



Research Report

Sexual Harassment in Workplace in Vientiane Capital



Association for Development of Women and Legal Education (ADWLE)

Vientiane Capital, Lao PDR
May 2017

Abstract

The research theme is "Sexual harassment in the workplace in Vientiane Capital Lao PDR". The researchers have undertaken research using a combination of quantitative and qualitative data from interviews. The research team has collected data from workers in the garment factory, restaurants and state enterprises in Vientiane Capital Laos PDR 100 people, were male 22% and female 78% and 10 people for in depth interview, was male 10% and female 90%. Consequently, from in depth interview it found that women have high percentage from sexual harassment in the work place at 90% but man only 10% as the detail of result bellow,

The causes and factors of sexual harassment behavior in natural or biological section were women look more attractive than men, the social and cultural in gender inequality section were men see women only as sexual objects, the cultural section were different cultural and social, the regulations and the law section were lack of articles related to non-discrimination by gender, the environment and atmosphere of the workplace section were the close proximity of different gender and the physical workplace section was the walkways inside and outside the building did not have enough light.

The verbal behavior patterns were praised the beauty and used language to persuade the victim to have sex, the physical behavior

patterns was perpetrator came close up the body and the gesture was perpetrator came deliberately close up.

The results indicating how individuals deal with the problem of sexual harassment were to express a straightforward sense of satisfaction to those who do not commit sexual and the adaptation to problems when abused sexually that to think that sexual harassment is not serious and can be accepted socially.

The assumptions cause sexual harassment behavior in different gender, age and workplaces by natural and biological, gender inequality, culture, regulatory and legal, environment and atmosphere and workplace that the results of the analysis show P-value of place of work in this section is different from confidence up to 0.05

Key words: Sexual Harassment, workplaces, Vientiane Capital

ACKNOWLEDGEMENTS

The research on Sexual Harassment in the Workplace in Vientiane Capital is one of specific missions of the Association for Development of Women and Legal Education which is one of Associations has a vision on Women Development in Lao PDR. Those associations have recognized the important of research on the issue of sexual harassment in the workplaces in Vientiane Capital in order to research and survey the trends of having sexual harassment issues happening in future. The Women Development Association and Law education would like to thank EU organization for supporting the grants, for organizing the workshop on reporting the research's results, and for publishing the results on this research.

Also sincerely thanks the staffs who are the key informants from restaurants, garment factory and state enterprises, and from factories that scarified their time providing information and answering questions for the in-depth interviews. Also thanks the Assoc. Prof. Dr. Khammany Soulideth, Vice-Dean of Faculty of Social Sciences, National University of Laos for giving permission, for providing advices on the data analysis. And also thanks the staffs in the Research Division for helping on data's collection and analyzing the data with quick and effective data procession. Also thanks Ms. Salika Onsy, Head of Research and academic services Division, Faculty of Social Sciences, for leading this

research, analyzing the data and writing this research's reports until achieving the success.

Also many thanks to Mrs. Inthana Bouphasavanh the Director of Association for Development of Women and Legal Education has consulted and suggested to do research in accomplished well.

Finally, the acknowledgement goes to teachers, lecturers who provided valuable lessons and knowledge which are background of this study until it is succeed. For the crediting of this research is granted to Faculty of Social Sciences, to related organizations that can utilize this research as databases for developing and improving the regulations and Laws on protection and the Laws on prevention of sexual harassment in the workplace in Vientiane Capital.

Key words: Sexual Harassment, workplaces, Vientiane Capital

Contents

Chapter 1 Introduction	1
1.1 Background and justification	1
1.2 Objectives	8
1.3 Scope of the Research	8
1.4 Significance of the Research	9
1.5 Definition of Terms	9
Chapter 2 Literature review	11
2.1 Defining sexual harassment	11
2.2 Who is sexually harassed?	12
2.3 Who are the harassers?	13
2.4 International law and policy for addressing sexual harassment in the work place	14
2.5 The National law and policy that relate to address sexual harassment in the work place	15
2.6 The related research findings on the sexual harassment in work place	21
Chapter 3 Research Methodology	26
3.1 The pattern of research	26
3.2 Sampling	26
3.3 Tools and data collection	27
3.3.1 Data and sources	27
3.3.2 Process and tools for gathering data	27
3.3.3 Data collection	28

3.5 The statistics used to analyze and test assumptions	30
3.5.1 The statistics used to analyze the data	30
3.5.2 Statistical hypothesis testing	30
Chapter 4 Data analysis	31
4.1 General characteristics of respondents	31
4.2 Causes and factors that caused sexual harassment behavior	37
4.2.1 Natural or biological causes or factors	37
4.2.2 Social and cultural causes or factors	38
4.2.3 Physical and environmental causes or factors	40
4.3 The behavior patterns related to sexual harassment	41
4.4 How individuals have adjusted to the problem	44
4.5 Analysis of the difference in understanding the causes and factors that causes sexual harassment behavior	62
Unit 5 Conclusion, Discussion and Recommendations	66
5.1 Conclusion	66
5.2 Discussion	69
5.3 Recommendations	73
References	75

Chapter 1

Introduction

1.1 Background and justification

Sexual harassment is one of the social problems that many people overlook. Mostly people think that it is a personal issue. Recently, there have been many research studies on different forms of violence, and sexual harassment is one form of violence. Sexual harassment is bullying or coercion of a sexual nature, or the unwelcome or inappropriate promise of rewards in exchange for sexual favors. Moreover, sexual harassment happens in all occupations and in every gender. This has an effect on human health and emotions, particularly leading to stress and worry. “Sexual harassment” is defined as any behavior of a sexual nature that affects the dignity of women and men, which is considered as unwanted, unacceptable, inappropriate and offensive to the recipient, and that creates an intimidating, hostile, unstable or offensive work environment (International Labor Organization, 2015).

The last two decades or so have engendered considerable discussion throughout much of the world about issues of sexual harassment in the workplace. They have also witnessed legal and other action initiated by local and national governments and by such international organizations as the European communities, the ILO,

FAO, the World Bank and the United Nations. It is not that the problem is new, only that it has been exacerbated and made more visible as increasing numbers of women have entered the workforce (Joan H. Joshi and Jodie Nachison:p11).

Sexual harassment, in all its configurations, is not easy to define. Other than conduct that involves physical violence, it is, to some extent, in the eye of the beholder. The Equal Employment Opportunity Commission in the United States, however, has developed a useful definition in the following: Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Moreover, this definition has come to be internationally accepted. For example, FAO uses it almost verbatim, as does the World Bank, in the following: Sexual harassment is any unwelcome sexual advance, request for sexual favor or other verbal, non-verbal or physical conduct of a sexual nature which unreasonably interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive environment (Ministry of Labor – Invalids and Social Affairs, HaNoi, March 2013).

The Lao People's Democratic Republic (PDR) is a landlocked, mountainous and forested country. Since 1997 it has become a land-linked country as a member of ASEAN. There was an estimated population of 6.5 million in 2015 (Lao Statistics Bureau, 2015), of which 59% of the population were children and young people below the age of 25 years. The majority of the population lives in rural areas 71%, including 8.9% who live in rural areas without road access. The annual population growth rate for Lao PDR is around 1.45 % (Ministry of Health & Lao Statistics Bureau, 2015).

The country is ethnically diverse, having 49 official ethnic groups with 167 different ethnic subgroups. There are four major ethno-linguistic branches, which are the Lao-Tai (68 % of the total population), Mon-Khmer (22%), Hmong-Lu Mien (7%) and Sino-Tibetan (3%). The ethnic groups are marked by different cultures and traditions (King et al., 2010). The health outcomes have been improving, as reflected in improving life expectancy at birth for both sexes from 53 to 66 years between 1990 and 2012 (51 to 64 years for men and 54 to 67 years for women) (WHO, 2014).

The labor force comprises 3,691,300 people, and the economically active labor force 3,026,866 people. Those employed, are working in the agriculture sector, 75.1%; industry, 5.5%; and services, 19.4%. The unemployment rate is 0.2% (<http://aseanemployers.org>). Recently, the new economy has been in transition from a centralized command to a market oriented economy in the Lao PDR. The practice of an open door policy, export promotion and import replacement has

grown with more visitors to the country and also foreign investment, and has created work and employment opportunities. This has attracted population movement from rural to urban centers to seek to better life. In the transition of economic development, large numbers of young people are a source of labor supply for industry, especially the garment industry, which is major sector contributing money to the country through exports. Therefore, the services sector has increased and the labor force in this sector has grown.

Vientiane, the capital of the Lao PDR, is situated in the central part of the country, covering a total area of 3,920 square kilometers. The town shares borders with Xiengkhouang province to the East, Vientiane province to the Northeast, Sayaboury province to the Northwest, Borikhamxay province to the South, and Thailand to the West (with the Mekong River functioning as the border). Vientiane is composed of nine districts; the four central cities districts are Chanthaboury, Sittanak, Sikhottabong and Saysetha. The other five districts are Hatsaifong, Saythanee, Nasaythong, Pakngum and Sangthong. According to the National Statistical Centre, 2015, the population in Vientiane Capital is estimated at 820,900 people; however, this is continuously on the rise because of the mobility of people and urbanization. The population comprises a variety of ethnic groups; the composition of the population is also quite varied, such as government staff, the private sector, farmers, workers, businessmen, merchants, students and the unemployed (National Statistical Centre, 2015).

In Vientiane, statistics and official figures on sexual harassment at the workplace are not readily available, although non-specific research on this issue has been found. However, the available information gleaned from the mass media highlights sexual harassment as being widespread in workplaces. When sexual harassment occurs at the workplace, it violates the fundamental rights of workers, both female and male. Therefore, workers need to be protected by the law. In addition, the International Labor Organization (ILO) considers sexual harassment in the workplace a serious form of sexual discrimination.

In many parts of the world, sexual harassment is recognized as a serious problem facing workers in their workplaces. For example, in Germany, a survey indicated that 93% of working women were victims of sexual harassment as of 1998; nearly 6 out of 10 nurses in Australia have experienced sexual harassment; in the United States over 50% of women employees had been sexually harassed; and in Canada 51% of women reported having experienced sexual violence at least once. In India, a woman is sexually harassed every 12 minutes. In China, a survey was conducted by the Women's Watch China in 2009, which found that 20 per cent of the 1,837 female respondents interviewed had experienced sexual harassment at work. A survey published in Hong Kong in 2007 showed that nearly 25 percent of workers interviewed suffered sexual harassment and of these, one-third of the victims were men. An AWARE Singapore study in 2008 also indicated that 54.4% of the 500 respondents had experienced some form of sexual harassment.

These statistics highlight that sexual harassment is a global problem (Ministry of Labor – Invalids and Social Affairs, Ha Noi, March 2013).

With respect to research on violence against women in Lao PDR based on a combination of lifetime physical and/or sexual violence, the results show physical violence alone (8.1%), physical and sexual violence (3.5%), and sexual violence alone (3.7%). With respect to research on the physical, sexual and/or emotional violence by husbands and partners, the results show physical 2.2%, physical and emotional 5.9%, emotional 15.0%, physical, emotional and sexual 3.4%, emotional and sexual 1.9%, physical and sexual 0.1%, and sexual 1.8%. The frequency distribution of injuries associated with physical and/or sexual violence are as follows: once 58.9%, 2-5 times 20.9%, and more than 5 times 20.2% (<http://www.la.one.un.org>).

Moreover, a social indicator survey found that almost 76 percent of Lao children have experienced different forms of violence in 2011, especially children aged between 2-14 years old. They faced at least one form of psychological aggression or physical punishment from an adult in their household. The percentage of children aged 2-14 that experienced different forms of violence in Lao PDR were as follows: the highest percentage of any violent discipline method reached 75.7%, and psychological aggression reached 70.8% (Unicef, n.d, 2016).

However, there is a lack of research about sexual harassment in workplaces in Vientiane, Laos PDR, including official data and information on workplace sexual harassment. The country also lacks enforceable legislation on sexual harassment in the workplace; in

particular, there is a lack of legal definitions, legal and financial responsibilities of enterprises and employers, redress processes, payment of damages and fines.

Therefore, research on the issue would be useful to determine attitudes and awareness levels amongst workers working in Vientiane by looking at the problem in Vientiane. This research hopes to shed some light on the issue as evidenced from public perception, and to show some of the current trends through its findings. Nowadays, the problem of sexual harassment in workplaces is acknowledged as a serious issue, both as an occupational hazard and as a violation of human rights. In addition, the ILO has called it a violation of the fundamental rights of workers, a safety and health hazard, a problem of discrimination, an unacceptable working condition and a form of violence, usually against women workers. However, both men and women can be subjected to sexual harassment (www.ilo.org/ pdf).

Therefore, I would like to conduct this research on sexual harassment in workplaces in Vientiane Capital, Lao PDR, as both quantitative and qualitative research has shown that women and men can be victims in workplaces. In addition, the government, employers, organizations and individuals can all work together to create a more positive, healthy work environment in our country. Going forward, we first must strive to better understand and explore this problem, as our report's findings are just the tip of the iceberg. This attitude can be cultivated by establishing a clear policy against sexual harassment, mechanisms for redress and awareness training for managers and staff.

In the research have the question such as what are the causes and factors of sexual harassment in workplaces in Vientiane Capital, Lao PDR?, what types of sexual harassment behavior occur in workplace in Vientiane Capital, Lao PDR? and how do the victims handle their sexual harassment abuse in Vientiane Capital?.

1.2 Objectives

Researchers for this study operated under the following three objectives:

1. To explore the causes and factors related to sexual harassment in workplaces in Vientiane Capital, Lao PDR
2. To explore the patterns of behavior related to sexual harassment in workplaces in Vientiane Capital, Lao PDR
3. To find out how victims dealt with sexual harassment in workplaces in Vientiane Capital, Lao PDR

1.3 Scope of the Research

The research was carried out with survey respondents, including 100 individuals from restaurants, factories, and enterprise companies in Vientiane Capital, Lao PDR. Referring to the scope of variables in the research, the researcher has divided the variables into two groups: dependent variables and independent variables. The three dependent variables consist of gender, age, and place of employment (restaurants, enterprise companies and garment factories). The three independent variables include the causes and factors related to sexual harassment,

types of sexual harassment behavior, and how victims of sexual harassment handle their abuse in workplaces in Vientiane Capital.

1.4 Significance of the Research

The findings from this research will contribute to providing both a general overview and recommendations relating to the issue of sexual harassment in the workplace in Vientiane Capital, Lao PDR. The overview covers international and national laws, policies and practical workplace measures addressing sexual harassment in the workplace, including a definition of sexual harassment that could be applied in Vientiane Capital, Lao PDR. The recommendations include 1.) the justification for having implementation regulations and/or guidelines, which elaborate the related articles in the New Labor Code; 2.) Measures for employers and workplaces at restaurants, enterprise companies and factories; and 3) suggestions relating to key social partners in preventing and addressing sexual harassment at workplaces.

1.5 Definition of Terms

Workplaces: the places where employees undertake paid work for eight hours per day such as restaurants, enterprise companies and factories in Vientiane Capital.

Sexual harassment: sexual harassment includes various types of conduct, whether verbal, visual, or physical and gesture.

Verbal or Written: receiving telephone, to criticized appearance on the negative such as fat or too thin, listening pornography while do not

want to listening, persuade to have sex with benefits involved or not, praise the beauty and use language to persuade have sex.

Physical: touch and touch body, touch hand and arm touch chest or reserve, close to the body kiss, to kiss on cheek and rape.

Gestures: gestures such as making sounds (whistle) and a cock staring such as eye gaze for a long time, deliberately close up, to express the sexual action or facial expressions that are sexual; following a person or stalking.

Chapter 2

Literature review

There have been non researches on sexual harassment in the workplace in Vientiane Capital Lao PDR. It is very important to review what other researchers have investigated relating to the topic of the project so that the researcher can provide the background knowledge for study. In the chapter firstly, defining sexual harassment. Secondly, who is sexually harassed? And who are the harassers? Thirdly, international law and policy for addressing sexual harassment in the work place and the National law and policy to relate to address sexual harassment in the work place. Finally, related research findings on sexual harassment in the workplace are presented.

2.1 Defining sexual harassment

Sexual harassment includes a wide range of behaviors, from glances and rude jokes, to demeaning comments based on gender stereotypes, to sexual assault and other acts of physical violence. Although the legal definition varies by country, it is understood to refer to unwelcome and unreasonable sex related conduct. A fairly comprehensive definition considers sexual harassment as “any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause

offense or humiliation to another. Such harassment may be, but is not necessarily, of a form that interferes with work is made a condition of employment, or creates an intimidating, hostile, or offensive work environment” (WB, 2103). Acts of sexual violence are always considered to be sexual harassment (as well as criminal acts). Suggestive jokes or insulting remarks directed at one sex may be considered sexual harassment in the legal sense, but not always, depending on context and frequency. And there is not a clear line between annoying courtship overtures and sexual harassment. Quantifying the severity of sexual harassment is even more challenging, as people react differently to objectively identical treatment. Furthermore, women tend to apply the term sexual harassment to more severe forms only, such as sexual violence (Fitzgerald, L. F., S. L. Shullman, 1988).

2.2 Who is sexually harassed?

Although both men and women are sexually harassed, international survey data show that majority of victims are women. Victims are more likely to be younger, hold lower position jobs, work mostly with and be supervised by members of the opposite sex, and, for female victims, work in male dominated occupations (US Merit Systems Protection Board, Office of Policy and Evaluation, 1995). Vulnerable populations such as migrant workers are especially subject to sexual assault and other forms of abuse and violence (European

Commission, 1998). Sexual harassment of women is particularly high in the military (Ilies, R., N. Hauserman, 2003). Records of legal charges of sexual harassment provide further information on characteristics of victims. The rate of sexual harassment per 100,000 workers calculated from charges filed with the US EEOC exhibits substantial variation by industry, age, and sex. Women are at far greater risk of sexual harassment than men in every industry and at every age. For both men and women, the risk is highest for those ages 25–44. The risk of sexual harassment is higher for women in male dominated industries, but the risk for men does not vary with the sex composition of the industry. The sexual harassment rate for women in the female dominated industries of education and health services is low but about double the rate for men in those industries. The rate for women in the male dominated mining industry is 71 cases per 100,000 female workers, which is 31 times the male rate. Based on these legal charges filed with the US EEOC, the rate of sexual harassment charges per 100,000 female workers by age group for four selected industries. This pattern also holds for women in other industries and for men in many cases, although the sexual harassment rates for men are uniformly well below those for women (Hersch, J. 2011).

2.3 Who are the harassers?

Before policies can be developed to end sexual harassment, policymakers need to know whether sexual harassment reflects individual behavior or whether certain organizational characteristics are

more conducive to such behavior. Empirical studies consistently document that a majority of harassers are male and more likely to be at the same or at a higher organizational level than their victims. There is little other evidence of a pattern by social status, occupation, or age, making it difficult to identify likely harassers (Pina, A., T. A. Gannon, 2009). A body of literature identifies organizational characteristics that create an environment in which sexually harassing behavior can exist. Key characteristics include an organization's tolerance for sexual harassment and the gender composition of the workplace, which includes factors such as the sex of the supervisor and whether an occupation is considered traditionally male (Willness, C. R., P. Steel, and K. Lee, 2007). Sexual harassment is more prevalent in organizations with larger power differentials in the hierarchical structure, and in male dominated structures like the military (Ilies, R., N., 2003)

2.4 International law and policy for addressing sexual harassment in the work place

Nowadays, there are virtually no international instruments that deal with violence against women in the workplace. The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is, to date, the most comprehensive international instrument specifically prohibiting sexual harassment in Article 11 of General Recommendation 19. Sexual harassment as comprehensive list

of International conventions regarding the protection of women in the workplace is as follows:

1. Convention on the Elimination of all Forms of Discrimination against Women (CEDAW);
2. ILO Convention No. 41: concerning the Employment of Women during the Night (1934);
3. ILO Convention No. 89: Concerning Night Work of Women Employed in Industry (1948);
4. ILO Recommendation No. 95: Concerning Maternity Protection (1952);
5. ILO Recommendation No. 191: Concerning the Revision of the Maternity Protection Recommendation, (Revised, 2000);
6. ILO Convention No. 183: Concerning the Revision of the Maternity Protection Convention (Revised, 2000);
7. ILO Convention No. 3: Concerning the Employment of Women Before and After Childbirth (1919);
8. ILO Convention No. 100 Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (1951);
9. ILO Convention No. 111: Concerning Discrimination in Respect of Employment and Occupation (1958);
10. ILO Convention No. 169: Concerning Indigenous and Tribal Peoples in Independent Countries (1989), Art. 20-(3) (Upon Kompipote: P2-3).

2.5 The National law and policy that relate to address sexual harassment in the work place

The State promotes international relations and cooperation at regional and international level in preventing and combatting violence against women and children by exchange of experiences, information, scientific studies and other forms of cooperation including the implementation of international conventions and treaties to which the Lao PDR is Party. Lao PDR has ratified various international conventions including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1981 and the Beijing Platform for Action (1995) (Bäcktorp, 2007). Article 35 of the amended 2003 Constitution of the Lao PDR guarantees the principle of gender equality. Articles 22 and 24 support gender equality, as does Article 8. Further support is provided by Article 13 of the Law on Development and Protection of Women and Article 177 of the Penal Law (2005) as well as the Prime Ministerial Decree, No. 26/PM, dated 6 February 2006. The National Commission for the Advancement of Women (NCAW) was created by the Prime Minister's Decree N. 37/PM of 1 April 2003. Its objectives are "to encourage, promote and protect the legitimate rights and interests of women in all fields" (CEDAW Laos, 2008, 16). There is a strong legal and rights framework upon which gender policies and practices can be built.

The Lao People's Revolutionary Party established the Lao Women's Union (LWU) in 1955. The LWU has ministry status. Membership reached almost half of all Laotian women in 2006. Its role is to protect the interests of women and children. In 2006, the Lao Women Union's 5th Congress reaffirmed the "Slogan of Three Goods"

namely: “To be a good citizen, to have good development and to build a happy family” (CEDAW Laos, 2008, 21). However, the status of women in Lao PDR is undermined by high levels of illiteracy, gender-based violence and persistent traditional gender stereotyping. The generally low level of legal and rights *awareness* in relation to gender in society causes women’s role(s) to be often undervalued (GOLPDR/UNDP, 2014).

In terms of national law, sexual harassment is only recognized in the Law on Preventing and Combatting Violence against Women and Children by National Assembly No. 56/NA Vientiane Capital City, dated 23 December 2014, indirectly address the rights of women and children:

Article 9. Forms of Violence

Violence against women and children has 2 forms as follows:

- Violence against women and children by a member of the family;
- Violence against women and children by other people.

Article 10. Violence against Women and Children by a member of the family

Violence against women and children by a family member is any act, negligence or neglect by a family member those results in physical, psychological, sexual, property or economic harm or suffering to women and children who are family members irrespective of the setting in which that violence occurs.

Article 11. Violence against Women and Children by other People

Violence against women and children by other people is any act, negligence or neglect by individuals, [or] a group of people who are not family members including authorities and staff members that results in physical, psychological, sexual, property or economic harm or suffering to women and children in the community setting, public setting, workplaces, educational setting, alternative care setting and other places.

Article 12. Types of Violence against Women and Children

Violence against women and children has 4 types as follows:

- Physical violence;
- Psychological violence;
- Sexual violence;
- Property and economic violence.

Article 13. Physical Violence

Physical violence is an intentional act such as abuse, torture, hitting, kicking, pushing, throwing a child that cause injures, bruises or no sign of the use of violence in some cases; mental health problems; disability or death.

Article 14. Psychological Violence

Psychological violence is an act, negligence or neglects that has an [adverse] psychological effect on women and children such as having many wife, insults, gossip, defamation, scorn, humiliation, undervaluing, adultery, neglect, bias, discrimination, separation from

friends or family, disrespectful, defamation, preventing someone from doing something, coercion or threats that harm [a person's] reputation, dignity, shame, self-esteem, cause mental health problems, trauma or suicide.

Article 15. Sexual Violence

Sexual violence is an act or attempt to act that result in harm to the sexual rights of women and children such as rape, forced sex, any act of obscenity, sexually indecent assault, unwanted sexual comments or sexual touching; or sending of women or children to another person for sexual purposes.

Article 17. Acts considered as Violence against Women and Children

Acts considered as violence against women and children are:

- Abuse, torture, beating, coercion, threats, throwing out of a child, inhumane treatment or other intentional act that affects the health, life and psychology [of women and children];
- Gossip, slander, scorn, insults, defamation, insulator other acts that intend to degrade/harm the reputation or dignity or psychology [of women and children];
- Discrimination, isolation, expulsion from the residence, improper discharge or pressure on the psychological health;

- Not given the opportunity, obstruction to someone from conducting their duties, participating in economic-social activities or preventing someone from exercising their rights and performing obligations as provided for in regulations and laws;
- Obscenity, dissemination of pornography, adultery, forced sex, having sex with children, rape, forced prostitution, commercial prostitution or other forms of sexual violation;
- Kidnap, forced marriage or forced divorce or obstruction to marriage or divorce; marriage for the purpose of selling a person to other people.
- Failure to meet obligations to take care of, raise and educate children, failure to support and assist the family's work or earnings or failure to taking care of children who are under their responsibility;
- Illegal possession, move, transfer, use, divide, seize, concealment, or destruction of property;
- Using child labor, forcing [someone] to work or to economically contribute;
- Other acts that break the laws and regulations (National Assembly, 2014).

2.6 The related research findings on the sexual harassment in work place

Steven V. Cates, DBA, SPHR, Lynn Machin, Kaplan University, USA (2012). The purpose of this research paper is to investigate the current status of sexual harassment in the workplace today. The results provide many interesting and important facts about this subject. This research takes an in depth view of the sexual harassment in US organizations today and provides current knowledge on the subject. Federal laws protect employees in a workplace by constituting sexual harassment as unlawful. This is a critical human resource and overall managerial issue which is widely discussed in many organizations due to the overwhelming liabilities that they hold. Sexual harassment trainings have been shown to be one way that companies attempt to diminish incidents, by giving employees information on the topic. There are many implications held for people that are involved in sexual harassment in the workplace. The results from this research however indicate that in US workplaces sexual harassment is still prevalent in the workplace despite attempts to eradicate it. What is the Status of Sexual Harassment in the Workplace Today?. The research performed in this paper was accomplished by examining various governmental sources, as well as print publications. The research will provide an in depth view into sexual harassment, and its role in today's work environment. Included in the research are a recent case in regards to the subject of sexual harassment, and how that

case affects the parties involved. This will provide proper reasoning as to why it is important for managers to take this matter seriously, as well as recommendations as to how an organization's managers should approach the subject.

Ponwipa Wipanarapai (2011). This study was conducted with the objective of studying the personal factors of sexual harassment perpetrators and victims, including the characteristics and impacts of sexual harassment in the workplace. The study aims to recommend procedures for providing assistance for victims, problem solving and prevention of risks for sexual harassment for women in the workplace. This study emphasized qualitative research. The target group comprised women who had been sexually harassed in the workplace who filed complaints with the Pavena Hongsakul Foundation for Women and Children, the Friends of Women Foundation, and the Thai Health Promotion Foundation. The researcher collected data from 22 women and selected the 10 women with the most complete backgrounds and data by conducting observations and personal in-depth interviews from the time the victims filed complaints to October 2010. Data analysis consisted of the presentation of facts in terms of ratios and data synthesis in general by summarizing concurrent issues in subtopics to visualize the general view. The researcher presented descriptive data and checked the data by interviewing 5 qualified legal, psychological, and social studies experts. According to the overall research findings, most of the victims of sexual harassment in the workplace were found to be women, most were young adults aged 18-23 years with bachelor's

degrees in education. The victims were able to provide income for themselves and were single. As for the perpetrators, most were males with an average age of over 33 years and bachelor's degrees in education. The perpetrators had stable occupations and income. Most of the data concerning the relationships between the perpetrators and victims (80%) came from socializing in the workplace where there were regular meetings. Consideration of the characteristics of sexual harassment found that sexual harassment occurred in two forms i.e. verbal and physical sexual harassment. Most sexual harassment in the workplace (60%) occurred due to the formation of conditions associated with sexual harassment in exchange for benefits. Consideration of the impacts of sexual harassment in the workplace found impacts to have occurred in various areas such as psychological impacts, social impacts and impacts on life stability/security. According to the results obtained by interviewing the five qualified experts, all five qualified experts were found to agree that sexual harassment is an expression of undesirable sexual behaviors, speech and gestures. As for form of harassments, 4 out of the 5 experts had the view that sexual harassment is categorized into physical and verbal sexual harassment. As for sexual harassment in the workplace, all five experts viewed the cause to stem from the women who were victims and unsafe workplaces as a result of cultural gender inequality. Therefore, all five qualified experts agreed that a central organization should be organized to hold the responsibility of direction and control. Some qualified experts had additional opinions

that religion should be used to generate conscience in perpetrators and victims.

Ubon Kompipote (2002). Sexual harassment in workplace, research study conducted by the International Labor Rights Fund (ILRF) and project partners in Thailand has revealed that women workers in export industries in Thailand suffer from sexual harassment, including violent abuse and rampant discrimination, by their employers and supervisors. These women are not adequately protected from such abuse and discriminatory practices by law or by workplace codes of conduct. A survey of 100 factory workers from ten export industries reveals the following shocking statistics. 90% of the respondents admitted that their employment conditions do not protect female workers from sexual harassment. 75% of respondents said they had no knowledge about laws that forbid sexual harassment. Over 90% of the respondents are unfamiliar with the concept of a workplace code of conduct. Less than half (47.6%) of respondents would take action against their aggressors only in cases of the worst form of harassment, such as rape. Women who report sexual abuse in the workplace are often fired or demoted. Most women do not have a common understanding of what constitutes sexual harassment, and thereby ignore some behaviors that are damaging to them. While 70% of the workers employed by the factories chosen are female, male workers hold 63% of supervisory positions in the workplace. Men are promoted far more frequently than women. The study concludes that except for extreme instances of violent abuse, the factories do not penalize harassers. They

have no regulations or rules to deal with the issue and do little or nothing protect female workers. Moreover, with men in the majority of supervisory positions, female workers are more vulnerable to them. Researchers recommend that there needs to be better accountability and retribution for those who commit acts of sexual abuse and gender discrimination in the workplace, both in Thai law and through workplace codes of conduct. Laws need to be reformed to provide legal protections for women workers. Additionally, women need to be educated about their rights in order to protect themselves from such abuse. Progress will also be achieved if women workers are promoted to management positions more frequently, thereby better representing females in the workplace and advocating for their rights. Furthermore, sexual harassment should be a public issue that is effectively addressed by unions.

Chapter 3

Research Methodology

3.1 The pattern of research

The research theme is "sexual harassment at the workplace in Vientiane". The researchers have undertaken research using a combination of quantitative and qualitative data from interviews, which are required to help explain the research. Respondents selected were employees in garment factories, restaurants and government enterprises in the capital Vientiane. The researchers have chosen the research site as Vientiane, capital of Laos, because Vientiane is the center of social-economic development of the country. Respondents include some people who have migrated to living in Vientiane, especially workers in private and state enterprises. However, the environment to perform tasks in the workplace of private and state enterprises is not covered thoroughly in all aspects. So, the team has chosen the capital Vientiane to represent the theme of sexual harassment in the workplace in Vientiane capital as a case study in which to explore the level of sexual harassment in the workplace as part of private and state enterprises.

3.2 Sampling

The population sample size dictated the number of employees chosen as survey respondents in the private and state enterprises in Vientiane capital. Requiring a quota of 100 set the size of the population

groups as 35 garment factory employees, 33 restaurant staff and 32 state enterprise staff.

3.3 Tools and data collection

3.3.1 Data and sources

Data was collected directly from the sample, as well as from the existing volume of information. The two types of data are as follows:

Primary data is the raw data or information not analyzed previously. It was acquired by placing a questionnaire with the sample of 100 people who are employees in the private and state enterprises in Vientiane capital.

Secondary data is the data from research papers such as reports, legislation, brochures and manuals; the approach and the results of this research, which looked at related subjects, was studied and included theory and related literature.

3.3.2 Process and tools for gathering data

In order to meet the required purpose of the research, the team used the following process steps:

- 1) Locate papers, reports and related materials to research sexual harassment.
- 2) Create the questionnaire and interview form and present to 3 experts to check and advice in accordance with the purpose of the research.
- 3) Improve the questionnaire and interview form according to the recommendations of the experts.

4) Test the questionnaire and interview form and using data collected from a sample set of 5.

As stated above, this research used quantitative methods. Therefore, the tool used to collect data was a questionnaire. It was characterized for measuring the level (using a rating scale) and for measuring the causes and factors that cause sexual harassment behavior, the pattern of sexual harassment, and solving problems of sexual harassment (using a standard measurement, the Likert Scale).

3.3.3 Data collection

The quantitative data collection tool was a questionnaire that surveyed workers in the garment factory, restaurants and state enterprises. In addition, qualitative data was collected using an interview form for discussions with key informants, which provided information in greater depth. It included appropriate opportunities to intervene with questions, to open the discussions to answer questions on the reality, and to give information with the most freedom.

3.4 Analysis and interpretation of data

For quality data analysis it is important to verify the accuracy, completeness and information classification of data, authentication data must be regarding data analysis and reporting. The analysis of data used software appropriate for analytical information, namely statistics that included percentages (%). For the reasons and factors that caused sexual harassment behavior, the analysis used statistics that included the mean or average (\bar{X}) and standard deviation (SD). For the questions answered

in 5 levels of importance, the Likert scale used highest, high, moderately, little and very little for the 5 levels. These were scored on the Likert scale ([http://en.wikipedia.org/wiki/Likert scale](http://en.wikipedia.org/wiki/Likert_scale)) as follows:

Level	Score
Highest	5
High	4
Moderate	3
Little	2
Very little	1

The average score, which is between scores of 1 - 5, is divided by level 5 with the formula as follows:

$$\text{Score range} = \frac{\text{Maximum} - \text{Minimum}}{\text{Interval}}$$

From the scores above, the average analysis and interpretation criteria of the Likert scale is as follows:

Scores	Result
Average between 4.21-5.00	Highest level
Average between 3.41-4.20	High
Average between 2.61-3.40	Moderate
Average between 1.81-2.60	Little
Average between 1.00-1.80	Very little

3.5 The statistics used to analyze and test assumptions

All data collected from a sample of respondents was analyzed by the following method:

3.5.1 The statistics used to analyze the data

The information gathered was entered into the computer using a program to properly analyze and use statistics described which above, which includes a percentage, average (\bar{X}) and standard deviation (SD).

3.5.2 Statistical hypothesis testing

In the research the statistics to test the hypothesis uses a statistically advanced test (t-test) by comparing the difference between the averages of 2 groups. In this case, knowing the value of 2 groups independently (t-test) can be used to compare the difference between the average of 2 groups using statistical analysis volatility single test and the statistic F-test (one way ANOVA) by comparing the difference between the average over 2 values up.

Value: $H_0: \mu_1 = \mu_2$.

If value t or $P\text{-Value} > \alpha_{\text{acceptance}}$ H_0 and rejection H_1 (understanding the causes and factors that cause behavior, sexual harassment is different).

$H_1: \mu_1 \neq \mu_2$

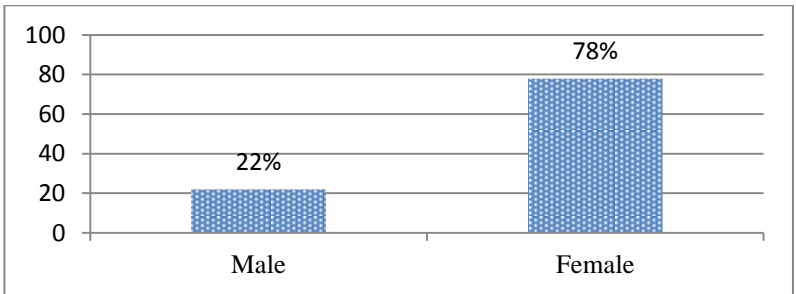
If value t or $P\text{-Value} > \alpha_{\text{acceptance}}$ H_1 and rejection H_0 (understanding the causes and factors that cause behavior, sexual harassment is different). α is ± 0.05 .

Chapter 4

Data analysis

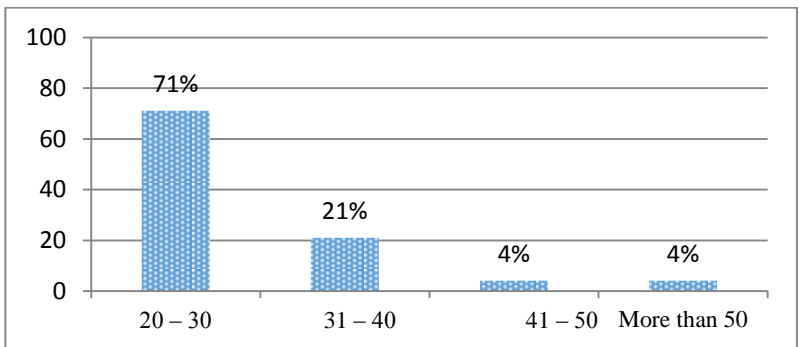
4.1 General characteristics of respondents

Figure 1: Gender of respondents



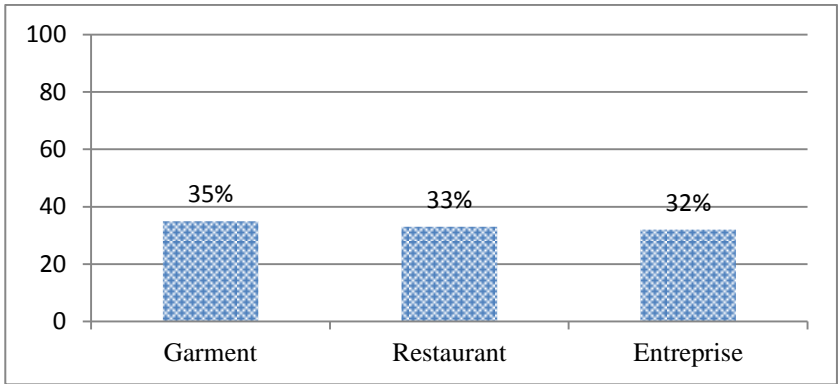
The results show that the respondents were female 78% and male 22% of the population sample surveyed in the research, as shown in Figure 1.

Figure 2: Age of respondents



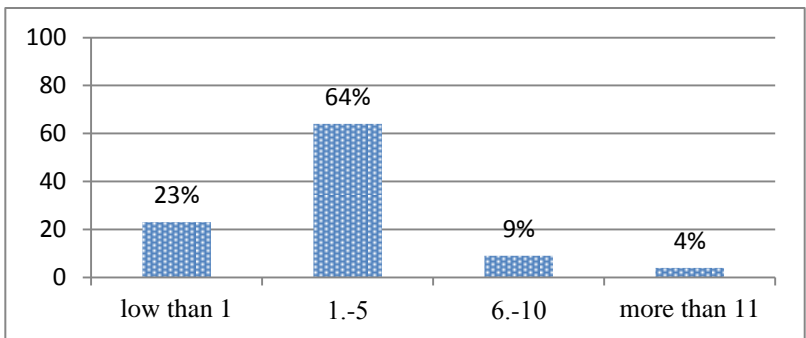
The results found that respondents were aged 20-30 years 71%, followed by 31-40 years 21% and both 41-50 years old and more than 50 years 4% each of the population sample surveyed in the research, as shown in Figure 2.

Figure 3: workplace of respondents



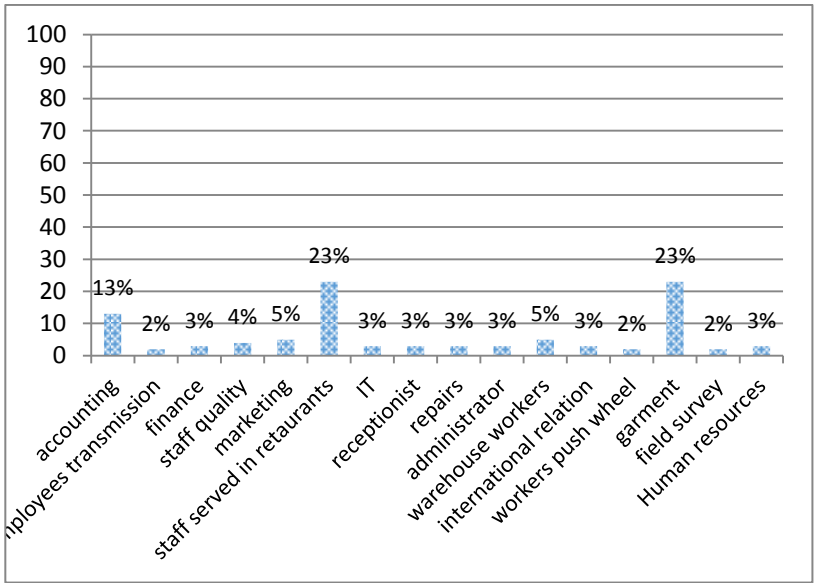
The results found that respondents were staff of the garment factory 35%, followed by restaurants 33% and state enterprises 32% of the population sample surveyed in the research, as shown in Figure 3.

Figure 4: Workplace duration of respondents



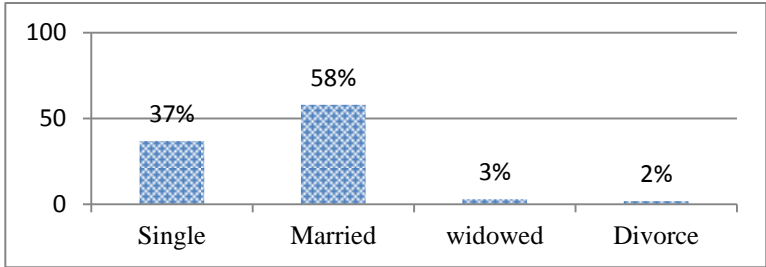
The results found that the respondents had working durations as follows: 1-5 years 64%, followed by under 1 year 23%, 6-10 years 9% and more than 11 years 4% of the population sample surveyed in the research, as shown in Figure 4.

Figure 5: The operation job of respondents



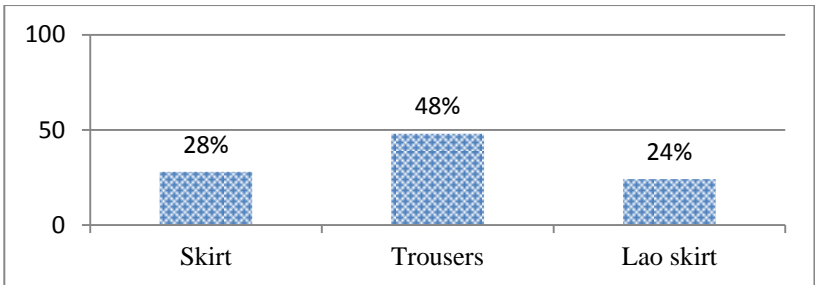
The results found that respondents had jobs as follows: garment workers (manufacture) and staff serving in restaurants, 23% each, and accounting, 13%. Other respondents were warehouse workers or marketing staff, 5% each; staff quality, 4%; financial, IT, hospitality, maintenance, administration, international relations and human resources, 3%; and workers push wheel and field survey staff, 2% of the population sample surveyed in the research, as shown in Figure 5.

Figure 6: The status of respondents



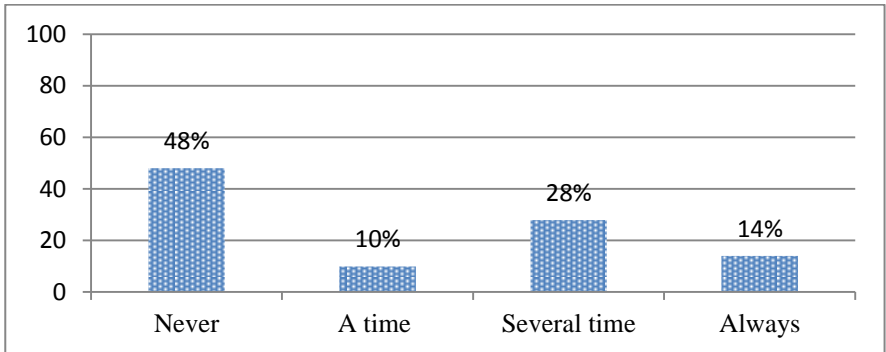
The results found that respondents were married 58%, followed by singles 37%, widowed 3% and divorced 2% of the population sample surveyed in the research, as shown in Figure 6.

Figure 7: Uniform of respondents



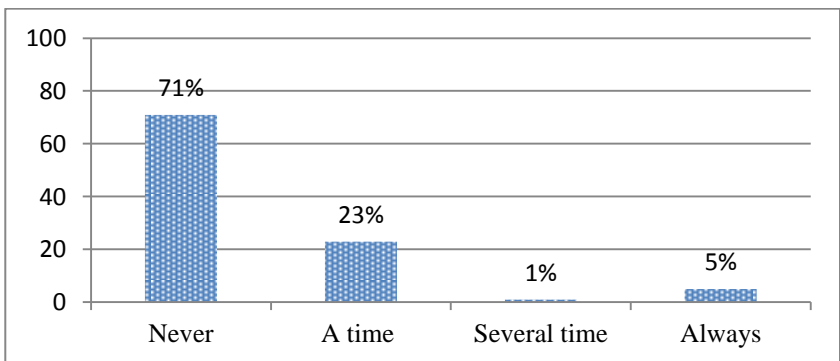
The results of the research found that respondents who dressed in uniforms for work with trousers were 48%, followed by skirts 28% and Lao skirts 24% of the population sample surveyed in the research, as shown in Figure 7.

Figure 8: Number of respondents who have heard people or colleagues talk about sexual harassment at work



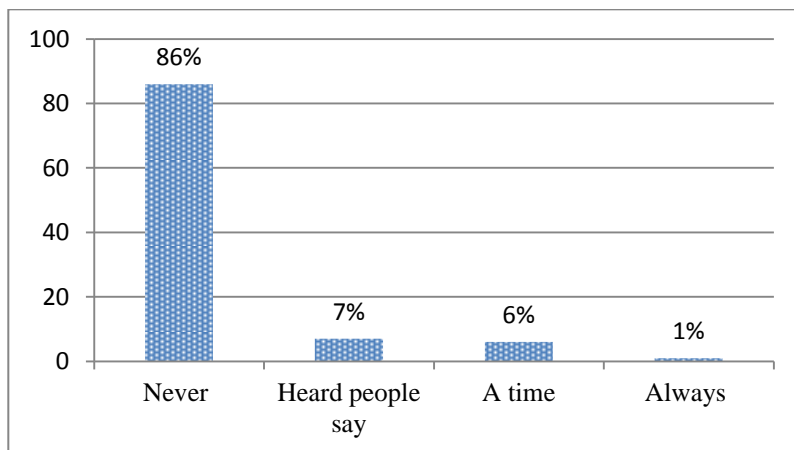
The results show that respondents who have heard people or colleagues talk about sexual harassment at work are as follows: have never heard 48%, followed by having heard several times 28%, always hearing 14%, and heard one time 10% of the population sample surveyed in the research, as shown in Figure 8.

Figure 8: Number of respondents who have met people or colleagues who have experienced sexual harassment at work



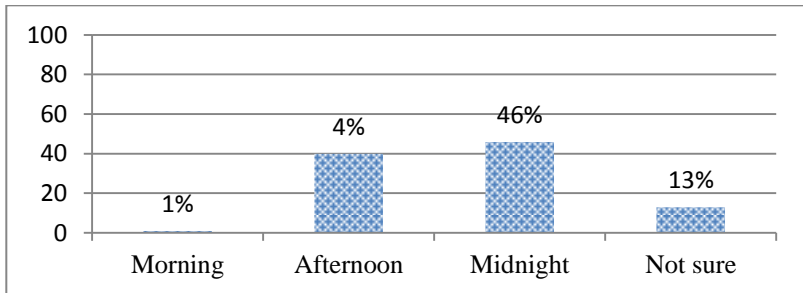
The results have found that respondents who have met people or colleagues who have experienced sexual harassment at work were as follows: had never 71%, one-time 23%, always 5% and several times 1%, of the population sample surveyed in the research, as shown in Figure 9.

Figure 10: Experience of sexual abuse in the workplace



Based on their own experience of sexual harassment at work, results were as follow: respondents who had never been sexually harassed 86%, followed by heard people say 7%, one-time 6% and always 1% of the population sample surveyed in the research, as shown in Figure 10.

Figure 11: Time at which sexual harassment occurred

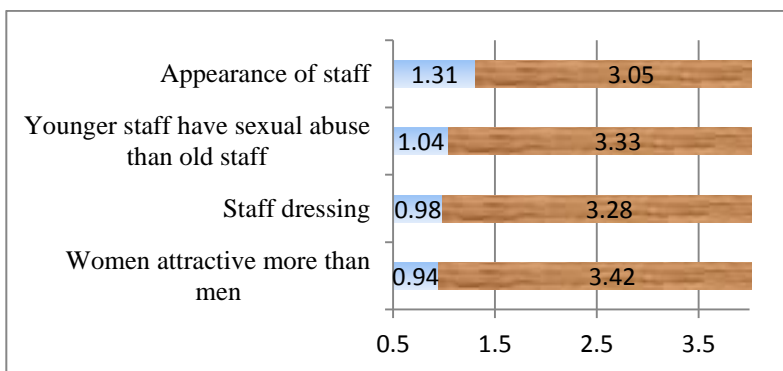


The results show that the time at which respondents were subjected to or had heard about sexual harassment occurring were as follows: at night 46%, followed by afternoon 40%, not sure 13% and the morning 1% of the population sample surveyed in the research, as shown in Figure 11.

4.2 Causes and factors that caused sexual harassment behavior

4.2.1 Natural or biological causes or factors

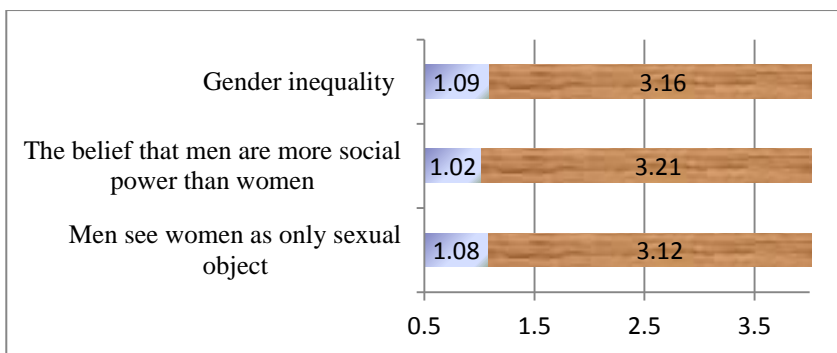
Figure 12: Natural or biological causes or factors



From the responses, the natural or biological causes or factors were as follows: that women look more attractive than men, the highest average is $\bar{X}=3.42$, $SD= 0.9$, followed by younger staff having more sexual harassment than older staff $\bar{X}=3.33$, $SD= 1.04$, the dress of employees $\bar{X}=3.28$, $SD= 1.04$ and the appearance of employees $\bar{X}=3.05$, $SD= 1.04$ of the population sample surveyed in the research, as shown in Figure 12.

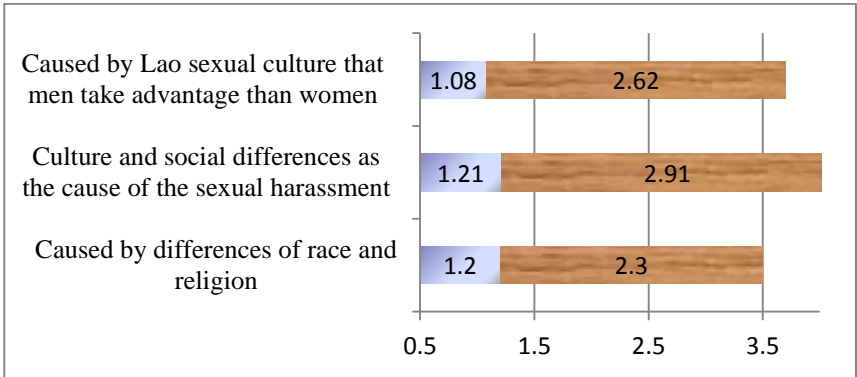
4.2.2 Social and cultural causes or factors

Figure 13: Causes and factors of gender inequality



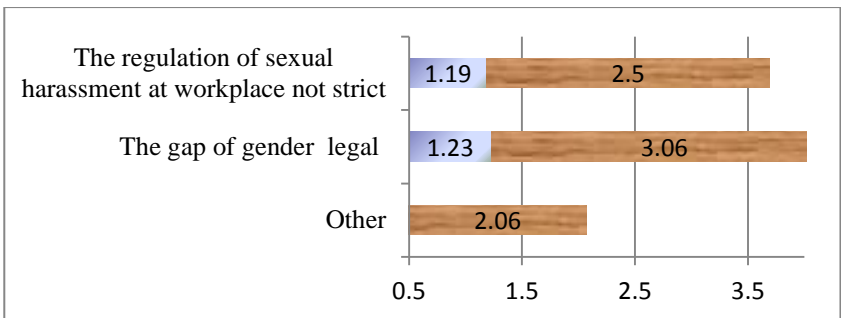
From the results, the social and cultural causes or factors related to gender inequality were as follows: that men see women only as sexual objects from the average in the intermediate level $\bar{X}=3.21$, $SD= 1.02$, followed by a belief that men are socially more powerful than women $\bar{X}=3.16$, $SD= 1.09$ and gender inequality $\bar{X}=3.12$, $SD= 1.08$ of the population sample surveyed in the research, as shown in Figure 13.

Figure 14: Cultural Causes or Factors



From the results, the cultural causes and factors related to sexual harassment were as follows: cultural and social differences as the cause of sexual harassment from the average at level $\bar{X}=2.91$, $SD= 1.21$, followed by caused by Lao sexual culture that men take advantage of women $\bar{X}=2.62$, $SD= 1.08$ and the differences of race and religion $\bar{X}=2.30$, $SD= 1.20$ of the population sample surveyed in the research, as shown in Figure 14.

Figure 15: Regulatory and legal causes or factors

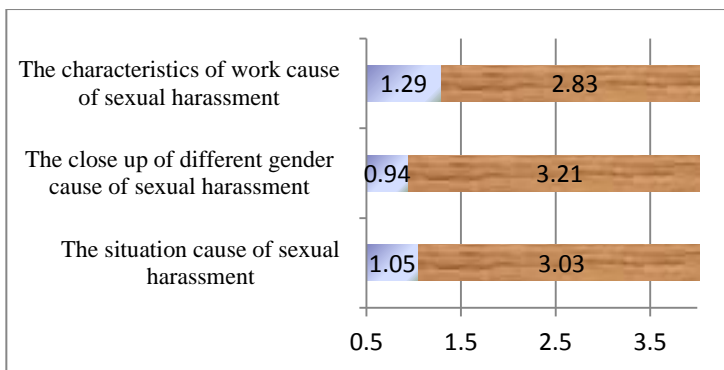


From the results, factors related to regulations and the law were as follows: the lack of laws related to nondiscrimination by gender at

intermediate level $\bar{X}=3.06$, $SD= 1.23$, followed by caused by the regulation of sexual harassment at the workplace not being strict $\bar{X}=2.50$, $SD= 1.19$ and other level less $\bar{X}=2.06$, $SD= 0.01$ of the population sample surveyed in the research, as shown in Figure 15.

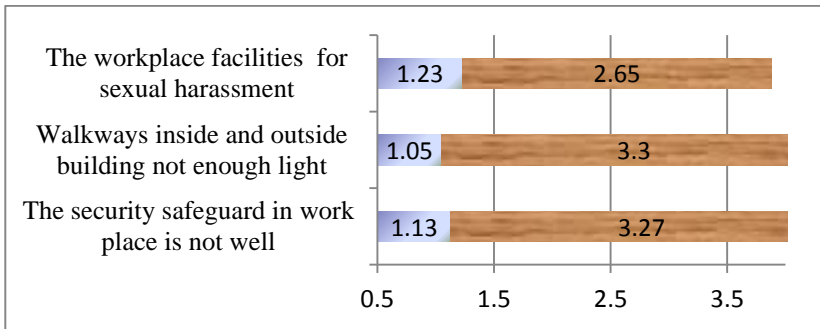
4.2.3 Physical and environmental causes or factors

Figure 16: The causes related to the environment and atmosphere of the workplace



The results show the causes related to the environment and atmosphere of the workplace were as follows: the close proximity of different gender causing sexual harassment at the intermediate level $\bar{X} = 3.21$, $SD = 0.94$, followed by the situation causing sexual harassment $\bar{X} = 3.03$, $SD = 1.05$ and the characteristics of work causing sexual harassment $\bar{X} = 2.83$, $SD = 1.29$ of the population sample surveyed in the research, as shown in Figure 16.

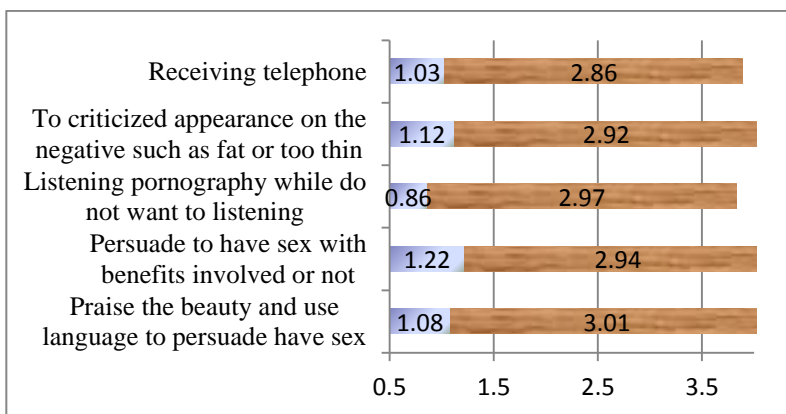
Figure 17: Causes related to the physical workplace



The results showed that the causes related to the physical workplace were as follows: that the walkways inside and outside the building did not have enough light at the intermediate level $\bar{X} = 3.30$, $SD = 1.05$, followed by the lack of security safeguards in the workplace at intermediate level $\bar{X} = 3.27$, $SD = 1.13$ and the workplace facilities for sexual harassment $\bar{X} = 2.65$, $SD = 1.23$ of the population sample surveyed in the research, as shown in Figure 17.

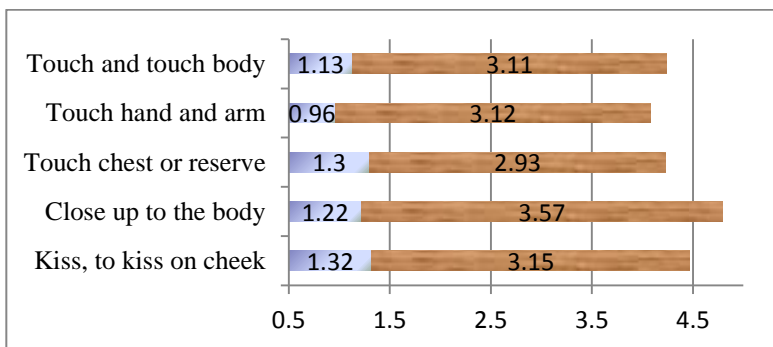
4.3 The behavior patterns related to sexual harassment

Figure 18: Verbal behavior pattern



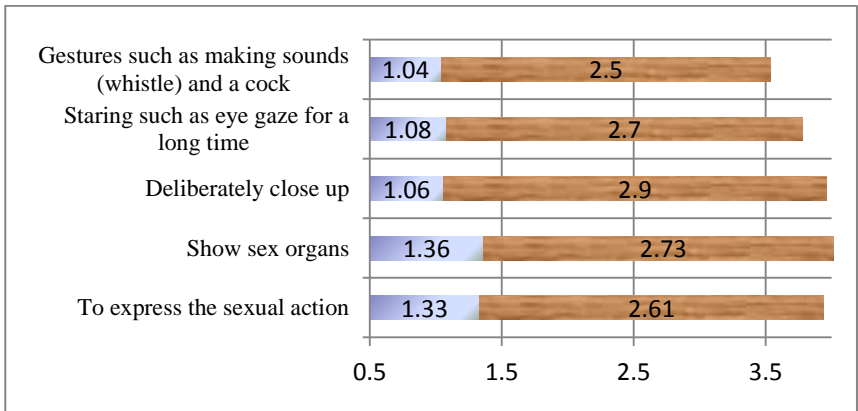
Results show that the verbal behavior patterns related to sexual harassment were as follows: that praised the beauty and used language to persuade the victim to have sex at average to intermediate level $\bar{X} = 3.01$, $SD = 1.08$, followed by having to listen to pornography while not wanting to listen $\bar{X} = 2.97$, $SD = 0.86$, being persuaded to have sex with benefits involved or not $\bar{X} = 2.94$, $SD = 1.22$, being negatively criticized on appearance as being fat or too thin $\bar{X} = 2.92$, $SD = 1.12$ and receiving telephone calls $\bar{X} = 2.86$, $SD = 1.03$, of the population sample surveyed in the research, as shown in Figure 18.

Figure 19: Physical behavior patterns



The results related to physical behavior patterns were as follows: that the perpetrator came close up the body with the average of $\bar{X} = 3.57$, $SD = 1.22$ followed by a kiss or a kiss on the cheek $\bar{X} = 3.15$, $SD = 1.32$, a touch to the hand or arm $\bar{X} = 3.12$, $SD = 0.96$, a touch or touch to the body $\bar{X} = 3.11$, $SD = 1.13$ and touch to the chest = 2.93, $SD = 1.30$, of the population sample surveyed in the research, as shown in Figure 19.

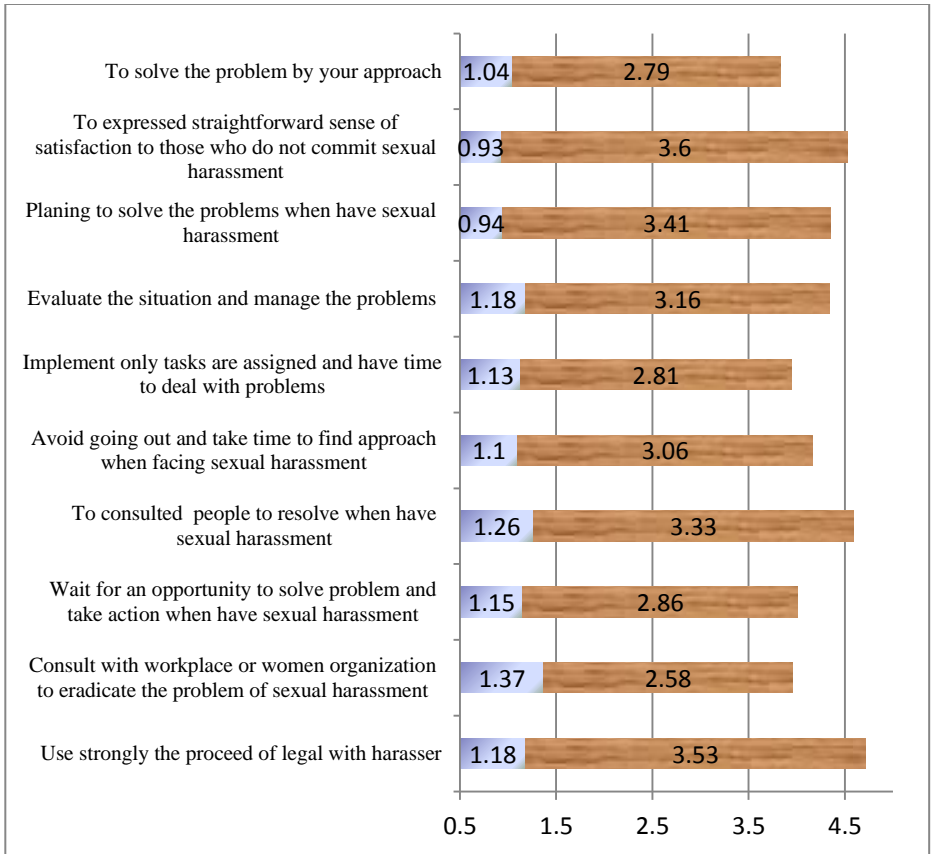
Figure 20: Behavior patterns related to gesture



The results showed that the behavior patterns related to gesture were as follows: that the perpetrator came deliberately close up at an average in the intermediate level \bar{X} = 2.90, SD = 1.06, followed by showing sex organs \bar{X} = 2.73, SD = 1.36, staring with an eye gaze for a long time \bar{X} = 2.70, SD = 1.08, expressing sexual action \bar{X} = 2.61, SD = 1.33 and gestures such as making sounds (whistle) and cock \bar{X} = 2.50, SD = 1.04, of the population sample surveyed in the research, as shown in Figure 20.

4.4 How individuals have adjusted to the problem of sexual harassment

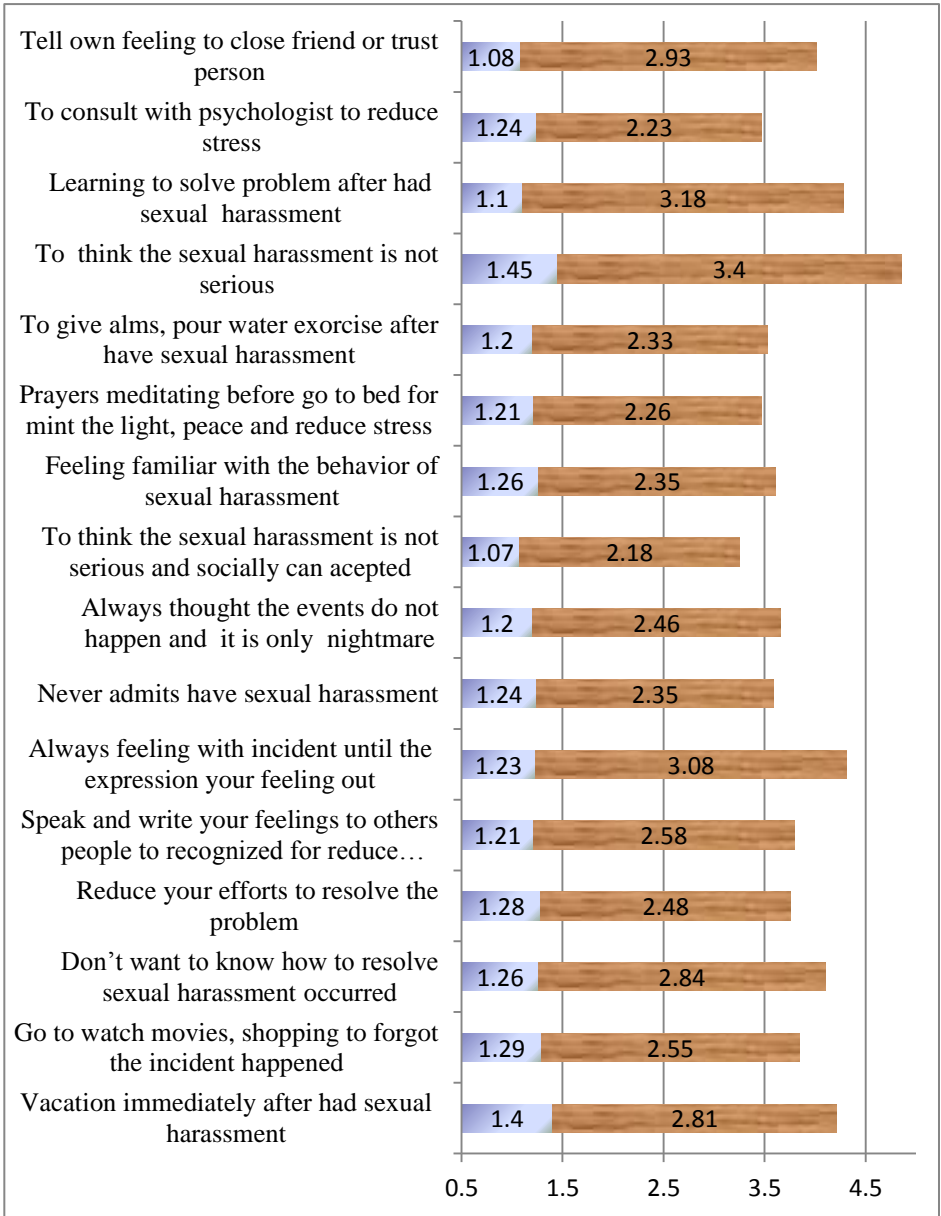
Figure 21: Solving the problem focus by issues



From the study, results indicating how individuals deal with the problem of sexual harassment were as follows: To express a straightforward sense of satisfaction to those who do not commit sexual harassment $\bar{X} = 3.60$, $SD = 0.93$, followed by the use of strong legal procedures to deal with the harasser $\bar{X} = 3.53$, $SD = 1.18$, planning to

solve the problems when sexual harassment occurs $\bar{X}= 3.41$, $SD = 0.94$, consulting with people to resolve the issue when sexual harassment occurs $\bar{X}= 3.33$, $SD = 1.26$, evaluating the situation and managing the problems $\bar{X}= 3.16$, $SD = 1.18$, waiting for an opportunity to solve the problem and take action when sexual harassment occurs $\bar{X}= 2.86$, $SD = 1.15$, implementing only tasks that are assigned and having time to deal with problems $\bar{X}= 2.81$, $SD = 1.13$, solving the problem by the approach used $\bar{X}= 2.79$, $SD = 1.04$ and consulting with the workplace or women's organization to eradicate the problem of sexual harassment $\bar{X}= 2.58$, $SD = 1.37$, , of the population sample surveyed in the research, as shown in Figure 21.

Figure 22: Solving the problem focus by emotion



The results related to individual adaptation to problems when abused sexually were as follows: to think that sexual harassment is not serious and can be accepted socially at intermediate $\bar{X} = 3.40$, $SD = 1.45$, followed by learning to solve the problem after having been exposed to sexual harassment $\bar{X} = 3.18$, $SD = 1.10$, always thinking about the incident until the feelings have been expressed $\bar{X} = 3.08$, $SD = 1.23$, telling the feelings to close friend or trusted person $\bar{X} = 2.93$, $SD = 1.08$, reducing efforts to resolve the problem $\bar{X} = 2.84$, $SD = 1.26$, taking a vacation immediately after having been exposed to sexual harassment $\bar{X} = 2.81$, $SD = 1.40$, going to watch movies or to shop to forget the incident happened $\bar{X} = 2.55$, $SD = 1.29$, always thinking the events did not happen and it was only a nightmare $\bar{X} = 2.46$, $SD = 1.20$, never admitting having been sexually harassed $\bar{X} = 2.35$, $SD = 1.26$, giving alms or pouring water to exorcise having been sexually harassed $\bar{X} = 2.33$, $SD = 1.26$, consulting with psychologist to reduce stress $\bar{X} = 2.23$, $SD = 1.24$, and thinking that sexual harassment is not serious $\bar{X} = 2.18$, $SD = 1.07$, of the population sample surveyed in the research, as shown in Figure 22.

The in-depth interview of researchers' committee consists of 10 cases. The results of research indicated details of each case as follow:

Case 1: Ms. Tar (Name in Example) with 30 years old, married and working as a staff of company (interview date: 2 December 2016). She stated that:

“Factors caused the sexual harassment are the human factors because that person has a strong demand of sex, having irregular hormones, lacking of good cure and treatment, because nowadays social media is freely influenced on society that affects human thinking of sexuality. That the interviewee has been affected by online sexual harassment based on her statement that she received messages from a man who is colleague at the same workplace which that guy came to talk to her but she didn’t like because that guy liked to touch hands and other parts of her body when he got close to her. Sometime after that he sent some pornographic photos and sex movies to her. Moreover, he still sent messages with persuading her for having sex together. Those messages were annoy her very much and when she denied him, she felt uncomfortable and unsafe because he kept sending her those sexual harassment messages. Hence, in order to avoid that situation, she changed her telephone number and tried to have friends accompany her when travelling to somewhere. This behavior is also affect her feeling which she felt frighten and unsafe in her living. For the recommendations of prevention from personal sexual harassment are if that person has irregular symptom of sex or unusual feeling, he should go to see doctor or psychologist and the government sectors should apply laws on abuser or person who violate the rule”.

Case 2: Ms. Sengmany (Name in example), age 20 years old, single, having a part time job as a waitress in a restaurant. Date of interview 8 Dec. 2017. Her statement is as follow:

“Sexual harassment caused by the environmental factors and when Ms. Sengmany faced with real situation just when she returned home from work. She stopped her motorbike while she was waiting for the traffic light and at that time there were not many people because it was 23:00 p.m. In that moment of waiting for a traffic light, there were a salary man dressed up politely sitting on the motorbike and he shouted at her with taking his organ out to show it to her with asking her that: ‘Do you see? Is mine organ big?’. At that time she was so scary and frighten and the green light appeared which made her drove the motorbike very fast as much as she could. But when she tuned backside, she still found him followed her with keeping his organ out and showed her with shouted at her that: ‘Do you like to try my organ? Just go with me to try this big organ’ then he laughed loudly. That situation made her think that was not a usual situation, so she escaped him by accelerating his motorbike as high as possible. Then she turned to a house along that rode and asked for help from people around that area. For the situation like this, she used to hear from her friends and thought that it’s a joke and never thought that it would happen to her. But when she met this real situation by herself then it scared and frightened her a lot and she thought to kill that man because of scared her with this thing and she felt that this is a social problem which harms others in society. For the recommendations are women shouldn’t wear open clothes which show their bodies. For the abusers should be put in law and be fined and not to behave bad things again in the future”.

Case 3: Mr. Khin (name in example), a hormone sexual or a gay, age 24 years old, has a status single and working as a waiter in a restaurant (Interviewed date: 3 December 2016). He stated that:

“Most of the sexual harassments are depending on the environment and their personalities. Because most of people who are faced with sexual harassment are the weak persons especially are women have been observed as high number more than men. For the cause of sexual harassment is come from the men, especially when they got drunk. For example in his case that he is blamed by the men about his hormone sexual or a gay as being a man but want to be a girl. And those men always challenged him with the insulted words like ‘Do you like to try my organ’. This insulted word has happened to him regularly and he gets used to these insulted words finally. But sometime the customers touched his chest and his butt and sometime they kissed him. Those made him annoy, but he could just stand that situation because he needed money to support his study. When he faced with the situations like men touching him he just removed their hands out and if he did very strongly to customers he was afraid to be fined. He just kept doing his works and escaped from those men. He just only stood with that situation, because if he changed to the new job, he will meet with this same situation because his friends are also faced the same situations and the job mainly is waiter in other restaurants and it’s also difficult to find job in his perception, the government should have regulations and law to the persons who do not respect others in the restaurants or night

clubs. Those persons should be put in jail, because they make annoys and sad to us as a waiters especially is the gay persons”.

Case 4: Ms. Khamlar (name in example), age 21 years old, single and working as a staff in a restaurant (Interviewed date: 7 December 2016). She stated that:

“The sexual harassments are come from the wearing open clothes and go to places which serve alcohol like bar, clubs, etc. That she used to face real experiences on sexual harassment when she was a waitress with serving beer in a night club. The form of sexual harassment was she persuaded to have sex by a man. He used the words and actions, touching to her body which made her frighten because when she went to toilet, there were a man following her for the sexual harassment. After knowing that she was rush to her friends and went to the safe places. Those situation made her feel frighten and affected her mind all the time that if she was raped in that situation then how will she do and made her mind unrest. Therefore, every woman shouldn’t be wearing open clothes or short clothes and reduced the traveling to night clubs in the evening or in the night time”.

Case 5: Ms. Air (name in example), age 18 years old, single and working as a staff in a restaurant (Interviewed date: 6 December 2016). She stated that:

“The cause of sexual harassments is come from environment and human’s personality. She used to have real experiences which the action happened when she finished her work and she went to toilet to change her clothes. At that time there was a man with big body and a

normal face. He shouted at her: 'Hey girl! Look this way' then she turned to him and she found that the man took out his organ in front of her. Then she was scary and feel frighten and she ran away very quickly from that man but that man still ran after her. But when that man could not ran up to her, and then she stopped running. She never face the situations like this before because she just come from Attapue provinces and lives with relatives in Vientiane for her study and she has a part time job as a waitress after finishing classes. When she told her stories to her friends and asked them whether her friends are also faced this same situations and her friends replied that they did meet this same situation too. Thus it was even more frighten her and she was not dare to go to that place alone. For the perspectives of the problem solving for this situation that the government should apply law and fine the abused person with a strong punishment so that he won't harm others in society and won't cause a social problem in society”.

Case 6: Ms. Kesone (name in example), age 23 years old, married and working as a staff of a company (Interviewed date: 10 December 2016). She stated that:

“The cause of sexual harassment is because of the location of workplace because she used to face with real experience happened to him for the sexual harassment from the location or place which she worked for. She was harassed due to her working place had always invited foreign staff trainers to her working place. And she was one of the trainees. At that time she sat near with foreign trainer. After the training he invited her to a restaurant. After some days he sent

messages with inviting her for having sex together. Then she was afraid and wondered why he sent that kind of sex message. After that she stayed far away from him but she hadn't stop using the same telephone number because she still use the phone for communication. She didn't reply the inviting sex messages from him. But he kept sending the sex message with pornographic and sex photos to her. That situation made her annoy and didn't know how to do because she had to work with him until he return back. Therefore, her proposal is requesting the government should have protection laws and providing advices to women who faced with these situations on how to deal with the problems. And government should put the strict law and regulations to those abusers not to harm others in society”.

Case 7: Ms. Kay (name in example), age 28 years old, married and working as a staff of a garment factory (Interviewed date: 12 December 2016). She stated that:

“The cause of sexual harassment is because of there is no firm law for abusers. Because they think this is a general situation for sexual harassment. But the real thing this caused the harm and heart pain to persons being abused which they faced the situations in different levels such as if they met with small level it became normal but if they met with strong level such as being raped then it made a real heart pain for those persons. For the case of Ms. Kay who works at a garment factory. She is quite beautiful and has a good personality which attracts many people. But in the working situation has made her uncomfortable because her boss is sexual needed person. He always got close to her

and touched her. He also invited her to be his small wife then will provided her things she needs. But she denied him because she already has a husband which made her boss unsatisfied and he cheated her even though she finished her works but her boss still complained and criticized her works because he needed her to be his wife. And she was always blamed by her boss after she denied being his small wife. That situation made she felt uncomfortable with works because working with private sector is different from working with government that everyone respects each other in the workplace and if you did something wrong then no one can accuse you, but if you fail or agreed to be the boss's wife then it is your willingness. In her suggestions and recommendations, she wants the Government issues the law of sexual harassment that covers specific details of which level of sexual harassment should be given punishment. So that staffs working at private sectors will be protected and feel safe and that don't create the social problem”.

Case 8: Ms. Vatsana (name in example), age 16 years old, working in a garment factory (Interviewed date: 20 December 2016). She stated that:

“The sexual harassment happened because that person didn't have knowledge on Law on harassment and the abusers also don't know who should be reported to. If she tells the employers then it becomes a joke for him. And in her opinion that the ones who harassed others are not afraid and do not respect the law, because no one get punishment by sexual harassment on the ways of touching, talking about faces’

sarcasm and touching body. However, in the reality it made annoy to others which Ms. Vatsana used to face the real situations with sexual harassment which her body is being touched by men in the same working place in garment factory. She stated that she didn't know how to do when she was touched on the important parts of her body and men acted impolitely to her. So in response to those situations, she just shouted out loud and was angry at them. Sometime she hit them to solve the problem and went far away from those men. In her perspectives, there should be a consultant center for this problem which provide advices on this sexual harassment issue and there should also apply the law to the abusers”.

Case 9: Ms. Sychan (name in example), age 21 years old, working as a staff for a company but she is hormone sexual (Interviewed date: 13 December 2016). She stated that:

“The sexual harassment happened from the personal factors. As the case of Ms. Sychan, the sexual harassment happened from her colleague who is a man. He disturbed her by saying some harassment words in a form of joking and sometime he said to her in sexual words which annoy her very much. Besides that, the man liked to see sex movies then he insulted outside women with the movie he saw, which other colleagues also didn't like his behaviors. He also noticed that others didn't like him but he didn't care because that is his rights. In her perspectives, she suggested that there should have a concrete law of punishment for sexual harassment and there should be a consultant center for the persons who have sexual harassment problems”.

Case 10: Ms. Kayson (name in example), age 26 years old, working as a staff in a garment factory (Interviewed date: 9 December 2016).

She stated that:

“The sexual harassment happened because of the personal factors that he sees a lot of sex movies and Lao don’t have law that punish the abusers. Because people in society don’t perceive sexual harassment issue is not important because sometime they think this is a joke. Ms. Kayson has faced the real experiences of sexual harassment by insulted words from men which described her body because she has big breast so that caught men’s eyes and she was always being insulted. So sometime she thought that she has big chest is not good for her that made her hate herself or hate her own body. Moreover, she still hated the men who insulted her which they didn’t have human respects and they like to take the weak points of other as a play. In her perspectives, there should be a definite punishment law and fine the abusers”.

Analytical conclusions of all 10 cases about the sexual harassment in the working place in Vientiane Capital are as follow:

1. The causes which became factors for the sexual harassment which mentioned to the cause of sexual harassment from the interview showed that the personal factors are the main cause of sexual harassment, because in every interview cases were given opinion that because of the abusers do not know about Law on sexual harassment and the Law for the abusers don’t have concrete details of abasement. And because of the abuser have seen a lot of pornographic movies.

Besides there were environmental factors such as the working place which supported the sexual harassment especially are the night clubs.

2. The abusers mainly are men. The time show sexual harassment is the evening or night time and the vacant places which not many people.

3. The forms of sexual harassment are touching, verbal by using harassment words and using actions that related to having sex.

4. The methods of solving problems are by responding with the angry words and evaded abuser or escaped from that situation.

5. The sexual harassment affected the feeling especially it created the sense of fearful, frighten, sadness and feel unsafe in life.

6. For the recommendation of sexual harassment's prevention at personal level, for the recommendation of sexual harassment's prevention for person that if we recognized that person has his irregular personality on sexual need, then he should go to see the doctor or psychologist. Moreover, there should be the center for giving advices for victims of sexual harassment. The government should have a clear law to the abusers and punish the abusers in order to ensure the staffs in the company are protected.

4.5 Analysis of the difference in understanding the causes and factors that causes sexual harassment behavior

Table 1: Comparison of the differences in understanding the causes and factors that cause sexual harassment behavior by gender

Causes and factors	Gender						T-test	P-Value
	Female			Male				
	(\bar{X})	SD	result	(\bar{X})	SD	result		
1. Natural and biological	3.96	.82	highest	4.30	.67	highest	2.81	.09
2. Gender inequality	3.14	.85	high	3.24	.69	moderate	4.11	.07
3. Culture	3.19	.80	high	2.44	.96	little	2.55	.11
4. Regulatory and legal	2.75	.64	moderate	2.19	.61	little	.91	.34
5. Environment and atmosphere of workplace	2.96	1.46	moderate	3.24	.60	moderate	3.12	.08
6. Workplace	3.00	.84	moderate	3.33	.63	moderate	3.59	.06

*P<0.05

Table 1 shows the test assumptions about the causes and factors that cause sexual harassment behavior. Of the respondents, both women and men, the causes included natural and biological factors, gender inequality,

culture, regulatory and legal, environment and atmosphere of workplace, and workplace. The results of the analysis show that the P-value for women and men in this section is different for confidence levels up to 0.05, which found that women and men are able to understand the causes and factors of sexual harassment on average from most to least of all the factors and causes that are shown in Table 1.

Table 2: Comparison of the differences in understanding the causes and factors that cause sexual harassment behavior by workplaces

Causes and factors	Workplaces									F-test	P-Value
	Garment factory			Restaurants			Enterprise company				
	(\bar{X})	S.D	result	(\bar{X})	S.D	result	(\bar{X})	S.D	result		
1. Natural and biological	4.27	.66	highest	3.86	.88	high	4.01	.81	high	2.99	.06
2. Gender inequality	3.06	.83	moderate	3.33	.83	moderate	3.09	.79	moderate	1.05	.35
3. Culture	2.81	1.05	little	2.68	.91	moderate	2.30	.89	little	2.57	.08
4. Regulatory and legal	1.95	.69	little	1.90	.70	little	1.68	.57	little	1.52	.22

5.Environment and atmosphere of workplace	3.16	.80	moderate	3.18	1.95	moderate	2.70	.9	moderate	1.33	.26
6. Workplace	3.06	.89	moderate	3.09	.87	moderate	3.06	.66	moderate	.01	.98

*P<0.05

Table 2 shows the test assumptions about the causes and factors that cause sexual harassment behavior. Of the respondents from different workplaces, the causes included natural and biological factors, gender inequality, culture, regulatory and legal, environment and atmosphere of workplace, and workplace. The results of the analysis show that the P-value of place of work in this section is different with confidence up to 0.05, which found that people in each of the three types of workplaces (garment factory, restaurants and state enterprises) are able to understand the causes and factors of sexual harassment on average from most to least of all the factors and causes that are shown in Table 2.

Table 3: Comparison of the differences in understanding of the causes and factors that cause sexual abuse behavior by age

Causes and factors	Age												F-test	P-Value
	20 – 30			31 – 40			41 – 50			>51				
	(\bar{X})	SD	result	(\bar{X})	SD	result	(\bar{X})	SD	result	(\bar{X})	SD	result		
1. Natural and biological	4.12	.70	high	3.60	1.05	high	4.12	.14	high	4.68	.68	highest	3.39	.06
2. Gender inequality	3.07	.84	moderate	3.42	.78	high	3.33	.72	moderate	3.16	.57	moderate	1.05	.37
3. Culture	2.46	.97	moderate	2.80	.80	moderate	3.08	1.42	moderate	3.66	.27	high	2.84	.07
4. Regulatory and legal	1.75	.68	little	2.12	.51	little	1.8	.83	little	1.83	.83	little	2.31	.08
5. Environment and atmosphere of workplace	2.98	1.48	moderate	3.04	.87	moderate	3.25	1.31	moderate	3.33	.27	moderate	.12	.94
6. Workplace	3.04	.79	high	3.04	.86	high	3.08	1.19	high	3.66	.01	high	.73	.53

*P<0.05

Table 3 shows the test assumptions about the causes and factors that contribute to sexual harassment behavior. Of the respondents in the age groups 20-30 years, 31-40 years, 41-50 years and older than 51 years ,the causes included natural and biological factors, gender inequality, culture, regulatory and legal, environment and atmosphere in the workplace, and workplace. The results of the analysis show that the P-value of people by age in this section is different with confidence up to 0.05, which found that people of different age groups are able to understand the causes and factors of sexual harassment on average from most to least of all the factors and causes that are shown in Table 3.

Unit 5

Conclusion, Discussion and Recommendations

5.1 Conclusion

The research in topic sexual harassment in the workplace in Vientiane Capital Lao PDR operated under the following three objectives:

1. To explore the causes and factors related to sexual harassment in workplaces in Vientiane Capital, Lao PDR
2. To explore the patterns of behavior related to sexual harassment in workplaces in Vientiane Capital, Lao PDR
3. To find out how victims dealt with sexual harassment in workplaces in Vientiane Capital, Lao PDR

The research team has collected data from workers in the garment factory, restaurants and state enterprises in Vientiane Capital Laos PDR 100 people, were male 22% and female 78% and 10 people for in depth interview, was male 10% and female 90%. Consequently, from in depth interview it found that women have high percentage from sexual harassment in the work place at 90% but man only 10% as the detail of result bellow,

1. General characteristics of respondents

The results show that the respondents were female 78%, aged 20-30 years 71%, staff of the garment factory 35%, followed by restaurants 33% and state enterprises 32%, working durations as

follows: 1-5 years 64%, garment workers (manufacture) and staff serving in restaurants, 23% each, married 58%, dressed trousers were 48%, respondents who have heard people or colleagues talk about sexual harassment at work are as follows: have never heard 48%, respondents who have met people or colleagues who have experienced sexual harassment at work were as follows: had never 71%, based on their own experience of sexual harassment at work, results were as follow: respondents who had never been sexually harassed 86%, the time at which respondents were subjected to or had heard about sexual harassment occurring were as follows: at night 46%.

2. Causes and factors that caused sexual harassment behavior

The causes and factors that caused sexual harassment behavior in Vientiane Capital Lao PDR in the natural or biological that women look more attractive than men, the social and cultural causes or factors related to gender inequality that men see women only as sexual objects, the cultural causes and factors related to sexual harassment were cultural and social differences as the cause of sexual harassment, factors related to regulations and the law was the lack of laws related to non-discrimination by gender, the causes related to the environment and atmosphere of the workplace was the close proximity of different gender causing sexual harassment and the causes related to the physical workplace was the walkways inside and outside the building did not have enough light.

3. The behavior patterns related to sexual harassment

The behavior patterns related to sexual harassment in Vientiane Capital Lao PDR in the verbal behavior patterns related to sexual harassment that praised the beauty and used language to persuade the victim to have sex, the physical behavior patterns that the perpetrator came close up the body and the gesture that the perpetrator came deliberately close up.

4. How individuals have adjusted to the problem of sexual harassment

The results indicating how individuals deal with the problem of sexual harassment in Vientiane Capital Lao PDR were as follows: To express a straightforward sense of satisfaction to those who do not commit sexual and The results related to individual adaptation to problems when abused sexually was follows: to think that sexual harassment is not serious and can be accepted socially.

5. Analysis of the difference in understanding the causes and factors that causes sexual harassment behavior

The test assumptions about the causes and factors that cause sexual harassment behavior by respondents from different gender, age and workplaces, the causes included natural and biological factors, gender inequality, culture, regulatory and legal, environment and atmosphere of workplace, and workplace. The results of the analysis show that the P-value of place of work in this section is different with

confidence up to 0.05, which found that people in each of the three types of workplaces (garment factory, restaurants and state enterprises) are able to understand the causes and factors of sexual harassment on average from most to least of all the factors and causes.

5.2 Discussion

The causes and factors that caused sexual harassment behavior in Vientiane Capital Lao PDR

1) The causes and factors of natural or biological that women look more attractive than men and younger staff having more sexual harassment than older staff and the result consistent with the findings of **(US Merit Systems Protection Board, Office of Policy and Evaluation, 1995)** the majority of victims are women and more likely to be younger. Moreover, the result of research consistent with **Ponwipa Wipanarapai** that the most of the victims of sexual harassment in the workplace were found to be women, most were young adults aged 18-23 years and consistent with **US EEOC** women has worked for industries have risk in sexual harassment and ages between 25–44 year old.

2) The causes and factors of social and cultural causes or factors related to gender inequality that men see women only as sexual objects and men are socially more powerful than women, the result consistent with the findings of **Ponwipa Wipanarapai** the cultural gender inequality. For the cultural causes and factors related to sexual harassment were cultural and social differences as the cause of sexual

harassment the result consistent with the findings of **Ilies, R. , N** said that sexual harassment is more prevalent in organizations with larger power differentials in the hierarchical structure, and in male dominated structures like the military. The factors related to regulations and the law was the lack of laws related to nondiscrimination by gender that the result consistent with the findings of **Ubon Kompipotethat** that 90% of the respondents admitted that their employment conditions do not protect female workers from sexual harassment, 75% of respondents said they had no knowledge about laws that forbid sexual harassment and over 90% of the respondents are unfamiliar with the concept of a workplace code of conduct, less than half (47.6%) of respondents would take action against their aggressors only in cases of the worst form of harassment, such as rape.

3) The causes related to the environment and atmosphere of the workplace was the close proximity of different gender causing sexual harassment that the result consistent with the findings of **Willness, C. R., P. Steel, and K. Lee** said that gender composition of the workplace, which includes factors such as the sex of the supervisor and whether an occupation is considered traditionally male. Moreover, the causes related to the physical workplace was the walkways inside and outside the building did not have enough light that the result consistent with the findings of **Ponwipa Wipanarapai** found that unsafe workplaces.

The behavior patterns related to sexual harassment in Vientiane Capital Lao PDR in the verbal behavior patterns related to sexual

harassment that praised the beauty and used language to persuade the victim to have sex and to listen to pornography while not wanting to listen the result consistent with the findings of the analytical conclusions of all 10 cases said that “*using harassment words*”. The physical behavior patterns that the perpetrator came close up the body that related of the analytical conclusions of all 10 cases said that “*sexual harassment are touching*” and for the gesture that the perpetrator came deliberately close up that related of the analytical conclusions of all 10 cases said that “*sexual harassment are using actions that related to having sex*”. Moreover, the result consistent with the findings of the Law on Preventing and Combatting Violence against Women and Children by National Assembly No. 56/NA Vientiane Capital City, dated 23 December 2014, indirectly address the rights of women in **Article 15. Sexual Violence:** sexual violence is an act or attempt to act that result in harm to the sexual rights of women and children such as rape, forced sex, any act of obscenity, sexually indecent assault, unwanted sexual comments or sexual touching; or sending of women or children to another person for sexual purposes.

How individuals have adjusted to the problem of sexual harassment in Vientiane Capital Lao PDR, the results indicating how individuals deal with the problem of sexual harassment was to express a straightforward sense of satisfaction to those who do not commit sexual that related of the analytical conclusions of all 10 cases said that

“responding with the angry words and evaded abuser or escaped from that situation.”

The adaptation to problems when abused sexually was to think that sexual harassment is not serious and can be accepted socially the result consistent with the findings of **Ubon Kompipote** met that most women do not have a common understanding of what constitutes sexual harassment, and thereby ignore some behaviors that are damaging to them.

The adaptation to problems when abused sexually was to think that sexual harassment is not serious and can be accepted socially the result consistent with the findings of **Ubon Kompipote** met that most women do not have a common understanding of what constitutes sexual harassment, and thereby ignore some behaviors that are damaging to them. The test assumptions about the causes and factors that cause sexual harassment behavior by respondents from different gender, age and workplaces, the causes included natural and biological factors, gender inequality, culture, regulatory and legal, environment and atmosphere of workplace, and workplace. The results of the analysis show that the P-value of place of work in this section is different with confidence up to 0.05, which found that people in each of the three types of workplaces (garment factory, restaurants and state enterprises) are able to understand the causes and factors of sexual harassment on average from most to least of all the factors and causes. Therefore, the

phenomenon's of abuse at work in Laos are all understood the problem. Thus, the test sample did not think different.

5.3 Recommendations

1. Recommendations related to the organization

The findings of this research show that sexual harassment affects the minds of victims, causing them panic, fear, sorrow and a feeling of lack of safety in their lives. As a consequence, it may affect the efficiency of the operations they perform on the job. Therefore, to prevent the abuse and sexual harassment of individuals, the following measures are recommended:

- Workers should be encouraged to consult a physician or mental health expert to assist them if they are victims of sexual harassment.
- The enterprise should use consultants or counselors who understand the problem to develop and help implement plans to prevent sexual harassment in the workplace.
- The government must have clear laws to punish perpetrators in state enterprises and administer penalties to perpetrators in private businesses.

2. Recommendations for future research

This research studied sexual harassment with respect to only three types of workers in private and state enterprises in Vientiane capital. Therefore, future research should study workers in other occupations, as well as workers in other provinces, to provide greater

accuracy and understanding of the causes and factors related to sexual harassment in the workplace throughout Lao PDR.

References

- Affairs . (1998). *SexualHarassment in the Workplace in the European Union*. Brussels: European Commission.
- Bäcktorp, A-L. (2007). *'When the First-World-North Goes Local: Education and gender in post-revolution Laos'*, Ph.D. dissertation, Faculty of Social Sciences, Umeå University.
- CEDAW Laos . (2008). *Combined sixth and seventh periodic report of States parties. Lao People's Democratic Republic*. Geneva: CEDAW, UN.
- CEDAW . (2014). *Lao PDR*. Downloaded from <http://cedaw-seasia.org/lao-pdr.html>) on 25/5/2014.
- Fitzgerald, L. F., S. L. Shullman, N. Bailey, M. Richards, J. Swecker, Y. Gold, M. Ormerod, and L. Weitzman. (1988). "The incidence and dimensions of sexual harassment in academia and the workplace." *Journal of Vocational Behavior* 32:2 (1988): 152–175
- GOLPDR (Government of the Lao PDR)/UNDP .(2013).*TheMillennium Development Goals Progress Report for the Lao PDR 2013*. Vientiane: GOLPDR/UNDP.
- Hersch, J. "Compensating differentials for sexual harassment. (2011)." *American Economic Review Papers and Proceedings* 101:3 (2011): 630–634.
- Ilies, R., N. Hauserman, S. Schwochau, and J. Stibal. (2003). "Reported incidence rates of work related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities." *Personnel Psychology* 56:3 (2003): 607–631.
- International Labour Organization . (2015). *Code of conduct on sexual harassment in the work place, Hanoi, Vietnam, viewed on 30 October 2016, accessed*,Downloaded from "http://www.ilo.org/

wcmosp5/groups/public/-asia/-ro-bangkok/-ilo-hanoi/documents/
publication/wcms-421220.pdf”

Joan H. Joshi and Jodie Nachison.(1996). *SEXUAL HARASSMENT IN THEWORKPLACE HOW TO RECOGNIZE IT; HOW TO DEAL WITHIT CGIAR GENDER PROGRAM*, Working Paper, No. 13

Know Your Rights: Sexual Harassment At Work. (2012). *Equal Rights Advocates*. Retrieved from<http://www.equalrights.org/publications/kyr/shwork.asp>

Likert scale Downloaded from <http://en.wikipedia.org/wiki/Likert> scale

Ministry of Labor – Invalids and Social Affairs, Ha Noi, March 2013

McCann, D. (2005). *Sexual Harassment at Work: National and International Responses*. Geneva: International Labour Office, 2005.

National Commission for the Advancement of Women, Lao PDR , from [www.la.one.un.org/images/publications/Lao PDR Violence Against Women Summary Report.pdf](http://www.la.one.un.org/images/publications/Lao_PDR_Violence_Against_Women_Summary_Report.pdf):

National Assembly .(2014). *Law on Preventing and Combatting Violence against Women and Children*. National Assembly No. 56/NA Vientiane Capital City, dated 23 December ,2014 Downloaded from 2014https://www.unicef.org/laos/VAC_factsheet_-_23_May_2014_final_Eng.pdf

Ponwipa Wiparapai. (2011). *Sexual Harassment of Women in the Workplace*: Political Science, Department of Political Science and Public Administration. Kasetsart University

Pina, A., T. A. Gannon, and B. Saunders.(2009). “An overview of the literature on sexual harassment: Perpetrator, theory, and treatment issues.”*Aggression and ViolentBehavior* 14:2 (2009): 126–138.

- Steven V. Cates, DBA, SPHR , Lynn Machin, Kaplan University, USA.(2012).*The State of Sexual Harassment in America: What is the Status of Sexual Harassment in the US Workplace Today?.* The Journal of Global Business Management Volume 8, February 2012
- SPSS.(2016). *Quantitative data analysis SPSS software*, Version 23.
- The United Nations in the Lao PDR.(2015). *Country Analysis Report: Lao People’s Democratic Republic, viewed on 30 October 2016, accessed*, Downloaded from “<http://www.la.undp.org/content/dam/laopdr/docs/Legal%20Framework/UNDPLACAR-2012-2015.pdf>”
- Ubon Kompipote. (2002).*SEXUAL HARASSMENT INTHE WORK PLACEA Report from Field Research in Thailand - June 2002*
- Unicef. (2016). *Violence against children in Lao PDR, viewed on 30 October 2016, accessed* “[http://www.unicef.org/laos/VAC-factsheet-23 May2014 final Eng.pdf](http://www.unicef.org/laos/VAC-factsheet-23%20May2014%20final%20Eng.pdf)”
- US Merit Systems Protection Board, Office of Policy and Evaluation (1995). *Sexual Harassment in theFederal Workplace: Trends, Progress, and Continuing Challenges*. Washington, DC: US GovernmentPrinting Office, 1995.
- World Bank (2013). *Women, Business and the Law 2014: Removing Restrictions to Enhance Gender Equality*.London: Bloomsbury Publishing, 2013.
- Willness, C. R., P. Steel, and K. Lee. (2007). “A metaanalysis of the antecedents and consequences of workplace sexual harassment.” *Personnel psychology* y 60:1 (2007): 127–162.
www.aseanemployers.org/acemeeting 2013/Incci-paper-2013.pdf
[www.http://www.ilo.org/](http://www.ilo.org/) pdf

Curriculum vitae

Personal Information

Name: Salika
Surname: Onsy
Date of birth: January 8, 1979
Marital status: Single
Nationality: Lao
Religion: Buddhist
Office Address:



Department of Geography and GIS
Faculty of Social Sciences-FSS
National University of Laos-NUOL
Tel: (856-21)770876, 740505
Box: 7332, Dongdok campus, Vientiane Lao

Postal address: Box: 7332, Dongdok campus, Vientiane Lao
P.D.R
Mobile: (+856-20) 55557959
Email address: salika@nuol.edu.la

Education attendances

From (Academic Year)	To (Academic Year)	Degree Obtained	Date of award (dd/mm/yyyy)	Name and full address of Education Institution (specify country)	Specialty of subject
2009	2011	MASTER	31/8/2011	NUOL	TEFL
2012	2015	MASTER	12/12/2014	KKU	PUBLIC ADMINISTRATION
1997	2002	BACHELORS	01/6/2002	NUOL	GEOGRAPHY AND ENGLISH LANGUAGE

Language ability:

Language	Speaking	Listening	Writing	Study skill	Reading
English	Good	Good	Good	Good	Good

Working experiences:

Date	Position	Place
<i>2002-present</i>	<i>Head of Research Division of Faculty of Social Science</i>	<i>Faculty of Social Science, National University of Laos</i>
<i>present</i>	<i>Staff P,M and E for LENS2 Sub-Project(WB)</i>	<i>FSS</i>

Research

1. Household and consumption in the Vientiane Plain, Laos: From a household survey in 2010. The Social Sciences, Journal of the College of Education and Human Sciences, Yokohama National University vol.16 (p.1-9) 2014/02
<http://hdl.handle.net/10131/8399>
2. Household and livelihoods in a rural village in the Vientiane Plain, Laos. The Social Sciences, Journal of the College of Education and Human Sciences vol.15 (p.1-17) 2013/02
<http://hdl.handle.net/10131/8736>
3. Marketing channels for wild food resources and their role in sustainable rural development in the Vientiane Plain, Lao PDR The Social Sciences, Journal of the College of Education and Human Sciences vol.7 (p.1-26) 2011/02
<http://hdl.handle.net/10131/7630>
4. Becoming and being academic women in Lao PDR: Stoic but desiring change. (journal article) - 2016. Thomas Maxwell (1st named author) e-publications@UNE identifier: une-20160503-14435.
<https://e-publications.une.edu.au/vital/access/manager/Contact>

5. Readiness to make Sangthong to strengthening district by Samsang policy.
6. Transmitting local knowledge in the production of silk into a product of people in Pong Village Samnua district Haophan Province
7. To Compare implementation policy of women development fund in urban and rural areas in northern Laos. Case study Yon and Namunlathkuay Prasay district Xiengkhuang province
8. Hazardous Prevention Behavior on Pesticide Application of Farmer in North East of Lao. Case Study: The Farmer in Mailongthong Village, Bounnua District, Phongsaly
9. The gender role in agriculture in the highland of Laos. Case study Somsavath village Vangvieng district Vientiane Province
10. The women adaptation after divorce in Vientiane Capital. Case study Xaythany district.
11. Behavior consumption of alcoholic beverages with students in secondary high 3 in Vientiane.
12. The families economic development from the migrant workers in the Vientiane plains. Case study Dongkuay village Xaythany district Vientiane Capital
13. Land use of higher Educational Institute: Dong Dok Campus Vientiane Capital
14. Internet with students in National University of Laos
15. Tour programs selection behavior of American tourists in Vientiane
16. Lao National University student's attitude to Lao Revolution Songs. Case study students in Faculty of Social Sciences
17. Performer's problem in suppressing copy right violation in Vientiane Capital
18. Providing clean water and sanitation for people in lack water areas with study scarce groundwater resources

19. The satisfaction of learners towards the English learning and teaching management in Department of Geography and Geometric information system, Faculty of Social Science, NUOL

20. Using Technology for planting rice in Vientiane plain.

Computer ability

-SPSS

Reference

Assoc.Professor. Bounmark Inthiphone,

Dean of Faculty of Social Sciences, National University of Laos

Tel: (856-21) 770876

Supported by



ADWLE's Office Address:

House number 163, Thongkang Village
Sisattanak District, Vientiane Capital Lao PDR

Tel: + 856-21-316447

Fax: + 856-21-316447

Facebook: adwle ສພມສກ

Website: adwlelaos.org