown at me at the time. I can’t do anything to them, I just passed by and continued to the toilets then came back and sat down to do business." As stated by one of the survivors

Survivors lose customers who access their stalls as a result of being harassed in public. For example, one of the survivors narrated that, she was licked inside the ear in front of a customer by a male vendor. The customer decided to forsake buying products from her stall indefinitely as the action was disgusting.

“After humiliating me, they walked away. I felt disappointed and unwanted. As if that was not enough, one afternoon, one of them came back to my stall while I was serving my customer. He came closer to me, grabbed my waist and rolled his tongue in my right ear, more so in the presence of the customer. He whispered, “I want you to be mine, mine alone....”. my customer never came back from that day,” Joyce explained.

Sexual harassment survivors have suffered from psychological torment, resulting from the verbal sexual comments by their counterparts amidst fellow vendors and customers. This has resulted in low self-esteem, low productivity and isolation of young women by fellow vendors at work and some choose to leave the market indefinitely. One rape victim narrated how the experience affected her life below.

“It feels like everyone knows that I was raped. I feel bad of what I went through and I no longer perform at work like I used to. But I am happy that my boss noticed that something was wrong and she allowed me to go home for a week. During that period, my bed became my therapy, I spent an entire week reflecting on what had happened to me and surely, I did not deserve it. Time reached when I wanted to take off my life”

Isolation by other elderly women in the market. Some young women after this incident, they become a topic by other especially elder women, who in this case are expected to be comforting but they act otherwise. Now remember everyone will be speaking ill about you saying **“kalabika**

nokuba kekagenze nekabeyisaako” meaning that I intend to pass by and provoke the group of young males. They blame me and look down on me and it’s an awful experience.

3.6 Copying mechanisms

Four coping dimension strategies were established as normalization, engagement, help-seeking, and detachment with the respective barriers. The normalization encompassed silence, acceptance, denial, refusal, grief, and tolerance.

For the engagement dimension consists of confrontation, negotiation, retaliation/ threatening, and discrimination of perpetrators.

The help-seeking dimensions comprised discussing with friends, complaining to supervisors, consulting professionals, and accusing the perpetrators.

“When this happened to me, I told a friend of mine, she told me that the next day we go talk to him. This gentleman kept absenting himself after work because we wanted to confront him. Later I told my friend that we should just forget about the issue. Forgiving him and forgetting about it was the only way to live with this issue”, Jascent narrated

Lastly, the detachment dimension entails job-hopping, job withdrawal, and distancing. They resort to use spaces within the market that are known for perpetrators such as toilets, Boda Boda stages and gaming areas in the market.

“I stopped using market toilets; I work for few hours so that I can go home early and ease myself”, a respondent said.

Jascent described on the same issue, *“When you get much closer to these youths, they think they have a right to do whatever they want including touching you anywhere. So I avoid such circumstances by distancing myself from much interaction with them in the market”*.

The respondents recommended that mechanisms to combat SH should be robust, confidential and hold perpetrators to account. They highlighted the need for awareness about SH, including the negative impacts it has on the victims. They also emphasized the need for strong communication from leadership at all levels that there will be punishment for any incidents of SH. Ultimately, reporting incidents of SH is considered a risk for most women, who are putting their jobs, reputations and even security at risk if they report. So, the challenge for institutions, is how to make reporting of incidents of SH less risky for women, and to make the practice of SH risky for perpetrators.

3.7 COVID-19 in the market

On entrance to the market, the threat of the pandemic seemed to be very far away from the community of the people in the market. Right from the leaders in the market, to the vendors, only a small section considered the threat of this deadly virus. On reaching the offices, the SOPs however were considered and continuous washing of hands was encouraged by everyone that desired to enter the office i.e. Bivamuntuuyo Office to be more particular. One of the vendors in freedom market said, *“The pandemic was a threat at the start in March 2020 to June 2020 when we were not certain of who were the potential carriers and the symptoms thereof. But now, our local herbs, fruits and other foods like black pepper, ginger, cinnamon, lemons, are the cure for us in the market. I have been in the market throughout the lock down and we relied absolutely on these and no case has been recorded here. During the lock down, a few people carried the*

symptoms and our only medication was that which I highlighted and after two or three days, these were already back in their best health state.”

Only a few people were discovered to have worn their masks right at the time of the team’s entry into the market. Many of the market vendors were seen having their masks just covering their chins and not covering the mouths and noses.

CHAPTER FOUR: RECOMMENDATIONS AND CONCLUSION

4.1 RECOMMENDATIONS

1. In order to address the issue of sexual harassment amongst young market women in the informal sector, it’s imperative for the market leadership committee and the small women group within the markets to provide sensitization to the market vendors and the new entrants about the vice. Market Leaders, Women leaders and other committee managers on discipline issues, leadership and market management should be trained on effective management of discipline particularly with the use of alternative methods to sexual harassment punishment and referral pathways. Thus, initiating alternative sexual harassment management strategies could be a proactive way to address concerns about challenges in managing such related issues without women exiting workplaces.

2. Dealing with the normalization of Sexual Harassment, encourage victims and witnesses to report on the SH cases to authorities and law enforcers who should also advocate for speedy resolution of sexual harassment cases.
3. Further, the same study can inform all the markets in Uganda on what to do in case of such related issues. This will also inform the adaptation of market rules and regulation, understand the situation market women go through and agree on better management alternatives accepted by all.
4. Finally, researchers can use the findings from this study to inform further investigation and references to inform opinion in a similar proposed study in a bid to address sexual harassment issues in markets.
5. The respondents also highlighted the need for counselling and other forms of support to enable women deal with the emotional and psychosocial impacts of SH.

4.2 CONCLUSION

The conclusion is made according to the three study objectives and based on the analysis of result. Therefore, the researchers conclude that;

- 1) The largest group that is affected by sexual harassment are the young women. Most of the market leaders and female SACCO (Savings and Credit Co-operatives) leaders clearly narrated that most young women are vulnerable to the forms of sexual harassment.
- 2) In some markets, the leaders are perpetrators of sexual harassment. One of the leaders was quoted to have said, “The women in this institution think they will run the market for us, and this is impossible. Why can’t they try other markets for reference and their support? I am not in support of this research concerning sexual harassment in the market. We are a

private business-oriented market and we choose who does what in our market, and so you can show yourselves out of our market in peace!!!”

- 3) The commonest forms of sexual harassment in Kalerwe markets are use of verbal harassment and physical contact.

It should be noted that oftentimes, the impact of sexual harassment on the victim is not given due attention despite having far-reaching consequences. Whereas apologies may be made by perpetrators, in most cases little recognition is given to the long-term impact on victims. In reality, workplace sexual harassment, like other forms of violence, is not harmless. It causes serious health, human, economic and social costs, which manifest themselves in the overall development indices of a nation

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Article 24 - No person shall be subjected to any form of torture or cruel, inhuman or degrading treatment or punishment.

Article 27 guarantees right to privacy of person including non-interference of person's property.

Article 40 provides for the right of persons to work under satisfactory, safe and healthy conditions to be protected under law.

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APPENDICES

Appendix 1. In-depth interview guide (young market women)

This research is aimed at examining the experience of young women in the markets on sexual harassment, the forms of sexual harassment they face, what causes them, what these young women do when they get harassed, how they cope up with the situation and suggestions to possible solutions that can be done to stop sexual harassment from happening again.

We will be taking some notes as well recordings to help us remember what is said in order not to misrepresent your views. All that is shared will be confidential, will not be shared with others and we promise not to identify you in our reporting. This session will take about 30-45minutes of your time.

Are you willing to participate in this interview? Yes/ No

Thank you in advance

If yes, let us start by getting your:

Name:

Age:

Level of education:

Marital status:

Market name:

Duration:

Contact no:

Experience with sexual harassment:

ECONOMIC ACTIVITIES OF YOUNG MARKET WOMEN

- 1) What inspired you to start working in the market?
- 2) What type of business/ products are you dealing in?
- 3) Why are you doing this particular type of business?
- 4) When did you start doing this business?
- 5) How did you start this business you are dealing in?
- 6) Do you have any achievements attained from this business?

FORMS OF SEXUAL HARASSMENT

- 1) What challenges do you face in this line of business?
- 2) Are there any cases of sexual harassment you have heard of in the market?

- 3) If yes what are those forms?
- 4) Which ones are more common in the market area?
- 5) Have you experienced any form of sexual harassment personally?
- 6) According to you, who are the perpetrators?
- 7) Why do you think so?

CAUSES OF WORK SEXUAL HARASSEMENT

- 1) In your view what do you think are the causes of sexual harassment in the market?
- 2) Under what circumstances does sexual harassment happen?
- 3) In what places does it commonly happen?
- 4) How often does it happen?

IMPACT OF SEXUAL HARASSMENT

How has sexual harassment affected your life,

- 1) In business
- 2) In the community?

COPING UP MECHANISMS

- 1) What did you do when you were sexual harassed?
- 2) How are you managing to live after being sexual harassed?
- 3) Are there any mechanisms to help survivors of sexual harassment seek justice?
- 4) If yes what are those mechanisms?

- 5) What do you think can be done to prevent sexual harassment from happening again in the market?

THANK YOU FOR YOUR COOPERATION

Appendix 2. Interview Guide for the focused group discussion

This research is aimed at examining the experience of young women in the markets on sexual harassment, the forms of sexual harassment they face, what causes them, what these young women do when they get harassed, how they cope up with the situation and suggestions to possible solutions that can be done to stop sexual harassment from happening again.

We will be taking some notes as well recordings to help us remember what is said in order not to misrepresent your views. All that is shared will be confidential, will not be shared with others and we promise not to identify you in our reporting. This session will take about 1hr of your time.

Are you willing to participate in this interview? Yes/ No

Thank you in advance

If yes, let us start by getting your:

Name of the SACCO:

Market:

Duration of the SACCO:

Experience with sexual harassment:

ECONOMIC ACTIVITIES OF YOUNG WOMEN

- 1) What type of business are young women involved in the market?
- 2) What inspired them to join this line of business?
- 3) What opportunities/benefits do young women find in doing this type of business?
- 4) How many hours do women young women spend on this business?

FORMS OF SEXUAL HARASSMENT

- 1) In your own views what are the challenges faced by young women while doing business in the market?
- 2) As women working in the market have you heard about any cases of sexual harassment in the market environment?
- 3) If yes, what are those cases you've heard about?
- 4) In your view who are the perpetrators of sexual harassment in the market?
- 5) Why do you think so?

CAUSES OF SEXUAL HARASSMENT

- 1) As women working in the market what do you think are the causes of sexual harassment your working environment?
- 2) Under what circumstances does sexual harassment happen in the market?
- 3) In what spaces does sexual harassment happen?
- 4) How often do young women get harassed in the market?

IMPACT OF SEXUAL HARASSMENT

1. How has sexual harassment affected the life of young women in daily life,
 - I. In business
 - II. In the community?

COPE UP METHODS

- 1) What did the young women do when they got harassed?
- 2) How do they manage to live with the situation as they do their business in the market?
- 3) Are there any mechanisms to help survivors of sexual harassment seek justice?
- 4) If yes, what are those mechanisms?
- 5) Have those mechanisms been helpful?
- 6) As women working in the market what do you think can be done to stop sexual harassment from happening?

THANK YOU ALL FOR YOUR COOPERATION

Appendix 3. Interview guide for the young women in the restaurant section

Name:

Age:

Level of education:

Marital status:

Market name:

Duration:

Contact no:

ECONOMIC ACTIVITIES OF YOUNG WOMEN

- 6) How did you get to this job?
- 7) How long have you worked on this job?
- 8) Why are you doing this particular Job?
- 9) Do you have any achievements you have attained from this Job?
- 10) What challenges have you faced on this Job?

FORMS OF SEXUAL HARASSMENT

- 11) Have you ever heard about sexual harassment?
- 12) How do you understand Sexual Harassment in your own view?
- 13) What cases have you had about?
- 14) Which ones are more common in this market?
- 15) Who are the perpetrators of sexual harassment in the market?
- 16) Why do you think so?
- 17) Have you experienced any form of Sexual harassment personally?
- 18) If yes, what happened?

CAUSES OF SEXUAL HARASSMENT

- 19) In your view, what do you think are the causes of sexual harassment in the market?

20) Under what circumstances does sexual harassment happen in this market?

21) In what places does it often happen?

IMPACT OF SEXUAL HARASSMENT

22) How has sexual harassment affected your life?

III. As an individual

IV. Family

V. On your job

VI. In the community?

COPE UP METHODS

23) Did you share with anyone when you got harassed?

24) 1) If yes, whom did you share with and why?

2) If No, Why?

20) What did you do and why?

21) How do you manage to live with the situation while doing your job?

22) Are there any mechanisms to help survivors of sexual harassment

1) If yes, what are those mechanisms?

Market

Family

Friends

Other

23) Have those mechanisms been helpful?

a)) How?

24) What do you think can be done to reduce sexual harassment from happening again?

THANK YOU ALL FOR YOUR COOPERATION