EVALUATING THE ROLE OF CULTURE ON SEXUAL HARASSMENT: THE CASE OF NIGERIAN ORGANISATIONS

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Abstract

Among the prominent issues bothering the human resource departments in developing countries in the 21st century is sexual harassment. Few empirical studies have however been conducted in this area and fewer studies have discussed the role of culture on the disclosure of harassment. The reason for this is partly due to the fact that culture, within the African context tends to intimidate women and prevent them from reporting cases of harassment for fear of stigmatization and loss of their jobs. This paper is an empirical study which seeks to understand how culture affects the level of existence and disclosure of sexual harassment as well as punishment of the harassers among employees in Nigeria workplaces. The design of the study questionnaire was based on the assumptions by Thio (1997), Fetzgerald et al (1990) and Zeidenstein et al (1996). The main instruments for data collection were questionnaires and interviews. Canonical correlation was used to analyze the data collected using the questionnaires while interview responses provided more explanation on the outcomes of the questionnaire. The paper suggests that there is need to define sexual harassment within the Nigerian legal framework and the channels for its redress enumerated. In addition, suggestions are made for the human resource departments on how the conditions of Nigerian working women can be improved upon going by the negative implications of sexual harassment on workplace productivity.

Introduction

Apart from reproductive, socialization, domestic and emotional roles that women play in the family, most women engage in paid employment in order to augment their family income (Noah, 2008). One of the major barriers that hinder most women's strategic economic potential to provide for their families and society is sexual harassment at work. Academic debates regarding gender inequality at work has focused on the diverse ways in which female workers are gratuitously under privileged in terms of low pay, restriction from certain jobs and confinement to sex-type jobs (Haralambos & Holborn, 2000). Little emphasis has been placed on the role of culture in the disclosure of sexual harassment despite the fact that it is believed to remain a controversial and important issue for human resource management in the twenty-first century (Luthar & Luthar, 2002).

Historically, sexual harassment has existed as a social problem since the colonial era. In recent years, sexual related concerns have become a major dilemma of working life since women began to offer their labour in the market place (Fitzgerald, 1993). Legally speaking, the concept of sexual harassment was coined and acknowledged in the early 1970s when cases relating to harassment of women at work became prominent within the courts in the United States. Since the 1970's, many other industrialized countries have passed laws that make sexual harassment illegal within their workplaces (Fitzgerald & Shullman, 1993; Luthar & Pastille, 2000; De Souza et al, 1998).

Although, studies are on-going regarding the extent to which sexual harassment behaviours and perceptions are rooted in a cultural context, very little studies have examined the role of African culture in the disclosure of sexual harassment and the punishment of the harasser. This paper is an empirical study which seeks to evaluate the effects of culture on the level of disclosure of sexual harassment among employees in Nigeria workplaces.

The design of the study acknowledges how the patriarchal culture that exist within Africa relates to assumptions by Thio (1997), Fetzgerald et al (1990) and Zeidenstein et al (1996) about how men and women perceive sex. For instance, a summary of the assumptions put together states that most women are passive about sex and their sexual urges are expected to be means to an end which is for love, intimacy and pregnancy. Based on this assumption, men perceive sex as a hallmark for maleness and for pleasure and as such, they are expected to have stronger sex drive than women. In order to ascertain these assumptions, questionnaires were administered and interviews granted so as to provide more detailed

empirical evidence. Canonical correlation was used to identify the relationship that exists between the identified variables which were then categorized for the purpose of analysis.

The rest of the paper is divided into six parts. The introduction is discussed in the first part while the second part, examines the conceptual and theoretical perspectives. The third part of this paper examines the concept of sexual harassment within the African context. This is followed by the results and discussions, policy implications and conclusion. Next is a discussion on the conceptual and theoretical framework which provides the basis for this study.

Conceptual and theoretical perspectives

The term sexual harassment has been defined by several scholars. For example, sexual harassment has been described as any planned, intentional, recurring or unwelcome verbal comments, gestures, or physical contacts of sexual nature which is intended to place the recipient or receiver in an uncomfortable, embarrassing and undesired situation (Sheffield, 1987). According to Stanko (1988), sexual harassment is an unwanted sexual behaviour such as touching, pinching, leering, sexual jokes, comments, questions, favours and date with implied threats of job- related consequences for non-co-operation. The International Labour Organization defines sexual harassment as a sex based behaviour that is unwelcome and offensive to its recipient. Going by these different definitions, sexual harassment can be said to be a deliberately planned, offensive and unwelcome sexual behaviour which tends to place the recipient otherwise known as the harassed in an embarrassing, uncomfortable and emotionally distressed situation because of the related negative consequences of non-compliance.

The ILO and the US courts posit that, in order for sexual harassment to exist two conditions must be present. The first condition is known as quid pro quo. For the condition of quid pro quo to exist, the harassed will have to conform to demands or asked to engage in some form of sexual behaviour in exchange for pay rise, continued employment or promotion. For example, an unwelcome behaviour can be said to be harassing when a supervisor demands for sexual favours from a workers as a condition for work related benefit or promise. The second condition for sexual harassment to exist is known as hostile working environment. This is a situation whereby the conduct and surroundings created by the harasser creates conditions that are either intimidating or humiliating for the victim of harassment. For example, when a pattern of sexual language, lewd posters or sexual advances makes a worker

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to become extremely uncomfortable and incapable of performing an expected duty or responsibility at work (Yusuf, 2008; Reskin & Padavic ,1994, EEOC, 1980).

Generally, sexually harassing behaviours tend to infuriate and intimidate the victims such that the individual becomes very uncomfortable and humiliated with resulting psychological and emotional distress which has serious implications for job performance. Depending on how the act is perceived by the victim, harassment may be intentional when it is targeted against a particular person or it could be an unintentional behaviour. Most frequently, individuals who harass tend to exert their power or control over their victims particularly at work. In his analysis, Stanko (1988) argued that since men are usually concentrated at the higher status within the workplace, any act of harassment exhibited by them can easily be backed up their position power. Reskin & Padavic (1994) also agreed with this position when they enumerated that sexual pressures are typically initiated by those in superior positions against the less powerful and women are most likely to be the object of such unwanted attention in the workplace.

In his argument, Thio (1997) gave a submission which concurred with the position power debate. The author argues that the superior versus subordinate debate is a reflection of men's attempt to preserve their traditional dominance over women. It is this traditional dominance of men over women at work that this present study tries to examine within the African culture in relation to the disclosure of harassment at work. Fitzgerald et al (1990) noted that although women could harass men theoretically, it rarely happens in practice because women relatively lack the formal power over men. Although there are debates regarding the effect of gender role socialization on sexual harassment, this study recalls that African culture stigmatizes any woman who is identified as being sexually aggressive (Noah, 2008).

There are several theories of sexual harassment as evident among the different scholarly paradigms that exist within the workplace (see Kofi, J, 2010; Lindsey, et al, 2008; Ladebo, J.O, 2003). For example, the classic works of Marx views gender related matters in terms of their exploitative and oppressive nature which sees women as socially and sexually subordinate to men because of their gender. Marxist position has been mediated and replicated through gender associations. This pattern of women exploitation has been strengthened by the sexist ideology which encourages sexual division of labour and exploitation of women. This process could manifest itself in form of sexual harassment particularly at work (Pollert, 1985).

Within the patriarchal capitalism paradigm, women are seen as a product of economic and gender relations in the labour market. Hartmann (1981) explained women's sexual exploitation by employing how patriarchy and capitalism work together in a system called patriarchal capitalism. Within this system, the dominant power of male is based on their control of female both within the family, labour market and society. The significance of this theory is such that so long as any society is organized along the patriarchal system, it would tend to condole acts and practices that are discriminatory towards the female gender (Noah, 2008).

The patriarchal capitalism theory is adopted to guide the attainment of the objective of this study because it provides the basis for the explanation of the African culture and its spillover effect to the workplace. It is within this context that the next section shall discuss the African culture in relations to the assumptions of sexual harassment as discussed by some scholars.

Sexual Harassment within the African Context

One of the major reasons why sexual harassment studies have attracted limited attention within Africa is due to the socio-cultural constraints. The African society is organized along the patriarchal system which commemorates the overriding power of men over women within the different spheres of life. The African culture discourages the discussion of sexually related issues in public and women are stigmatized for identifying themselves as being sexually active and aggressive. As a result of the embarrassment within the society, many victims of harassment find it very difficult and highly uncomfortable to report their experience for fear of humiliation (Noah, 2008).

Using the assumptions by Thio (1997), Fetzgerald et al (1990) and Zeidenstein et al (1996), the African culture can be said to see sexual harassment as an offshoot of patriarchal structure where inequality in gender relations is legitimized by socio-cultural beliefs. For instance, African culture predicts that women are supposed to be passive and their sexual urges are anticipated to serve as means to an end which is to achieve pregnancy, intimacy and love. The African culture does not encourage women to make any decision on their choice of sexual partners and they are not expected to acknowledge their sexual desires at any time.

An African man on the other hand is expected to have greater need for sex and stronger sexual drive than the woman because sex is seen as a form of pleasure and hallmark for maleness. Since a typical African man's sexuality involves more of indiscriminate need for

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gratification, the culture provided an enabling environment which encourages men to have many wives and concubines (Gupta, 2000; Zeidenstein et al 1996; Dixon Mueller 1993). It is a taboo for an African woman to be involved in extra marital affairs while for men, it is part of the custom and tradition. This socio-cultural belief on sexuality has been transferred to most workplaces in Africa and as such, has influenced the disclosure of harassment and punishment of the harasser at work. The adopted methodology for this study will be discussed next.

Methodology

Questionnaires were administered to a total of 150 respondents working in both private and public organizations within Lagos. From this total, 52.2% of the respondents were male and 43.4% were female. Majority of the respondents were between the age bracket of 21-30 (46.9%) and 31-40 (39.8%) and only 13.2% of our respondents were within the 41-50 age bracket. With regards to the marital status of our respondents, 48.7% were single and 47.8% were married and more than half of our respondents attended universities and obtained B.sc degrees (54.0%). Others obtained Diploma certificate (15.9%) and M.sc certificate (9.7%). A total of 81.9% of our respondents work with private organizations in Lagos while the remaining 18.1% work with the public sector. Majority of our respondents occupy middle level management positions (47.9%) in their organizations while the remaining are in lower level management (27.7%) and top level management positions (14.9%). Other respondents involved in the study are either supervisors (3.2%) or internship staff (2.1%).

Analysis of the response provided in the questionnaire was provided by using canonical analysis where variants are computed from both sets of variables. A variable is analogous to a dimension or factor in a principal component analysis. Interest may centre on the relationship between the set of criterion measures and the set of explanatory factors. The difference is that a variate consists of a maximally correlated predictor and a criterion part. A maximum of M variables can be extracted where M is the number of variables in the smallest set. As in principal component analysis, the M variates are extracted so that they are independent. Essentially, canonical weights are comparable with regression weights and they serve to transform the original variables so that the correlation between the predictor and criterion sets of variate is maximal. The magnitude of the weight falls as the importance of a variable from one set with regard to the other set.

Participation in the interviews was dependent on the willingness and availability of our respondents to discuss with the researcher. Majority of our interviewees had also completed the questionnaires. In all, only a total of ten participants were willing to be a part of the interviews and their response was very useful and highly informative in understanding the likely reasons for the response made in the questionnaires. A breakdown of the distribution of responses is given below.

The study

This study started on a very impressive note because 93.1% of our respondents had either heard or knew what sexual harassment was all about. When our respondents were asked to pick form some options what they perceive sexual harassment to mean, majority of them see it in terms of actions such as kissing, touching, caressing, rape or any act from the opposite sex carried out with them without their prior approval and which is discomforting and highly embarrassing.

When our respondents were asked if they had ever been harassed before at anytime in their career, 73.7% said that they had been sexually harassed before while 26.3% responded that they had not experienced any form of harassment. Majority of the harassers were identified to be either colleagues (41.7%), superiors in the office (29.2%) or employers (20.8%). Only very few respondents (8.3%) identified their subordinates as harassers at work. When respondents were asked to identify the venue where the harassment took place 87.5% said it was in the office and majority of our respondents felt bad (44.4%) during the harassment. Some respondents felt horrific (29.6%), others felt indifferent (14.8%) and a few felt either good (3.7%) or excited (7.4%) during the harassment. When our respondents were asked how soon they reported the case of harassment at work, majority of then indicated that it was immediately meaning they actually reported in less than 24 hours of the incidence. The data in table 1 gives this break down.

Table1: Percentage of respondents indicating when they reported

Response	(%)
Immediately	62.5
A day after	25.0
A week after	12.5
After another attempt	-
Total	100

Source: Authors field work 2006

The above responses reveal that 62.5% of the respondents reported cases of harassment at work immediately after it occurred while some reported a day after the incident (25.0%) and (12.5%), of our respondents claim they reported a week after the incident. None of our respondents waited for their harassers to make a second attempt before making a report. Going by the responses of our respondents it is obvious that they know the first and appropriate step to take whenever they are harassed at work which is to report the incidence to the appropriate authority within the workplace. Tables (2-10) show varying aspects of the experiences of our respondents.

In order to understand how our respondents perceive their sexual roles in relation to the assumptions used in the questionnaire, table 2 provides details on the questions which state that women are sexually passive?

Table 2: Percentage of respondent's reaction that women are sexually passive

Response	(%)
Strongly agree	15.3
Agree	16.3
Neutral	19.4
Disagree	22.4
Strongly disagree	26.5
Total	100

Source: Authors field work 2006

From the available data collected in this study, majority of our respondents disagreed as evident with 26.6% saying that they strongly disagree and 22.4% disagreed. Some of our respondents strongly agreed (15.3%) and others agreed (16.3%) that women are sexually passive while a total of (19.4%) of our respondents were of neutral opinion on the issue. The response reveals that women are more sexually active than as passive.

Table 3: Percentage of respondent's reaction that women cannot make decision on choice of sexual partners

Response	(%)
Strongly agree	5.0
Agree	5.9
Neutral	9.9
Disagree	24.8
Strongly disagree	54.5
Total	100

Source: Authors field work 2006

In order to understand if sexual harassment could have resulted due to the inability of women to make decision on their choice of sexual partners, our respondents were asked to comment on the assumption which states that women cannot make decision on choice of sexual partners. The reactions of our respondents regarding this questions shows that 54.5% and 24.8% strongly disagreed and disagreed to the assertion respectively. Other respondents were neutral 9.9% while the remaining strongly agreed (5.0%) or agreed (5.9%).

In order to understand how sexually related issues are perceived within the African context, the following questions were asked. When our respondents were asked if men have greater needs for sex compared to women, majority of them either agreed (28.2%) or strongly agreed (29.1%). 17.5% of our respondents disagreed and 8.7% strongly disagreed while 16.5% were neutral. This breakdown is provided in table 4 below.

Table 4: Percentage of respondent's reaction that men have greater need for sex than women

Response	(%)
Strongly agree	29.1
Agree	28.2
Neutral	16.5
Disagree	17.5
Strongly disagree	8.7
Total	100

Source: Authors field work 2006

The responses of our respondents in the next questions which states that men have a stronger sex drive compared to women could easily be predicted based on their response to the previous question. Table 5 provides more details of the responses below.

Table 5: Percentage of respondent's reaction that men have stronger sex drive than women

Response	(%)
Strongly agree	35.6
Agree	32.7
Neutral	11.5
Disagree	10.6
Strongly disagree	8.7
Total	100

Source: Authors field work 2006

From the above data, more than half of our respondents are of the opinion that men have stronger drive for sex than women. This was revealed when a total of (35.6% and 32.7%) strongly agreed and agreed respectively. A total of 11.5% of our respondents were neutral while 10.6% disagreed.

When our respondents were asked if men perceive sex as a form of pleasure, the rate of responses was quite close as (19.6% and 21.6%) strongly agreed and agreed while (24.5% and 12.7%) disagreed and strongly disagreed to this position. Details are provided in table 6 below.

Table 6: Percentage of respondent's reaction that sex for men is for pleasure

Response	(%)
Strongly agree	19.6
Agree	21.6
Neutral	21.6
Disagree	24.5
Strongly disagree	12.7
Total	100.0

In order to understand the role of cultures and its insight into how our respondents view gender relations, the next question tried to know if sex is characteristic form maleness particularly for African men. Details of these analyses are provided in table 7 below.

Table 7: Percentage of respondent's reaction that sexual performance is a hallmark for maleness

Response	(%)
Strongly agree	15.7
Agree	14.7
Neutral	16.7
Disagree	28.4
Strongly disagree	24.5
Total	100.0

Source: Authors field work 2006

More than half of our respondents disagree (28.4%) and strongly disagreed (24.5%) that sexual performance is not an hallmark of maleness for African men. A total of 16.7% were neutral about this assumption while (15.7%) strongly agreed and the remaining (14.7%) agreed. Going by the analysis in tables 4, 5,6 and 7, our respondents are of the opinion that men have greater need for sex because men have stronger sex drive than women probably because men see sex as a form of pleasure and not necessarily an hallmark of maleness. In order to have an in-depth understanding of the opinions of our respondents, our interviewees were asked why they perceived that men have stronger need for sex. Their responses revealed that majority of them attributed mentioned the biological make-up of men and the way men are perceived within the African culture.

After the initial questions which ascertain if our respondents knew what sexual harassment was, what and how sex is regarded among men and women within the African culture, next questions tried to understand how an harassed individual is perceived by others.

In order to understand how reported cases of harassment are perceived within the workplace, our respondents were asked if sexually harassed individuals actually desired the action meted out to them. The responses to this question are provided in table 8 below.

Table 8: Percentage of respondent's reaction that the sexually harassed desire the action

Response	(%)
Strongly agree	1.0
Agree	8.7
Neutral	10.7
Disagree	32.0
Strongly disagree	47.6
Total	100.0

Source: Authors field work 2006

Majority of our respondents are of the opinion that sexually harassed individuals do not desire to be harassed. This is evident with 47.6% strongly agreed and 32.0% agreed to this position. A total of 10.7% of our respondents were of neutral opinion when they were asked the questions. In other words, the act of sexual harassment could be aimed at satisfying the strong drive for sex and pleasure most of the victims of harassment are do not desire to be harassed.

Since the victims of harassment do not desire the action meted out to them by their harasser, they report the incidence to the appropriate authority at work. However because of the patriarchal culture that prevails within the African workplace instead of the harasser to be punished, the harassed is stigmatized. It is a known fact that culture has a huge impact on an individual's personality because not only are individuals born into the human community; they grow up and learn the culture, customs and values that are accepted among their people. There are different forms of socialization that exist within the African culture, most of which have spillover effect to the workplace.

In order to understand how African culture affects the disclosure of harassment, our respondents were asked to confirm the notion which states that African society stigmatizes women who reports cases of sexual harassment. The responses are provided in table 9 below.

Table 9: Percentage of respondent's reaction that society stigmatizes sexually harassed women.

Response	(%)
Strongly agree	22.5
Agree	34.3
Neutral	16.7
Disagree	13.7
Strongly disagree	12.7
Total	100.0

Source: Authors field work 2006

Majority of our respondents strongly agreed (22.5%) or agreed (34.3%) that African society stigmatizes women who report cases of sexual harassment. This was further confirmed when a total of 8 out of 10 of our interviewees said that they reported their harassers but no serious action was taken against them by the relevant authority at work. For instance, such reports are either laughed over or the victim of harassment was chastised for arousing the sexual drive of the harasser. This study is of the opinion that such an action is very appalling more so since there is no legislation to prohibit sexual harassment acts in Nigeria. As at the time this study was conducted, there was no existing legislation that explicitly prohibits sexual harassment. Although in 2004, the National Legislative Assembly considered a Bill on violence against women but in this Bill, sexual harassment was only considered as an act of violence against the girl child (FGN, 2004).

In this present study, the canonical correlation results provided below will be used to explain the relationship that exist between an individual's personality which is influenced by the African culture and their perception of sexual harassment. The results of the two variate pairs are reported in table 10 below.

Table 10: Canonical correlation analysis of the relationship between personality and perception of sexual harassment

Variables	Variate1 (canonical loadings)	Variate 2 (canonical loadings)
Predictor set		
Gender	-0.4441	-0.1343
Age	-0.6822	0.7380
Marital status	0.4443	-0.9607
Educational qualification	-0.5122	-0.3994
Occupational sector	-0.3463	0.1624
Position in the organisation	0.2080	0.2525
Awareness	-0.29079	0.0483
Criterion set		
Kissing	-0.3329	0.4617
Touching	0.3999	0.6399
Caressing	0.2787	-1.2621
Rape	-0.6572	0.2410
Any act from the opposite sex causing discomfort	-0.65724	0.1813
All of the above	-0.9583	0.0487
Explained variable	31.9%	17.8%
Canonical correlation	0.56	0.42

Source: Authors field work 2006

Discussion of findings

The findings from the canonical correlations are averagely high (0.56 and 0.42) respectively, which means that the canonical variate (predictor and criterion) pairs are highly associated. However, the percentages identified for the explained variables recorded for the predictor and criterion sets under study recorded 31.9% and 17.8% respectively. Thus, the canonical correlation suggests strong association but it would be presumptuous to make a substantive statement about the relationship between personality and perception of sexual harassment when so much of the variations are unaccounted for. Based on the reported loadings, we might deduce that persons who are matured but not married are likely to experience touching as a form of harassment and which could further lead to rape.

The interviews which were conducted as a follow-up to the questionnaires provided more in-depth understanding to the study. For example, some of the respondents interviewed were of the opinion that in recent times, African women have become as active as their male counterparts when sexually related issues are discussed in public. Also, some of the respondents are of the opinion that women, just like their male counterpart now see sex for pleasure and not as a means to an end. Majority of the women respondents rejected the position that they are unable to make decision on their choice of sexual partners. With regards

to the superior/subordinate debate on power, our respondents were of the opinion that in as much as most women lack physical power over men, they tend to control the psychological sensation of most men through their almost nude sense of dressing especially to work.

Policy implications and conclusion

Sexual harassment within the workplace is very likely to dampen the morale of the employee who has been harassed. In the long run, this could result in emotional and psychological stress which could lead to lack of motivation and decline in productivity. Although some of the victims of harassment could resign due to frustration, majority of them are likely to remain since they may not have any other alternative employment. Moreover, the African culture does not provide any palliative measure that will soothe the situation because rather than punish the harasser, the African cultures stigmatizes the harassed both within and outside the workplace. Irrespective of the impact of culture, African countries such as South Africa, Kenya and have enacted laws to punish offenders of sexual harassment.

In order to provide a solution to this alarming situation, the following policy implications have been suggested for Nigeria as a nation and Human Resource departments operating in Nigeria.

- The Nigerian government should make funds available for studies into sexual harassment within its workplaces. The objectives of the studies will be to establish a policy on how it would be handled.

- The Supreme Court of Nigeria should recognize sexual harassment at the workplace as a violation of human rights and provide a comprehensive definition of sexual harassment.

- Guidelines on Sexual Harassment at the workplace should be set out in the labour legislation for the prevention and redress of complaints. Organizations should be enforced to provide information on this topic during the induction process for new entrant. Required steps towards addressing issues of harassment should be outlined in the employee handbook.

- The human resource departments of organizations should be compelled to have sexual harassment guidelines which will provide both preventive and remedial measures needed to make the work environment safe for employees.

- Victims of harassment should be encouraged to make reports and given assurance that disclosure will not result in discrimination of any sort.

- There is the need to publicise incidents of sexual harassment because it cannot succeed in secrecy. Public exposure is very important and this can be done through publication of advertorials, seminars, symposiums, workshops, lectures, discussions, talk shows etc.

- There is also the need for effective advocacy. The female gender should be more organized in the struggle against sexual harassment.

- Women must be encouraged to become more assertive so as to report incidents of sexual harassment and seek avenues for redress through appropriate authorities.

- There is the need for the educational system to promote self-respect, mutual respect and cooperation between women and men especially at work.

- Discussions should be organized for workers to learn how to manage their feeling in the workplace and female workers made to wear decent and non-seduce clothes especially to work.

In conclusion

This study examines the existence of sexual harassment since the colonial era into the 1970's when the concept was coined out. The study acknowledges that there are ongoing debates regarding the extent to which sexual harassment behaviours are rooted in culture however, few studies have been conducted on the role of African culture in the disclosure of harassment and punishment of the harasser. Some theoretical positions regarding sexual harassment were examined and the patriarchal capitalist paradigm was adopted in explaining African culture. The questionnaire was designed based on some assumptions regarding how men and women perceive sex although the responses from the study proved some of the assumptions wrong.

For instance, the findings from the study reveals that in as much as women are sexually active, men have stronger sexual drive and more need for sex than women. This could be due to their biological make-up and also the fact that men perceive sex as more of pleasure rather than a hallmark of maleness. Despite the fact that majority of our respondents reported their harassers, little or no further action were taken against such offenders at work instead, the victims of harassment are either laughed at or rebuked for arousing the sexual drive of their harassers.

It is at this point that the role of African culture comes in again because, based on available evidence in this study, rather than the African culture to punish the offenders, the victim of harassment is stigmatized thereby resulting in double dilemma. As such the victims of harassment is left with no other option than to leave the organization and seek for employment elsewhere or remain within the organization and face whatever consequences may arise. Due to the economic recession, most of the victims of harassment tend to stay back in their organizations but this action has a lot of implication on them psychologically, emotionally and on their level of productivity at large. In order to avoid this alarming situation, the study suggest that Nigeria just like its South African counterpart should put in place legislations that will handle sexual harassment issues at work and organization should be compelled to have a guideline which will provide measures needed to ensure a safe work environment.

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