UNIVERSITI TEKNOLOGI MARA

# SEXUAL HARASSMENT AMONG FEMALE EMPLOYEES IN GOVERNMENT SECTOR

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## ABSTRACT

Sexual harassment is a global problem faced by employees throughout the world. In Malaysia, a survey conducted by AWAM and Women Development Collective in 2002 shows that 35 percent of respondents experienced one or more forms of sexual harassment. The problem of sexual harassment often rises among young female employees aged around 25 to 40 years old in both government and private sector. They may have been sexual harassed by their management or colleagues. But, the victim is unable to speak or voice out their problems. Even with the implementation of certain acts, they are unable to fight back because some companies have their own ways to defend themselves from the accusations. The objective of this study is to describe the level of awareness of sexual harassment among female employees and determine the factors that contribute towards sexual harassment. The research design for this study is descriptive design and the sampling method used was simple random sampling method. All female employees at company A were the population for this study and 350 of them were selected as sample using Yamane Method. A questionnaire consisted of likert – scale questions were distributed among female employees at company A. Descriptive analysis and logistic regression analysis were used for this research. The result of this study shows that people are aware of sexual harassment and the employees aware of the Employment Act (1995). Female employees aged between 26 to 40 years old were the possible victims of sexual harassment in the workplace. Besides that, female's attire, working environment and law enforcement also the contributing factor that can lead to sexual harassment in the workplace.

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