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SCHOOL OF GRADUATE STUDIES AND RESEARCH (SoGSaR)**

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**INVESTIGATING PERCEIVED SEXUAL HARASSMENT OF FEMALE INTERNS
IN THE MEDIA INDUSTRY IN THE GREATER ACCRA REGION OF GHANA: A
STUDY OF SOME SELECTED MEDIA HOUSES IN ACCRA**

BY

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**A DESERTATION SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES AND
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FULFILMENT OF THE REQUIEMENTS FOR THE AWARD OF MASTER OF ARTS
(MA) DEGREE IN DEVELOPMENT COMMUNICATION**

OCTOBER, 2021

CANDIDATE’S DECLARATION

I hereby declare that this dissertation is the result of my original research, and that no part of it has been presented for another (degree or diploma) in this institute or elsewhere. I am solely responsible for any shortcomings.



10th November,2021

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SUPERVISOR'S CERTIFICATION

I hereby certify that the preparation of this dissertation was supervised by me in accordance with the guidelines of supervision of dissertation laid down by Ghana Institute of Journalism.

.....

.....

DR. COLLINS ADU-BEMPAH BROBBEY

DATE

(SUPERVISOR)

DEDICATION

Special dedication of this research goes to my humble, affable and dedicated supervisor Dr. Collins Adu-Bempah Brobbey whose magnanimous patience and meticulous direction birthed this research thesis.

This research is also dedicated to all female interns working their way to permanent jobs in the media industry about whom this research was commissioned.

It is further dedicated to the School of Graduate Studies and Research (SoGSaR) of the Ghana Institute of Journalism (GIJ) for creating an enabling and inspiring environment for a visually impaired student like myself to pursue higher education.

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ABSTRACT

The media industry in collaboration with academia has identified internships as an essential and inevitable bridge between these two worlds traversed by students in their academic and career pursuits. Unfortunately, Ghana's rapidly growing media landscape like several other industries has come to be known for occupational hazards cardinal among which is sexual harassment. This appears to expose especially, interns to the vagaries and hazards of the work environment, female interns being the most vulnerable of this target group. This study which surveyed 100 females who had offered internships over the past ten years adopted a five-part survey questionnaire to establish the veracity of perceived sexual harassment directed at female interns; and how they perceived the orientation of the media industry in dealing with such incidents brought to its attention. Findings revealed that the interns suffered unwanted demands for sexual favors, others were presented incentives to lure them give in, whereas some were threatened for not being sexually corporative. Further findings revealed other sexual offences including unwanted touching; receiving or being shown materials of a sexual nature and persistently being drawn into discussions about their sex lives. It concludes that the media had rather uncomplimentary appraisals from female interns with many disagreeing that the media is a safe working environment for their kind. Thus, for fear of repercussions, the victims never lodged official complaints and this is due to lack of confidence in the media houses, in addressing their concerns. It recommends that the media managers and regulators of the media industry should be cognizant of human right abuses of sexual exploitation against aspiring media personnel offering internships in their institutions. Also, it recommends that the media industry should draw wide stakeholder support to create a sanitized and safe working environment which rejects and sanctions such inordinate conducts.

Keywords: Sexual Harassment; Female Interns; Media houses; media industry; occupational hazards; Orientation; Internship; Stakeholders; Sanctions; Greater Accra Region; Ghana.

CHAPTER 1

GENERAL OVERVIEW AND BACKGROUND TO THE STUDY

1.0. Introduction

Since 1993 when Ghana liberalized its media landscape, what used to be a single national broadcaster (providing both TV and radio transmission services) and mostly state-owned newspapers, has now grown into a fully-fledged industry with multiple players serving diverse economic, political, social and religious needs (Yeboah-Banin, Fofie and Gadzekpo, 2018). In addition to Yeboah-Banin, Fofie and Gadzekpo's (2018) assertion, NCA Second Quarter Report (2020) confirms that Ghana's media industry is now made up of more than four hundred (400) operational radio stations, over hundred (100) TV stations and hundreds of newspapers and magazines, all mostly privately-owned. It is important to note that there are other digital media offerings, which are widely available, albeit with little reliable industry data on them (Yeboah-Banin Fofie and Gadzekpo, 2018).

Accordingly, the proliferation of media houses has occasioned a demand for qualified personnel to fill the job vacancies created therein. For this reason, communication and media studies as a course of study in higher learning institutions have become a major component of certificate, diploma, degree and postgraduate awarding institutions in Ghana. Consequently, the media industry in collaboration with academia has identified newsroom internships as the essential and inevitable bridge between these two worlds traversed by graduates on exit of their academic pursuits.

As it is to be expected, evidence shows that internship has a unique role to close the gap between the academic learning process provided by schools and the practical reality in industry for the development of the student professionally before entry into the marketplace (Lam and Ching, 2006).

Unfortunately, the media like several other industries has also come to be exposed to occupational hazards cardinal among which is gender based violence. Existing evidence suggests that players in this industry, are increasingly becoming active breeding grounds for gender- based harassment, especially with the introduction of newsroom internships (Mueller et al, 2014).

Interestingly, the Alliance for Women in Media Africa (AWMA) Report (2018) and the School of Information and Communication Studies, University of Ghana (SICS) (Report, 2018) have concluded quite worrisomely that there are varied occurrences of forms of workplace harassment which strongly suggests that the Ghanaian media industry is an unsafe working environment especially, for women. To elucidate our comprehension of workplace harassments, this study made incursions into the various form of harassments by particularly making reference to the section 175 of Ghana's Labor Act 651 (2003) which defines sexual harassment as any unwelcome, offensive or importunate sexual advances or request made by an employer or superior officer or a co-worker, whether the worker is a man or woman.

It is important to note, that in Ghana sexual assaults of any form including rape, defilement, unnatural carnal knowledge and harassment are regarded as serious offences (i.e. first degree felony), that are liable on conviction to a term of imprisonment not less than five years and not more than 25 years (Criminal Offences Act 1960, Act 29).

Fortunately, the Criminal Code has provision on indecent assault which includes sexual bodily contact with another person without the consent of the other person or sexual violation of the

body of that person in any manner not amounting to carnal knowledge or unnatural carnal knowledge. And that the indecent assault is a liable offence and on conviction, the perpetrator may have to face an imprisonment term of at least 6 months.

Moreover, the Commission on Human Rights and Administrative Justice Act, No. 456 of 1993, establishes a Commission on Human Rights and Administrative Justice to investigate complaints of violations of fundamental human rights and freedoms, injustice and corruption, abuse of power and unfair treatment of persons by public officers in the exercise of their duties, with power to seek remedy in respect of such acts or omissions. (Hodges and Baah, 2006)

Furthermore, the Domestic Violence Victims and Support Unit (DOVVSU), has on record that over sixty percent (60 %) of Ghanaian women are sexually harassed at the workplaces and higher learning institutions (Ghana News Agency (2020). To this end, an all important question is that has the introduction of the internship in the media houses bridged the lacuna for personnel deficiency in the media industry really worked out or created further gap?

1.1. Statement of Problem

Internships are intended to provide work experience and expose participants to job opportunities in fields and industries of interest. It has become an academic requirement for higher educational institutions while serving as launch pads for job seekers. This well-intended endeavor however, appears to expose vulnerable students and graduates to the vagaries and hazards of the work environment. Often students drafted into institutions as interns are new to the world of work and come in with diverse levels of curiosity, zealousness, fears and a longing for acceptance.

It is important to note that, the media space further presents a complex blend of the pressures of work congregated around star rated media personalities and celebrities. This induces an amplified stream of adrenalin for interns aspiring to fit in and be relevant to this field of work.

In navigating this complex maze of getting the opportunity to be given roles in the media, female interns are amenable to demands for sexual favors. Writing on the topic *Reduce Summer Interns' Vulnerability to Harassment*, Smith (2018) interviewed Paul Buchanan, an attorney with Buchanan Angeli Altschul & Sullivan in Portland who stated, “the bigger the power differential in an employment relationship, the greater the risk of sexual harassment.”

Further compounding the vulnerabilities of female interns, unfortunately many media houses are set up with little attention for the business concept of separating ownership from the firm as a body corporate. This gives room for such businesses to run without proper management structures which may include the establishment of a properly functional Human Resource Department. Consequently, establishing a strict policy on salient matters like Sexual Harassment and an accompanying regime for redress attracts little attention. A study by Otoo and Asafu-Adjaye (2011) found that out of women journalists surveyed in a study, 67% said their organization's had a policy on gender equality but only half had a policy on sexual harassment.

As already indicated, the challenge of Sexual Harassment becomes more profound when the media industry is by majority masculine dominated with very few women in management positions. Often hailed as one of the successes of the nation's re-democratization process, the media's expansion has been accompanied by increased female participation, although male journalists still outnumber female journalists in most media houses. A 2011-study of 15 African countries suggested that women constituted 41% of the journalistic workforce of approximately 22100 people on the continent (Byerly, 2011). At the time of that study, Ghana was below the continental average as its journalistic workforce indicated a ratio of two males to one woman (Gadzekpo, 2013).

Extensive research has been conducted on gender based violence against women in media houses with little academic research done on female interns who tend to be more vulnerable than their counterparts officially engaged in media houses. Vulnerabilities nevertheless remain underrepresented in the literature because victims, particularly those of lower occupational status, seldom make formal complaints, let alone have the knowledge or resources to challenge the indignities they experience (Berrey, Nelson, and Nielsen 2017; Gadzekpo, 2013; Byerly, 2011).

With this background, it then becomes imperative for a research to highlight with a good academic verification, these fault lines of sexual exploitation that vulnerable interns are exposed to.

Accordingly, this study hypothesizes that the introduction of the internship in the media houses to bridge the lacuna for personnel deficiency in the media industry has not really worked out but rather, created a further gap for exploiting female interns availing themselves of the opportunity.

1.2. Research Questions

1. In your opinion, does sexual harassment occur among the female interns in the media house where you work?
2. If female interns' sexual harassment occurs in the media house where you work, what forms does it take?
3. In your opinion, from which occupational level in the media house where you work are female interns targeted for sexual harassment?
4. Does the media house where you work take sexual harassment of the female intern seriously?

1.3. Research Objectives

This study intends to identify a much vulnerable group seldom singled out for research. It has two-fold objectives, namely; broad and specific. Broadly speaking, it investigates investigating perceived sexual harassment of female interns in the media industry in the Greater Accra Region of Ghana using some selected media houses in Accra as a case study. In other words, it interrogates the subject of female interns and the likelihood of their exposure to sexual harassment in the media house. The research should also examine the inherent dangers of the absence of these policies and routes for redress with the intern in focus.

Specifically, this study sought to:

1. Establish whether sexual harassment occurs among female interns in media houses.
2. Ascertain the form female interns' sexual harassment take in the media house.
3. Investigate the occupational level from which the female interns are targeted for sexual harassment.
4. Analyses the level of seriousness the media houses attach to complaints of sexual harassment of the female intern.

1.4. Scope of the Study

This study focuses on the investigation of the perceived sexual harassment of female interns in the media industry in the Greater Accra Region of Ghana using some selected media houses in Accra as a case study. To get a time-relevant information for significant analysis, this research will focus on interns who have worked in media houses between the years 2011 to 2021. The interns should have worked either in the print media, radio, television stations or online news portals.

1.5. Significance of Study

The significance of this study is to highlight to media managers and regulators of the media industry, the need to be cognizant with human right abuses of sexual exploitation against aspiring media personnel. This research is to help the media industry and CSOs begin fashioning out well documented measures that make it easy for interns in newsrooms to report issues of sexual harassment and to get justice properly served on perpetrators. Apart from adding on to the body of knowledge about the flaws that needs tackling in the media space; it should further serve as a basis and reference point for organizing further research on the different departments of the media industry and how such incidents of sexual harassment are encountered by both interns and other female staff of media houses. This research is also to provide academic institutions that send interns for industrial attachments, a checklist of assurances that they should demand when applications for internship are addressed to these organizations.

1.6. Structure of the Study

This part discusses the chapter disposition of the study. The study consists of five chapters. Chapter One discusses the background to the study, outlines the research objectives and questions and the significance of the study. The second chapter deals with the literature review which assess, examines and evaluates literature in relation to the subject under discussion. It discusses the theoretical framework, conceptual review as well as the review of other related empirical studies. The third chapter deals with the methodology which focuses on the discussion of the research design to be employed, data collection method and tools, population, sample and sampling technique as well as methods that will be employed for the analysis of data. The fourth chapter is dedicated to the presentation and discussion of findings. The fifth chapter discusses the summary, conclusions and recommendations for further studies.

CHAPTER 2

LITERATURE REVIEW

2.0. Introduction

This chapter deals with the literature review which assesses, examines and evaluates literature in relation to the subject under discussion. It discusses the theoretical foundation, conceptual framework as well as the review of other related empirical studies. In this chapter, various concepts of Gender Based Violence (GBV) are addressed both in law and in its manifestation in different cultures and industries. The review then directs its lenses at the core issues of Sexual Harassment as it exists in concept and law. It then narrows it down to the incidence of Gender Based Violence and Sexual Harassment in the media. These concepts now coalesce into an analysis of its impact on the vulnerabilities of interns and exposes how the neglect of SH affects interns in the media.

2.1.0. Theoretical Foundation

In this study, the Sociocultural Theory constitute the theoretical basis of explaining the perceived sexual harassment of the female interns working in the media houses in the Greater Accra region of Ghana.

Running a random sample survey of Indiana journalists concerning targets, perpetrators, and effects of sexual harassment, Brown and Flatow in 1997, identified two theoretical models to explain sexual harassment — the sociocultural model and the organizational model. Furthermore, examining issues of sexual harassment within the context of military organizations, Butler 2008 added a third theoretical tradition – the natural attraction/evolutional model - to explain the dynamics of sexual harassment. while the organizational model looks at the concept in the light of structure; socio-cultural model does so considering sex and gender roles. the attraction model emphasizes the innate desire of men and women for relationship.

2.1.1. Sociocultural Theory

Sociocultural theories—largely feminist in orientation—examine the wider social and political context in which sexual harassment is created and occurs (Gannon 2009). According to these theories, sexual harassment is a logical consequence of the gender inequality and sexism that already exists in society (Gutek, 1985; Thomas & Kitzinger, 1997). According to the feminist perspective, sexual harassment, regardless of its form, is linked to the sexist male ideology of male dominance and male superiority (Matchen & DeSouza, 2000; Stockdale, 1993). Sexual harassment exists because of the views of women as the inferior sex, but also sexual harassment serves to maintain the already existing gender stratification by emphasizing sex role expectations (Gutek, 1985; Malovich & Stake, 1990; Pryor, 1987; Schacht & Atchison, 1993; Tangri & Hayes, 1997). MacKinnon (1979) maintained that women's inferior position in the workplace and society in general, is not only a consequence, but also a cause of sexual harassment. Tangri, Burt, and Johnson (1982) posit that sexual harassment serves to manage the male–female interactions according to accepted sex status norms, and therefore, serves to maintain male dominance occupationally, by intimidating, and discouraging women from work.

Linked to the Socio Cultural Theory, extension of male dominance in society includes organizations, where the phenomenon is thriving (Farley, 1978; MacKinnon, 1979). Members/Workers of these organizations would therefore carry over their already existing gender roles, beliefs, and stereotypes into the workplace (Gannon, 2009). Men and women are therefore socialized in such a manner that stereotyped interactions occur and are expected to occur; men are expected to be aggressive and dominant, and females are expected to be passive and accepting (Gruber & Bjorn, 1986). Therefore, according to feminist theory, men believe that their behaviors are justified whereas women blame themselves for being victimized (Vaux, 1993). Sexual harassment, hence, is viewed as an inevitable consequence of cultural

experiences (Whaley & Tucker, 1998), therefore, it would apply to many different settings including the workplace (Barak, Pitterman, & Yitzhaki., 1995).

A main strength of feminist sociocultural theory has been the logical synthesis of gender issues, patriarchy, and dominance towards an explanation of sexual harassment (i.e., there is some evidence of unifying power) (Gannon 2009). Furthermore, feminists' focus on gender inequality in the workplace has often been credited with bringing the issue of sexual harassment to light (Thomas & Kitzinger, 1997); thus opening up new avenues of enquiry for researchers (Gannon 2009). Furthermore, there does appear to be some supporting evidence for feminist sociocultural explanations of sexual harassment. For example, as noted earlier, prevalence studies show that the majority of perpetrators is male (apparent empirical adequacy), and some studies show that harassment is more predominant in male dominated work forces (Brown, 1998; European Commission, 1998; Gruber, 1992; LaFontaine & Tredeau, 1986; Tangri et al., 1982; Niebuhr & Boyles, 1991).

Critics of the Sociocultural Theory including Gannon (2009) however argue that the approach of feminist sociocultural explanations of sexual harassment, appears to be over inclusive and simplistic. To elucidate, Gannon (2009) points to a lack of explanatory depth in the definition, scope, gender interplay discussions and assumptions of the Socio Cultural Theory in delivering a potent explanation for the triggers of Sexual Harassment.

Other researchers who have expressed reservations with the Socio Cultural Theory of Sexual Harassment have a difficulty with what they describe as the static gender roles which do not reflect evolving trends. Gender role socialization has evolved and expanded over time, to include more behaviors than the stereotyped expected gender behaviors, thus permitting more infusions of different behaviors to be accepted as normal for each gender (Bem, 1983). According to Gannon (2009), this, however, has not been accompanied by any measurable

decrease in the phenomenon of sexual harassment or demonstrated empirical adequacy). Gannon (2009) furthermore disagrees that Sexual harassment is a normative behavior for men. Gannon (2009) concludes quite instructively that “Most men do not sexually harass, and the overarching nature of the feminist sociocultural theory does not provide a sufficient explanation as to why this is the case.” Theresa A. Gannon wrote in her 2009 article on Article in Aggression and Violent Behavior that the Socio Cultural Theory lacked internal coherence and empirical adequacy.

Another school of thought shared by critics of the socio cultural theory dispute the hierarchical aspect of the harasser, finding harassment even in subordinates and peers, with peers being the most frequent type of harassers (Cleveland & Kerst, 1993; DeSouza & Fansler, 2003; Hartwell Hunnicutt, 1998; LaFontaine & Tredeau, 1986; USMSPD, 1995). Thus, these findings suggest that harassers may target those of similar status (or even superior status) and may well target those of a similar or superior educational level (DeSouza & Fansler, 2003).

These academic and theoretical arguments lay a fertile basis for this research which investigates perceived sexual harassment of female interns in the Ghanaian media, studying selected media houses in the Greater Accra Region. The central focus of the research – the female intern – inherently represents both elements of the prevalent gender victim and a subordinate organizational level. The study seeks to verify whether there is veracity to the perception of Sexual Harassment and from which occupational level victims face such advances. Apart from establishing evidence and hegemonies of the perpetrators the research further throws the spotlights on how the female intern perceives the permissiveness of the media environment towards sexual harassment.

2.2.0. Basic Assumption

Internship constitutes any arrangement for the performance of work within a business or organization, a primary purpose of which is to gain experience, skills and/or contacts that will assist the worker to gain employment or other work opportunities in the future. (Stewart 2018)

The intern is however found exposed to a working environment which has been studied and found to be challenged with the unhealthy phenomenon of sexual harassment targeted at female workers. As postulated by the sociocultural theory, the already existent perception of masculine hegemonies and male dominance in such a male dominated industry has a tendency to place female interns in a position of risk, thus frustrating if not derailing the intent of their internships.

Accordingly, this study hypothesizes that the introduction of the internship in the media houses to bridge the lacuna for personnel deficiency in the media industry has not really worked out rather, created further gap

2.3.0. Review of Related and Relevant Literature

2.3.1. Concepts of Sexual Harassment

Scholarly articles point out that “sexual harassment” was coined as a recognized term in the year 1974. Before that there was no term to describe this experience, even though some women activists and theorists had long recognized the problem and fought to address it. (Farley, 1978; Siegel, 2004).

The phenomenon was traditionally defined as involving unwanted sexual behavior committed mostly by men directed mostly toward women. It was thought that such behavior was caused by biological factors—specifically men’s purportedly stronger sex drive and desire for sexual expression and gratification (Berdahl & Raver, 2011; Tangri, Burt, & Johnson, 1982). Medeiros and Griffith 2019, one of the most quoted researchers on the subject of sexual harassment, focus their definition of the subject on sexual behaviors enacted toward victims.

The most profound references in their commentary are got to do with sexual advances or sexual assault.

It later became clear, however, that sexual harassment takes more sexist than sexual forms, and scholars and U.S. law now define sexual harassment more broadly as behavior that “derogates, demeans, or humiliates an individual” or “creates an intimidating, hostile, or offensive work environment” based on that individual’s sex (Berdahl, 2007a, p. 644; Equal Employment Opportunity Commission [EEOC], 1980). It is important to note that nonsexual behaviors such as sabotage, ridicule, intimidation, ostracization, and sexist jokes or comments are included in this definition and that this broader, gender-role–based definition is consistent with others (including court rulings) that do not limit sexual harassment to sexual behaviors (Bildt, 2005; Franke, 1997; *Oncale v. Sundowner Offshore Services, Inc.*, 1998; Schultz, 1998, as cited in Berdahl & Raver, 2011).

The young lawyer, Catharine A. MacKinnon, can be credited an early influential voice for the campaign against sexual harassment. MacKinnon, argued in a law school paper and then in her 1979 book, *The Sexual Harassment of Working Women*, that “sexual harassment is a form of sex discrimination because it is predicated on and reproduces women’s subordination to men.”

MacKinnon proposed that the law took into cognizance two distinct forms of sexual harassment. The first, was a *quid pro quo* where a woman’s sexual compliance secured benefits or allows her to avoid harmful retribution. The other form, when harassment becomes a persistent condition of work, has come to be called creation of a hostile working environment. Sapiro 2018. Law and policy quickly began to emerge as the problem was named and identified as a form of harmful inequality largely due to MacKinnon’s influence (Dale, 1993).

2.3.2. Forms of Sexual Harassment

Writing on the subject “Blurred lines: How to approach sexual harassment training when sexual harassment isn’t always about sex,” Hamilton, Snoeyink and Martinez 2019 broadened the discussion as not always being about the actual object of obtaining sexual favors. Berdahl & Raver, 2011 sought to draw attention to this same fact when they mentioned specifically that: “Although workplace sexual harassment may involve sexualized comments or behavior, contemporary frameworks conceptualize sexual harassment as being not about sex but about maintaining power and social status on the part of the harasser.” Hamilton, Snoeyink and Martinez highlight three key implications of including a broader “sexual-harassment-as-sexism” definition and discuss how this perspective may change some of the recommendations in the Medeiros and Griffith (2019) focal article.

The first key implication of this definition they speak about is that the most common forms of sexual harassment may not be sexual at all. Indeed, the most common form of sexual harassment involves sexist comments, jokes, and materials that “alienate and demean victims based on sex rather than solicit sexual relations with them” (see Berdahl & Raver, 2011). Sexual coercion is actually the rarest form of sexual harassment, with most surveys finding that at most 6% of respondents’ report quid pro quo harassment (being bribed or threatened to engage in sexual behavior at work; Fitzgerald et al., 1988; Raver & Gelfand, 2005).

In comparison, the same and other studies found that between 35 % and 42% of respondents who experienced gender-based harassment; only 1% experienced sexual coercion and 15% experienced sexual attention (Berdahl & Raver, 2011; Fitzgerald et al., 1988; Spann, 1990).

Ilies, Hauserman, Schwochau, & Stibal, (2003), argue that the traditional definition of Sexual Harassment can contribute to a situation in which people do not always acknowledge or appraise certain sexist behaviors as constituting “sexual harassment” despite the fact that such

behaviors qualify as sexual harassment under contemporary definitions and can result in negative outcomes

Fitzgerald et al. (1988's survey into Sexual Harassment actually listed twenty questions to which respondents had to answer whether they had experienced same and from which occupational level the harassment came from. The sexual harassment conducts included both the direct demands for sex and the creation of a hostile and unwelcoming atmosphere for victims of advances of a sexual nature. The parameters used in the questionnaire which has been touted as one of the most encompassing SH survey questionnaire are as follows:

A: habitually being told suggestive stories or offensive jokes?

B; unwanted attempts made at a victim to draw her into a discussion of personal or sexual matters (eg. attempting to discuss or comment)

C: making crude and offensive sexual remarks, either publicly (for example, in the office), or to a victim privately?

D: Treating a target "differently" because she was a woman (eg., mistreated, slighted, or ignored you)?

E: gave you unwanted sexual attention?

F: displayed, used, or distributed sexist or suggestive materials (eg., pictures, stories, or pornography)?

G: Frequently made sexist remarks (e.g., suggesting that women are too emotional to be scientists or to assume leadership roles)?

H: attempted to establish a romantic sexual relationship with you despite your efforts to discourage him?

I: put you down" or was condescending to you because of your sex?

J: continued to ask you for dates, drinks, dinner, etc., even though you have said "no"?

K: made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?

L: made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (eg., the mention of an upcoming evaluation, review, etc.)?

M: touching you (eg., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?

N: made unwanted attempts to stroke or fondle you (eg. Stroking your leg or neck, touching your breast, etc.)?

O: made unwanted attempts to have sex with you that resulted in you pleading, crying, or physically struggling?

P: implied faster promotions or better treatment if you were sexually cooperative?

Q: made it necessary for you to respond positively to sexual or social invitations in order to be well-treated on the job?

R: made you afraid you would be treated poorly if you didn't cooperate sexually?

S: treated you badly for refusing to have sex?

T: tried to show you magazines or videos containing pornographic materials?

2.3.3. Social, Occupational and Gender Status of S.H. Perpetrators

Hamilton, Snoeyink and Martinez 2019 point out that although most victims of sexual harassment are women and most perpetrators are men, targets and perpetrators can be of any gender, and harassment between them can be directed toward the same or opposite gender.

Sexual harassment filings by men to the EEOC increased 9 % between 1992 and 2008 (Berdahl & Raver, 2011), and when men are harassed, they are as much if not more often harassed by men than as by women (Berdahl, 2003; Magley, Waldo, Drasgow, & Fitzgerald, 1999; Waldo, Berdahl, & Fitzgerald, 1998). This perspective helps explain nonsexual same-sex harassment in which men punish other men for not being “man enough” (Berdahl & Raver, 2011) or situations in which men harass women in male-dominated industries or professions or who hold egalitarian views rather than traditional gender role attitudes (Berdahl, 2007b; Dall’Ara & Mass, 1999; Maass et al., 2003; as cited in Berdahl & Raver, 2011).

Again, sexual harassment was originally thought to be perpetrated primarily by supervisors against subordinates but is actually most often perpetrated by coworkers (e.g., Farley, 1978), customers (e.g., Barling, Rogers, & Kelloway, 2001), and subordinates (e.g., DeSouza & Fansler, 2003).

Additionally, although harassment by coworkers is most common across most industries, it varies; a study found that in service-oriented industries, sex-based harassment by customers has been cited as the most common (Barling et al., 2001; Berdahl, 2003; Gettman & Gelfand, 2007).

2.3.4. Cultural Diversity in The Perception of Sexual Harassment

Mishra and Davison 2020 of the West Chester University of Pennsylvania and Walker College of Business, Appalachian State University added a cultural element to the conceptualization of Sexual Harassment. This was contained in their commentary titled, “Sexual harassment training: A need to consider cultural differences” “Mishra and Davison indicate that a great deal of research in the area of sexual harassment had focused on gender differences in perceptions of what behaviors were considered harassing (e.g., Rotundo et al., 2001). In contrast, limited

research has focused on the role of cultural factors in influencing perceptions of sexual harassment in the workplace.

They expressed concern that much of the research on cultural factors as influences on sexual harassment had focused on power distance, collectivism, and masculinity. Mishra and Davison 2020 relate to several studies that have compared perceptions of sexual harassment for individuals from high power distance countries (e.g., Brazil) to low power distance countries like the U.S.). For example, Pryor et al. (1997) found that North American, Australian, and German students perceived hostile work environment scenarios more in terms of power abuse and gender discrimination, whereas Brazilian students perceived the same scenarios as innocuous sexual behavior but not sexual harassment.

DeSouza and Hutz (1996) compared the responses of Brazilian and American undergraduates to scenarios in which a woman was consistent or inconsistent in her refusals of sexual advances by men. Results indicated that while Americans viewed these scenarios as date rape, Brazilians judged them as consensual sex. Findings such as these suggest that national culture dimensions are important factors that need to be considered in the development and design of sexual harassment orientation.

Studies in collectivistic cultures similarly indicate that they are more tolerant of sexual harassment. For example, in a study of students from Asian (i.e., China, Korea, Japan, or Hong Kong) versus non-Asian (primarily Canadian) descent, Asian students were found to be significantly more tolerant of actions deemed to constitute sexual harassment than were non-Asian respondents (Kennedy & Gonzalka, 2002). They also found that Asian (as compared to Non-Asian) men and women had significantly more conservative sexual attitudes, including being more tolerant of rape myths and sexually harassing behavior.

In a study of another collectivist culture, Turkey, it was found that sexism-related behaviors were not generally viewed as sexual harassment (Toker, 2003; Toker & Sümer, 2010; Ulusoy et al., 2011). Additionally, Sigal et al. (2005) found that students in individualistic cultures (i.e., the U.S., Canada, Germany, and the Netherlands) judged a man in a sexual harassment scenario guilty significantly more often than did students from collectivistic cultures (i.e., Ecuador, Pakistan, Philippines, Taiwan, and Turkey).

Mishra and Davison further contended that traditional masculinity has been found to be associated with supportive attitudes toward sexually harassing behaviors (Sinn, 1997). Similarly, research has indicated that in masculine cultures, there are larger differences in stereotypically gendered sex roles (Hofstede, 2001), whereas in more feminine cultures, preservation of relationships and human dignity is emphasized. More recently, Merkin (2012) found that incidences of reporting sexual harassment were higher in Argentina, which is a more masculine culture, as opposed to Brazil and Chile, which are characterized as more feminine cultures.

It therefore stands to reason that Surveying individuals' cultural values might be a subtler way to identify potential targets for intervention rather than directly asking individuals about their attitudes toward sexual harassment and discrimination, which could be subject to socially desirable responding (Mishra et al., 2016).

2.3.5. Sexual Harassment Within the Working Environment

Activists draw a clear line of demarcation between Sexual harassment in the workplace and general sexual harassment. The former is directly involved in how one makes a living. It refers to the work politics that occurs along the work cycle from recruitments to promotions. (Africapay.org/Ghana (2021))

It can include direct sexual advances or propositions, including higher-ranked employees asking for sexual favors from juniors. It can also include intimidating or excluding women employees to jeopardize their employment status. And it can mean creating a hostile workplace environment for women by using sexist jokes, remarks, or pinning up sexually explicit or pornographic photos. (Africapay.org/Ghana (2021))

Victims of work based Sexual harassment can be in any position of influence in the organization. It might take on a vertical trajectory on the organogram where a superior is making unwanted advances of a sexual nature at a subordinate. It could also take a horizontal outlook where managers on a functional level or colleagues in departments or cross departments may be involved. Sole proprietors may not be entirely spared this scourge as suppliers, creditors, clients and business partners could become predators. (Africapay.org/Ghana (2021)).

The persistence and pervasiveness of workplace sexual harassment and its implications in various workplaces have been well documented in the literature [Shupe (2020), La Lopa and Gong (2020), Mensah (2019), Fitzgerald and Cortina, (2017). Women are disproportionately affected by WSH due to their working status, the type of work they do, and the conditions in the field they work in [Women U. Handbook (2019)]. This issue may also harm their safety, health, and well-being (Women U. Handbook 2019); Fitzgerald and Cortina, 2017). Emotional, psychological, professional, and health-related effects can occur (Fitzgerald and Cortina, (2017); Sojo, Wood and Genat (2016)) resulting in costs worldwide, especially in low and middle-income countries [Barbui et al 2020]. Thus, well-established social assets, including social networks and tailored reproductive health knowledge, are needed to decrease WSH vulnerability (Austrian and Muthengi 2014)). Consequently, the Sustainable Development Goals [Sachs (2021)], United Nations women and the International Labour Organization acknowledged this issue. These organisations also called for fundamental reform to ensure that

all women have safe, secure, and respectful work environments [Women U. Handbook: (2019)].

2.3.6. Sexual Harassment and the Law

Laws on sexual harassment differ from country to country, and even from culture to culture. However, several global labour and human rights organizations have developed conventions, resolutions and policy statements concerning the topic.

Currently, the International Labor Organisation (ILO) has addressed sexual harassment primarily as a form of discrimination in the workplace. The major ILO convention addressing sex discrimination is Discrimination (Employment and Occupation) Convention (No.111) which entered into force in 1960. It defines discrimination to include "any distinction, exclusion or preference made on the basis of sex which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation." This convention does not explicitly mention sexual harassment, although a 2003 general observation states that "sexual harassment is a form of sex discrimination and should be addressed within the requirements of the convention."

Ghana's Laws on Sexual Harassment as stated in Section 175 of Ghana's Labor Act 651 (2003) defines sexual harassment as any unwelcome, offensive or importunate sexual advances or request made by an employer or superior officer or a co-worker, whether the worker is a man or woman. It is important to note, that in Ghana sexual assaults of any form including rape, defilement, unnatural carnal knowledge and harassment are regarded as serious offences (i.e. first degree felony), that are liable on conviction to a term of imprisonment not less than five years and not more than 25 years (Criminal Offences Act 1960, Act 29).

Fortunately, the Criminal Code has provision on indecent assault which includes sexual bodily contact with another person without the consent of the other person or sexual violation of the

body of that person in any manner not amounting to carnal knowledge or unnatural carnal knowledge. And that the indecent assault is a liable offence and on conviction, the perpetrator may have to face an imprisonment term of at least 6 months.

Moreover, the Commission on Human Rights and Administrative Justice Act, No. 456 of 1993, establishes a Commission on Human Rights and Administrative Justice to investigate complaints of violations of fundamental human rights and freedoms, injustice and corruption, abuse of power and unfair treatment of persons by public officers in the exercise of their duties, with power to seek remedy in respect of such acts or omissions. (Hodges and Baah, 2006)

2.3.7. Sexual Harassment in Media Houses

SH is just one of the issues that erodes women's confidence and strips away their identities as equal participants in their organizations (Paula McDonald and Sara Charlesworth 2013). There has been no extensive research on the female intern and their exposure to sexual harassment in the media industry. Literature however exists on sexual harassment perpetrated against female journalists in the media.

The international literature by feminist media scholars indicates a broad and ongoing research focus on female journalists and gender discrimination (North; (2015)). researchers have reported that female journalists' careers and promotional opportunities have been hampered by, among other things, an overarching hegemonic masculine workplace culture (Margareta Melin-Higgins 2004; Louise North 2009; Karen ross 2014; Liesbet Van Zoonen 1998a), and a lack of equal opportunity policies and/or knowledge of them (Carolyn M. Byerly 2011; Gertrude J. robinson 2005; ross 2014).

Hanusch's (2013) study of 605 male and female journalists appears to be the most comprehensive since Henningham's (1993) seminal study of 1,068 journalists in the early 1990s (North; (2015)). other smaller studies that have included men and women are Beate

Joseph and Ian Richards' (2012) survey of 117 journalists, Hanusch's (2008) report on one hundred Australian journalists as part of a larger global study; Brand and Pearson's (2001) survey of one hundred journalists; and Julianne Schultz's (1998, 274) 1992 survey of 247 journalists.

Researchers in the United States have led the analyses of the experiences of female journalists in relation to SH. Two notable, location-specific surveys in the mid-1990s provided important baseline studies.

Katherine C. McAdams and Maurine H. Beasley's (1994) survey of 102 female journalists in Washington, DC found that of those who responded, 80 percent said that SH was a problem for women journalists. Gail Flatow's (1994) study of 198 editorial staff at twenty-six Indiana daily newspapers found that more than two-thirds of women said that they had been sexually harassed. Flatow separated SH into categories and reported that 22.4 percent of women (and 6.6 percent of men) had experienced physical sexual harassment during their careers, while 61.8 percent of women reported experiencing verbal sexual harassment, and nearly a third of the women reported "nonverbal" SH.

Later, Kim Walsh-Childers, Jean Chance, and Kristin Herzog (1996) surveyed 227 American female daily newspaper journalists finding that 60 percent believed that SH was a problem for female journalists. In the male-dominated beat of sports reporting Marie Hardin and Stacie Shain's (2005) analysis of 144 American female sports reporters found that 85 percent agreed or strongly agreed that SH was a problem for them. In Britain, Karen Ross studied (2004) twenty-two female journalists finding that 75 percent had experienced some form of SH in the newsroom, while Marjan de Bruin's (2004, 9) analysis of the experiences of ten male and ten female Caribbean journalists found that the female journalists had all experienced SH.

Aida opoku-Mensah (2004, 114) notes that SH is a rarely discussed problem that characterizes and shapes working relations in African newsrooms. Most recently, the International Women's Media Foundation's (IWMF) carried out a noteworthy global online survey (Alana Barton and Hannah Storm 2014), finding that almost half of the 683 respondents said that they had experienced SH.

The effects of SH on female journalists have been well documented in the international literature (North; (2015)). The IWMF survey found that the ramifications of SH include emotional and/or psychological effects with many blaming themselves for the harassment (Barton and Storm 2014, 27). The report says that some of the respondents: changed their behavior around others, including not making eye contact, not attending work social functions (when harassment occurred in the workplace) and not forming friendships with anyone related to work (North; (2015)). Several women said they have modified the way they dress for work, or make an effort to present themselves as personally conservative. (2014, 27, North; (2015)). Opoku-Mensah also notes that in African newsrooms many female journalists simply keep quiet about SH "for fear of reprisals" (2004, 114). Earlier research, like Flatow's (1994), found that SH created an environment of fear and intimidation at worst, and at best produced distractions that keep women from performing at their best. For Walsh-Childers, Chance, and Herzog 1996, the ramifications of the added stress of SH for women on an already stressful career could be the final step towards exiting the occupation.

2.3.8. Sexual Harassment in the Ghanaian Media

In a 2018 study conducted by the Alliance for Women in Media Africa (AWMA) and the School of Information and Communication Studies, University of Ghana on the "STATUS OF WOMEN IN THE GHANAIAN MEDIA; PROVIDING EVIDENCE FOR GENDER EQUALITY AND ADVOCACY PROJECT" it was concluded quite worrisomely that "The

occurrence of these varied forms of workplace harassment strongly suggests that the Ghanaian media industry is an unsafe working environment for women.”

The report found that “Like many other workplaces, women who work in the media suffer various forms of harassment, including inappropriate touching, sexual coercion, physical violence, and sharing of unsolicited materials and conversations with sexual undertones. The report further established that: “The most common forms of harassment in the Ghanaian media industry are inappropriate physical contact and offensive comments about one’s physical appearance (23% each), followed by suggestive and flirtatious looks (16%).

Respondents also reported suffering verbal harassment in the form of comments suggesting they were less capable because of their sex (10.4%), and other forms of verbal abuse. They also faced victimization for not giving in to sexual advances (6.4%), were subjected to the sharing of unsolicited and offensive sexual images (5.1%), and physical violence (3.2%).

“Not only did the survey find the media could be toxic for women, the findings indicate a lack of commitment in addressing the problem. Most of the media organizations sampled in the study have no codes or policies to fight harassment. Only 27.8% of respondents said there was a codified policy on sexual harassment in their newsrooms. Half the sample of respondents could not even tell whether their organizations have such a policy. In other words, even if such policies exist, awareness on them is low and thus employees are unlikely to seek redress if they encounter problems. The widespread absence of institutional guidelines for addressing harassment means victims may be offered little protection, while perpetrators may either get away with inappropriate behaviors or face only light sanctions that may not be a deterrent for others.” (Yeboah-Banin Fofie and Gadzekpo (2018))

This industry which bears this rather uncomplimentary statistic constitutes one of Ghana’s industries that admits a high number of interns for work experience and for academic purposes.

2.4.0. The Concept of Internships

The International Labor Organization defines Internships as distinct from apprenticeships and can be described as an ‘ideal’ form that combines systematic and long-term workplace training with classroom instruction and attracts an entitlement to wages and other basic working conditions. Although there is no universally accepted definition, the term ‘internship’ is typically used to cover a wide range of schemes that seek to provide skills, knowledge and experience in a workplace. (ILO 2012). Internship will constitute any arrangement for the performance of work within a business or organization, a primary purpose of which is to gain experience, skills and/or contacts that will assist the worker to gain employment or other work opportunities in the future. (Stewart 2018)

Interns dominated by a youthful population mostly the graduate unemployed, have become by far a global force in the frontlines of the labour market. As part of follow-up action on knowledge building coordinated by Niall O’Higgins of the ILO’s Youth Employment Programme (YEP), a report was issued in 2012 which concluded that, “Together with apprenticeships and temporary jobs, internships (or traineeships as they are often called in Europe) have become an important part of the transition from education to employment, especially in higher-income countries.

The 2012 International Labour Conference call for action noted that: internships, apprenticeships, and other work experience schemes have increased as ways to obtain decent work. However, such mechanisms can run the risk, in some cases, of being used as a way of obtaining cheap labour or replacing existing workers.”

Internships could take a myriad of forms based on the agreements in remunerations; the level of involvement of the intern in operations and whether or not the internship is to fulfill an academic requirement or a stepping stone to the labor market.

2.4.1. Interns and Sexual Harassment

A profound quote from a vivid story shared by Mary Rinaldi an America based blogger on the popular Fast Company's editorial package titled The Intern Economy stated, "While there isn't much data on the percentage of interns who are sexually harassed, the truth is that when you're just starting out, you're in an especially vulnerable position. Interns start at the bottom of the ladder, making it especially uncomfortable to complain if someone higher up is behaving inappropriately. Additionally, many unpaid interns aren't protected legally in the same way that full-time employees are.

She narrated: "Before I started, my manager sent me a birthday present. He also sent me texts with music suggestions and encouraging words during the negotiation process. I responded with excitement, looking forward to a congenial working relationship. I thought nothing of it. I was joining a "family," and I knew this mode of communication was pretty normal in the startup community."

But in his case, I found out that the behavior wasn't normal; it was predatory. In my new role, he pursued me romantically, and the ensuing stress that occurred stretched my capacities to the limit. The work environment became increasingly difficult. Sure, there were some things I should have done differently. Regardless, predatory behavior at work is not acceptable, and managers who treat employees cavalierly and disrespectfully shouldn't be allowed to rise through the ranks."

This story might be out of the Ghanaian context as it finds itself in the United States of America. However, these stories are replete from common shared experiences of interns.

A letter posted on the USATODAY in March 2018 by Jill Geisler, Plante Chair in Leadership and Media Integrity at Loyola University Chicago and the Newseum Institute Fellow in

Women's Leadership paints a vivid picture about how the plight of interns beyond job tasks have been ignored over the years.

It reads: "Dear Interns: We owe you an apology. Through the years, we presumed we prepared you well for those semesters of on-the-job training. We, the professionals who attended your career fairs and the professors who encouraged your internship applications — we really thought we gave you what you needed to succeed. We focused on skills-readiness. We talked about work ethic. We advised you to dress for success. We helped you buff up your resume, LinkedIn profile and website. We cautioned you about your social media activities and how a few wayward party posts could come back to haunt you.

But we failed to share a more important warning. In our "You can do this!" pep talks, we didn't raise the possibility you'd face sexual harassment on the job. And now, as the #MeToo era has dawned, we know what a mistake that was. We've learned that workplace sexual misconduct is about abuse of power. And those with the least power are the most vulnerable. We should have warned you over all these years. For failing to do that, we apologize. We're just sorry it took us so long."

An opinion contributor to the USA TODAY NETWORK Julia Wallace in February 2018 highlighted how an intern changed the narrative while supporting Supreme Court Justice Ruth Bader Ginsburg's views about Millennials being the key to #MeToo." She wrote, "It took an intern to change the Arizona Legislature. Her name is Kendra Penningroth, and she was just 19 when she spoke up about a culture of sexual harassment that led to the expulsion of a leading Arizona lawmaker."

A few months earlier, Penningroth had experienced an unsettling encounter with Shooter while interning at the Capitol Times newspaper. He had given her a "creepy hug," she told her colleagues at the office. She felt violated and demeaned."

On Feb 24,2018 Jen Fifield Pew/Stateline wrote an article in the USA TODAY website titled, “Why Statehouse interns are especially vulnerable to sexual harassment. “One of Democratic State Rep. Dafna Michaelson Jenet's interns revealed something she had been holding inside for months: A male lawmaker had been harassing her. According to the then-18-year-old intern, who did not want to be named out of fear it would harm her job prospects, the male lawmaker's unwanted comments and glances bothered her so much she stopped going to the Capitol. The experience led her to turn down another position in the Statehouse, and to drop her political science major.

This earlier movement began after a New York City judge in 2013 threw out a case in which an unpaid TV intern said a supervisor had assaulted her. The judge said because the intern wasn't an employee, she wasn't covered under the state's civil rights protections.

Conducting a research on Sexual Harassment of Hospitality Interns, Joseph “Mick” La Lopa, PhD & Zilan Gong, PhD(c) noted that It was widely known that the hospitality industry is rife with sexual harassment of especially female employees, yet every year hospitality programs send out thousands of students to complete internships making them vulnerable to sexual harassment, which is a violation of their Title IX rights.

The descriptive study was to be the first to survey US hospitality students to see if they experienced sexual harassment during a recently completed internship. “The majority of the 297 respondents did not experience sexual harassment but a sufficient number experienced sexist and sexual hostility mostly from male managers, coworkers, and customers. The majority of respondents were not informed as to the inappropriate sexual behaviors they may encounter during their internship; over half were given no training by the internship coordinator or employer on what to do if harassed. It is clear that more needs to be done by internship

coordinators and employers to protect student interns Title IX rights.” (La Lopa & Gong (2020))

2.4.2. The Neglected Subject of Sexual Harassment of Interns

It is unfortunate to note that regardless of the expansion of internship programmes, the role of such opportunities in increasing employability is underexplored and little is known about internships or student perceptions of internships. Leonard (2013), for example, argues that ‘our knowledge of internships is scanty and unsystematic’, whilst Guile and Lahiff (2013, 1) suggest that ‘internship has been attracting considerable attention for a number of years and, yet, has rarely been the subject of any sustained, serious research’. Whilst academic attention may have been lacking, the proliferation of internship opportunities has attracted increasing attention from a range of sources, not least stories in the media focused on unpaid or underpaid and exploited interns putting their health at risk through long hours, exhaustion and overwork (Gallagher 2013).

Most existing research on internships has focused on the significant problems associated with unpaid internships in particular professions (Allen et al. 2013; Siebert and Wilson 2013; Sutton Trust 2014). Unpaid internships are a widespread phenomenon in certain industries; for example, access to the professions and creative roles in journalism and media are often predicated on applicants having work experience in the industry facilitated through unpaid internships mainly based in London. Unpaid internships have become ‘normalised’ (Allen et al. 2012) and ‘the term internship is used by employers, graduates and the media to refer to a range of unpaid, poorly-supervised and low skills activities’ (Guile and Lahiff 2013, 3).

Business Economy journalist with Republica Daily Kushal Basnet’s article titled, ‘Opportunities and Challenges in an Internship’ made a profound mention of the challenge of sexual violence in his concluding points. He succinctly captured it as, “Young interns are

vulnerable to harassment and bullying. Since interns naturally have a low profile in the workplace, other seniors and bosses can manipulate them for either professional or personal purposes. Interns may be harassed (i.e. given negative comments that lower self-esteem) by their bosses when their work is not satisfactory. There have even been the cases of sexual harassments to interns. Basnet 2018).

This danger is evident in the media as navigating this complex maze of getting the opportunity to be given rolls becomes a wager that could eventually expose especially female interns to demands for sexual favors. Writing on the topic Reduce Summer Interns' Vulnerability to Harassment, Smith 2018 stated, 'the bigger the power differential in an employment relationship, the greater the risk of sexual harassment,' said Paul Buchanan, an attorney with Buchanan Angeli Altschul & Sullivan in Portland.

Unfortunately, many media houses run without proper structures which may include the establishment of a properly functional Human Resource Department. Consequently, little attention is paid to structures which may consider establishing a strict policy on sexual harassment and a regime for complaints and disciplinary procedures. Corroborating this, a study by Otoo and Asafu-Adjaye (2011) for instance found THAT out of women journalists surveyed in a study, 67% said their organization's had a policy on gender equality but only half had a policy on sexual harassment.

The problem becomes more profound when the media industry is by majority masculine dominated with very few women in management positions. Corroborating this, a 2011 study of 15 African countries suggested that women constituted 41% of the journalistic workforce of approximately 22100 people on the continent (Byerly, 2011). At the time of that study, Ghana was below the continental average as its journalistic workforce indicated a ratio of two males to one woman (Gadzekpo, 2013). Byerly's (2011) study also reported that few women occupied

senior management positions with only 28% being in governance positions (e.g. boards) and 16% in top management. There were also more men than women in full-time positions in the media and they tended to earn more than their female colleagues.

2.5.0. Operational Definition of Terms

This study defines sexual harassment as encompassing two broad phenomena. The first being the quid pro quo which refers to the direct demand for sex including situations where a benefit or threat was attached as a stake for bargain. Secondly all other verbal and nonverbal advances of a sexual nature deemed unwanted and perceived to create an unwelcome, hostile and discomforting working environment toward a victim is deemed an act that constitutes sexual harassment.

A female intern refers to a female who has officially applied to a media institution on a temporal duration either as part of on the job training; for practical knowledge of the field; as an academic requirement or as part of an avenue to gain permanent employment in that organization. It does not encompass persons who have been offered permanent paid or unpaid jobs in the media house studied under this research.

The media industry is referred to in this research as constituting the traditional electronic and print media. This should include radio, television, newspaper and online offerings that provide same content as delivered by the traditional media. Media houses are institutions known to have duly registered and established a physical location with staff and a tangibly operating organizational structure.

2.6.0. Relevance of the Study

From this chapter, it can be safely concluded that considerable research has been conducted on sexual harassment against women employed in the media with little academic research done on female interns who tend to be more vulnerable than their counterparts officially employed

in the media. Vulnerabilities nevertheless remain underrepresented in the literature because victims, particularly those of lower occupational status, seldom make formal complaints, let alone have the knowledge or resources to challenge the indignities they experience (Berrey, Nelson, and Nielsen 2017).

This background makes it imperative for an academic research that highlights with a good academic verification, these fault lines of sexual exploitation that vulnerable interns are exposed to, in the media industry. Apart from establishing existence and prevalence, such a research will require a double pronged approach where it also switches a spotlight on whether the media space condones or takes strong stance against Sexual Harassment.

Apart from the wealth of findings that this study adds to the body of knowledge about sexual harassment, these inferences should lead discussions on the way forward for academia, civil society, media houses and regulators of the media space in providing safeguards against such human right violations.

2.7.0 Chapter Summary

Literature for this study on perceived sexual harassment of female interns in the media industry is gathered with due citations from published books, journals, articles, website publications, and other sources. It premised its theoretical basis on the sociocultural theory which is largely feminist in orientation. This theory examines the wider social and political context in which sexual harassment is created and occurs. The chapter compares literature on the conceptualization of sexual harassment across different cultures to extrapolate the various forms and presentations of sexual harassment. It looks at the concept of SH in the working environment and how it relates to female interns. The literature identifies that the lacuna of professional deficiency which internships are expected to bridge is rather creating a wider gap of an exploitative nature than it was intended.

CHAPTER 3

METHODOLOGY

3.0. Introduction

This chapter deals with the methodology which focuses on the discussion of the research design to be employed, data collection method and tools, population, sample and sampling technique as well as methods that will be employed for the analysis of data.

3.1.0. Research Design

This study employed a mixed method approach. Mixed Methods research has been referenced as empirical research that involves the collection and analysis of both qualitative and quantitative data. (Allan, n.d., Slide), whereas Burke Johnson et al. (2007, p. 123) define it as: "... the type of research in which a researcher or team of researchers combine elements of qualitative and quantitative research approaches (e.g., use of qualitative and quantitative viewpoints, data collection, analysis, inference techniques) for the broad purposes of breadth and depth of understanding and corroboration."; Greene (2007, p. xiii; endorsed by Johnson & Onwuegbuzie, 2004) believes that this approach provides researchers with opportunities to "... compensate for inherent method weaknesses, capitalize on inherent method strengths and offset inevitable method biases".

3.1.1 Quantitative Approach

The first part of the research employed a quantitative method to measure prevalence, establish the various variables under sexual harassment and how it relates to interns in media houses. Quantitative methods emphasize objective measurements and the statistical, mathematical, or numerical analysis of data collected through polls, questionnaires, and surveys, or by manipulating pre-existing statistical data using computational techniques. Quantitative

research focuses on gathering numerical data and generalizing it across groups of people or to explain a particular phenomenon. Babbie 2010; Muijs 2010, Wadsworth 2010. Hughes (2006) emphasizes the advantages of quantitative research and describes it as fairly precise, reliable, with sufficient control over the outcome and process through sampling and design. In addition, the author mentions two key features of quantitative research, namely that it may be used for a) testing theory (exploring a specific area); and b) for generating hypotheses (Manuel 2017). The researcher also employs qualitative methods to generate personal views and recommendations from respondents.

3.1.2. Qualitative Method

Qualitative research obtains data through open conversational communication. Its findings are produced by findings other than statistical descriptions or inferences. Rovai et al. (2014, p. 4) makes the point that this approach towards research "... values individuality, culture, and social justice" which provides a content and context rich breadth of information which, although subjective in nature, is current (Tracy, 2013).

3.2.0. Population

In statistics, a population is an entire group about which some information is required to be ascertained. In selecting a population for study, the research question or purpose of the study will suggest a suitable definition of the population to be studied, in terms of location and restriction to a particular age group, sex or occupation. The population must be fully defined so that those to be included and excluded are clearly spelt out (Banerjee et al 2007; Barker and Hall 1994; Indrayan 2008; Hill and Hill 1993; WHO 1993; WHO 2001)

In descriptive studies, it is customary to define a study population and then make observations on a sample taken from it. Study populations may be defined by geographic location, age, sex,

with additional definitions of attributes and variables such as occupation, religion and ethnic group. (Banerjee et al 2007; Barker and Hall 1994; Indrayan 2008; Hill and Hill 1993)

The population for this research was interns who have availed themselves for internships in any newsroom of a media house within a period not more than five years. The time consideration was to ensure that the information gathered reflected current trends.

3.2.1. Sample Size

A sample is a subset of the population, and in using a sample, the researcher could draw conclusions that are generalizable to the population of interest (Sekaran, 2001).

The research employed Purposive non-random sampling. In a non-probability sample, individuals are selected based on non-random criteria, and not every individual has a chance of being included. Purposive or judgmental sampling is a strategy in which particular settings persons or events are selected deliberately in order to provide important information that cannot be obtained from other choices (Maxwell, 1996). It is where the researcher includes cases or participants in the sample because they believe that they warrant inclusion.

This sampling procedure was appropriate for this research considering the non-availability of any official figures on the number of interns for which a calculation on sampling could be struck. Even though less laborious to identify, this method stands the risk of sampling bias. This was however overcome by ensuring that the sampled respondents were not chosen on any preconceived patterns of selection. If you use a non-probability sample, you should still aim to make it as representative of the population as possible (McCombes 2019). To enhance its possibility for representation, efforts were taken to ensure that interns were drawn from all platforms of traditional media i.e. television, radio, newspaper and online media.

The major areas where respondents were sourced were final year classes of communication schools and what's app groups of students who had completed a communication course in a

tertiary institution. This served as a rich ground for respondents since internships are a compulsory part of their academic requirements.

To broaden the scope of identifying respondents; the researcher also made efforts to contact Student Representative Council representatives of alumnus groups to reach students who had also offered internships in newsrooms within the past five years.

3.3.0 Data Gathering Instrument

Questionnaires were designed with the research objectives; research questions and the problem statement of the research in consideration. Questionnaires are primarily a pre-formulated, written set of questions to which respondents record their answers. They could be administered personally or distributed electronically (Sekaran, 2001).

Section A focused on the respondents' bio data. It was to ascertain their ages; level of education at the time of internship; and the length of the period of internship

Section B of the questionnaire consisted of 11 behavioral items adapted from the Sexual Harassment Questionnaire by Fitzgerald et al. (1988) which originally had 20 questions. A Likert scale was used for each item on which the respondents were expected to indicate the degree of agreement or disagreement by selecting an answer between 1–5 on a scale of (1) never; (2) once/twice; (3) sometimes; (4) often; and (5) many times. It further sought to find out the thoughts of interns about the different assertions of sexual harassment at the workplace.

Results of the sexual harassment experiences questionnaire of Kamal and Tariq (1997) indicated that the initial psychometric analysis using the Cronbach's alpha coefficient and internal consistency coefficient was 0.94 for the SEQ.

Section C included the Sexual Harassment Perception Questionnaire, which measured respondents' perception of sexual harassment (Equal Opportunities Commission, 2013). This

particular questionnaire consisted of 9 closed-ended questions, which was measured using a five-point Likert scale ranging from 1–5, where (1) indicated being ‘definitely not considered as sexual harassment’; (2) indicated ‘should not be considered as sexual harassment’; (3) indicated ‘not sure’; (4) indicated ‘should be considered as sexual harassment’ and; (5) indicated being ‘definitely considered as sexual harassment. The questionnaire had been previously utilized as a questionnaire to measure 5 902 Hong Kong students’ sexual attitudes and views on sexual harassment. The specific research team used traditional and Rasch analyses to identify and establish the reliability and validity of the questionnaire instruments. The research team had found the Cronbach coefficient alpha to be internally reliable and the questionnaire instrument had therefore reached an acceptable level.

Section D sought to establish whether educational institutions and the host organizations took time to take respondents formally through an orientation before commencement and whether those orientations had any element of sexual harassment as a topic for exposure.

The Section D of the questionnaire had some close ended and open ended questions that sought to establish whether or not victims reported any incident of sexual harassment; whether their complaints were acted on and if they didn’t, why they didn’t report the incidents.

This section ascertained information on awareness of complaint procedures and whether or not interns were aware of the structures to follow in reporting acts of sexual harassment.

It also sought to find out from respondents their suggestions on how to create working environments that protected interns from sexual harassment.

3.3.1 Data Analysis Technique

Once the questionnaire was completed by the respondents, the data was automatically captured in a specific systematic order and coded for capturing. The data was analyzed by means of descriptive statistics with the SPSS Version 23 Windows computer program (SPSS, 2015).

The quantitative content was analyzed through content analysis, summaries, notes and inferences.

3.4.0. Ethical Considerations

Lee (1993) describes sensitive topics as “those that include areas that are private, stressful, sacred, or which potentially expose information that is stigmatizing or incriminating” (Lee, 1993, p. 4). Strydom (2005, p.69) defines ethics as a “set of widely accepted moral principles that offer rules for, and behavioral expectations of, the most correct conduct towards experimental subjects and participants, employers, sponsors, other researchers, assistants and students”.

An informed consent form was provided to ensure that all employees understood the objective and significance of the present study before completing the questionnaire. This was reiterated by Babbie and Mouton, (2001) and Cascio and Aguinis, (2005) who noted that consent should be informed to ensure that participants are aware of their reasons for participating, their rights and responsibilities.

Respondents were not coerced or lured into completing the electronic questionnaire. Participation was voluntary and respondents were at liberty to opt out if they felt uncomfortable with the nature of the questions posed.

3.5.0. Limitations and Delimitations

The study anticipated a number of constraints and challenges such as unwillingness of some potential respondents to participate in the study, unreturned questionnaires, provision of wrong information and lastly the nature and sensitivity of the questionnaire items. To address the concerns of the sensitivity of the questionnaire items and provision of wrong information, the respondents were guaranteed optimum level of confidentiality and assurance that the study will be purely an academic requirement and will have nothing to do with other relations. In

addressing the problem of unwillingness to participate in the study and response rate, the researcher personally administered the data collection instrument, while encouraging the respondents to voluntarily provide the required information.

CHAPTER 4

ANALYSIS OF THE PERCEIVED SEXUAL HARASSMENT OF FEMALE INTERNS IN THE MEDIA INDUSTRY IN THE GREATER ACCRA REGION OF GHANA USING SOME SELECTED MEDIA HOUSES IN ACCRA AS A CASE STUDY

4.0. Introduction

This chapter is dedicated to the presentation and discussion of findings gathered from investigations of perceived sexual harassment of female interns in some selected media houses in the Greater Accra Region. The research gathered data from 100 respondents who have had an experience offering internships in the media industry in the past ten years. It has five sections that duly satisfy all requirements of the objectives of this research which were:

1. Establish whether sexual harassment occurs among female interns in media houses.
2. Ascertain the form female interns' sexual harassment take in the media house.
3. Investigate the occupational level from which the female interns are targeted for sexual harassment.
4. Analyze the level of seriousness the media houses attach to complaints of sexual harassment of the female intern.

4.1.0 Analysis of Key Findings

Section A: Demographic Information of Respondents

4.1.1 Age of Respondent

The highest number of respondents were within the age range of 18 and 25 years. They constituted more than three thirds of the population followed by persons aged between the ages of 25 and 30 years who constituted 15% of the respondents. The least number of respondents

came from the age range of 30 – 35 years having only 7% of respondents. This reflects the scope of the research which considered persons who had offered internships in a media house not later than 2011.

Table 1. Age of Respondent

Age	Frequency	Valid Percent
18-25	78	78
26-30	15	15
30-35	7	7
Total	100	100

Age of Respondet

■ 18-22 ■ 26-30 ■ 30-35

Fig. 1

4.1.2. How Long Respondent Has Been in an Internship

The distribution of how long ago the respondent had offered internship saw more than half of interns (52%) either offering internships or having offered internships within the same year of the research. 42% of the respondents have had an internship experience in a media house within the past 1 to 3 years with just 6 out of the 100 respondents having done their internships within 4 to 7 years.

Table 2. How long respondents have been in an internship

Duration	Frequency	Valid Percent
Past 1-12 months	52	52
past 1-3 years	42	42
Past 4-7 years	6	6
Total	100	100

How long respondent have been in an internship

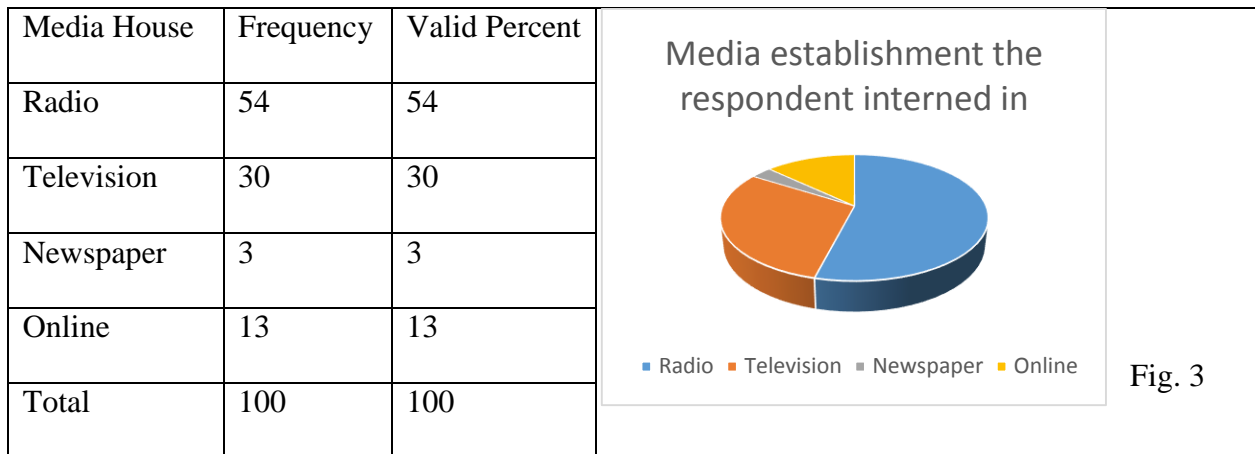
■ Past 1-12 months ■ Past 1-3 years ■ Past 4-7 years

Fig.2

4.1.3. Media Institution of Internship

A majority of the respondents offered internships in the electronic media; 54% from radio and 30% from television. Thirteen respondents were drawn from the online media space with just three respondents from the print media.

Table 3. Media Institution of Internship



4.1.4. Latest Educational Qualification at the Time of Internship

On the count of the latest qualification at the time of offering the internship, a greater number of 62 out of the 100 respondents were either offering or had completed their first degrees. Three respondents had completed or were pursuing their post graduate degrees. A minority of eight and 14 respondents were either holding or studying for their Higher National Diploma or Certificates respectively. It could be inferred that a majority of the respondents were highly enlightened having gone through institutions of higher learning.

Table 4. Latest Educational Qualification at the Time of Internship

Qualification	Frequency	Valid Percent
Certificate	14	14
HND	8	8
Degree	63	63
Masters	3	3
Others	12	12
Total	100	100

Latest educational qualification at the time of internship

■ Certificate ■ HND ■ Degree
■ Masters ■ Others

Fig. 4

Section B: Investigating the Occurrence of Sexual Harassment

The second section of the research related to objectives one and two of the research.

1. Establish whether sexual harassment occurs among female interns in media houses.
2. Ascertain the form female interns' sexual harassment take in the media house.

Respondents were required to state whether they had experienced any of the eleven categories or shades of sexual harassment while offering their internships in the media house. The respondents further indicated for each of the appearances of SH, whether the perpetrators were management members, staff of the organization or from their own colleague interns.

4.2.0. Habitually Told Sexually Suggestive Stories or Offensive Jokes

Findings from the first question suggested that at least half of all respondents (50%) of interns had to grapple with a staff member habitually telling them sexually suggestive stories or offensive jokes. From the Table below, the managers were less notorious for this practice as only 35 out of the hundred interns were confronted by managers who were in the act of

habitually telling sexually suggestive stories or offensive jokes. Experiencing same from colleague interns was the lowest with 30 interns having experienced at least on one occasion such confrontations from their colleagues.

Table 5. Habitually told suggestive stories or offensive jokes

SH CONDUCT	Never (%)	Once or Twice (%)	Sometimes (%)	Often (%)	Most of the time (%)	Total (100%)
Management Member	65	15	17	0	3	100
Staff Member	50	14	23	8	5	100
Colleague Intern	70	14	9	3	4	100

4.2.1. Made Unwanted Attempt to Draw You into a Discussion of Sexual Matters

Similar to the earlier responses, 36 out of the hundred respondents surveyed encountered managers who made unwanted attempts to draw them into a discussion of sexual matters. The highest prevalence for this conduct was exhibited by staff with more than half of interns (51%) suffering such unwanted advances. As shown below; 4%, 5% and 4% of interns reported persistently having managers, staff and colleague interns respectively, unwantedly attempting to draw them into discussions of a sexual nature. Although colleague interns match up the numbers of perpetrating the SH offence all the time, they constitute the lowest bother as 75 out of a hundred respondents reported never experiencing such conducts from colleague interns.

Table 6. Made unwanted attempts to draw you into a discussion of sexual matters

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	64	18	10	4	4	100
Staff Member	49	24	13	5	9	100
Colleague Intern	75	12	7	4	2	100

4.2.2. Unwanted Attempt to Have Sex with You Despite Your Efforts to Discourage Them

On the quid pro quo count where female interns had to face unwanted requests for sex despite their efforts to discourage perpetrators, staff yet again came out notoriously popular for such infractions. While 26% of interns indicated that staff of their media house of internship had requested to have a sexual affair with them at least once or twice, 20 out of the respondents indicated having received such requests for sexual favors from management members. On the extreme continuum where female interns had such requests almost all the time, managers topped with 4% while staff and colleague interns each had 3% incursions.

Table 7. Unwanted attempts to have sex with you despite your efforts to discourage them

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	80	5	8	3	4	100
Staff Member	74	15	5	3	3	100
Colleague Intern	92	3	1	1	3	100

4.2.3. Continued to Ask You for Dates, Drinks, Dinners Even Though You Said No

Thirty-two interns out of the hundred had at least one or two incidents where Managers continuously asked them for dates, drinks and dinners even though they said no. Forty-three had such experiences from staff while twenty-three experienced such persistent invitations from colleague interns. For the most extreme situations where the invitation for such occasions persisted all the time, managers topped the chat with five interns reporting same; four interns reporting having had such importunity from staff and two interns having endured such persistent invitations from their colleague interns.

Table 8. Continued to ask you for dates, drinks, dinners even though you said no

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	68	8	11	7	6	100
Staff Member	57	19	15	4	5	100
Colleague Intern	77	14	4	3	2	100

4.2.4. Made You Feel Subtly Bribe with Some Kind of Reward for Being Sexually Corporative or Threatened for Declining

The research also demanded two related questions on implied sanctions and suggested rewards used by perpetrators to bargain for sexual escapades with interns. Whereas 21% of interns reported having been presented some benefit or special treatment if they gave in to such demands for sex, 20% of interns surveyed, pointed to some threats of harsh retaliations when they refused to give in. a greater number of 31% of interns alluded to having been presented some sort of benefits or favors if they gave in to requests from staff members, for sex. Staff members also saw a higher number with 24 interns reporting to have received threats for refusing to give in to sexual favors. Colleague interns appeared to be the least culpable in this act obviously because of their relative inability to offer any benefits or proffer any sanctions against whoever refused a sexual favor.

Table 9. Made you feel you were being subtly bribed with some kind of reward or special treatment to engage in sexual behavior

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	79	5	6	4	6	100
Staff Member	69	17	5	6	3	100
Colleague Intern	94	2	2	1	1	100

Table 10. Made you feel subtly threatened with some sort of retaliation for not being sexually corporative

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	80	8	4	4	4	100
Staff Member	76	10	7	4	3	100
Colleague Intern	94	2	2	0	2	100

4.2.5. Touched You in a Way That Made You Feel Uncomfortable

Two questions dwelt on unwanted sexually suggestive touching – the first being about unwanted touching that made the intern feel uncomfortable and the second probing the intimacy of the kind of touching. On uncomfortable touching 29 interns responded to have had such experiences at least once from management members; 6 getting such encounters often and four indicating it was a constant affair. Asked whether the perpetrators went to the extreme (stroking your neck or legs; touching or fondling your breast or any other intimate parts) the number decreased with 20% of interns reporting having had such experiences from managers, with 3 being pestered in this direction. The numbers were higher with staff members as 44 out of the hundred female interns experienced such touches with 23 admitting ever been touched in extreme intimacy. 20 interns reported having such advances from their colleague interns with 8 pointing to incidents where their own colleague interns went extremely overboard with such incursions.

Table 11. Touched you in a way that made you feel uncomfortable

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	71	9	10	6	4	100
Staff Member	56	17	14	3	10	100
Colleague Intern	80	9	6	1	4	100

Table 12. Made unwanted attempts to stroke or fondle you. E.g. (stroking your neck or leg; touching your breast or any other intimate parts).

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	80	10	5	2	3	100
Staff Member	73	14	6	3	4	100
Colleague Intern	92	4	2	1	1	100

4.2.6. Displayed Pornography or Distributed Sexist or Suggestive Materials

Sexual Harassment involving the distribution or showing of materials of sexual content constitutes the SH offences that relate to creating of an unwelcome or uncomfortable work environment. These offences were investigated on the general level of distributing or showing the targeted intern sexually suggestive or sexist content and also whether those materials were actually pornographic magazines or videos. Whereas 17 interns reported such incidents of distributing sexually suggestive related materials from management members, 12% reported incidents where management members actually pestered them with pornographic material in magazines and/or videos. 25% of interns said they had ever received sexually suggestive contents from staff members with 18 reporting staff had actually sent them pornographic content. Colleague interns were the least perpetrators recording 14 offences of distributing sexist materials and 8 incidents of having sent a pornographic content at least once to a targeted female intern.

Table 13. Displayed or distributed sexist or suggestive materials

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	83	7	6	1	3	100
Staff Member	75	12	6	2	5	100
Colleague Intern	86	5	4	3	2	100

Table 14. Tried to show you magazines or videos containing pornographic materials

SH CONDUCT	Never (%)	Once/Twice (%)	Sometimes (%)	Often (%)	Most of the Time (%)	Total (%)
Management Member	88	7	2	1	2	100
Staff Member	82	9	4	1	4	100
Colleague Intern	88	7	1	2	2	100

Section C: The Level of Seriousness Attached to SH in the Media Industry.

This section sought to find out from the perspective of the female intern, the orientation of the media houses about sexual harassment. IT probed whether the phenomenon was a normalcy or viewed as repugnant conducts which could attract punitive action.

On a scale of whether female interns Strongly Disagreed; Disagreed Somewhat; Neither Disagreed nor Agreed; Agreed Somewhat or Strongly Agreed; 62% of interns strongly disagreed that sexual harassment should be viewed as a phenomenon that female interns have to live with in the media industry. Only 16% agreed strongly that the phenomenon is something to be held in just; with 11% agreeing somewhat that female interns should accept to live with SH. 5% had no strong views whether to agree or disagree with the assertion.

Asked about the approaches of their media houses towards complaints of sexual harassment against female interns, 24 out of the hundred interns either disagreed somewhat or disagreed strongly that their media houses took SH complaints very seriously. 33 disagreed strongly or somewhat disagreed their media houses investigated complaints of sexual harassment while 21 disagreed or somewhat disagreed their media houses ever punished any perpetrator found culpable for sexually harassing a female intern.

51 out of the 100 interns surveyed, agreed somewhat or strongly agreed their media houses took complaints of sexual harassment very seriously. Out of the 51; 45 agreed or somewhat agreed they saw some investigations after complaints were lodged. 50 of the interns agreed somewhat or agreed strongly that some punitive action was taken against perpetrators.

25 female interns had no idea what their media houses orientation towards sexual harassment was; 22 didn't know whether their media houses would ever investigate any reports of SH with 29 not having seen anyone sanctioned for an SH offence.

A majority of 78% of interns insisted that interns should report acts of sexual harassment with 71 strongly in agreement. A minority of 15 interns were however of the opinion that interns did not have to bother lodging any complaint about sexual harassment while 7 were indifferent about reporting such incidents.

It was however informative to note that even though 78 respondents insisted that interns should report SH offences, 56 indicated that as interns, they would be scared to file any formal complaints because of the fear of the sanctions that the perpetrator who is either a staff, management member or a colleague intern could be subjected to. Even though 15 of interns felt it was not worth reporting, a higher number of 29 felt interns harbored no fears and could damn the consequences reporting incidents of having fallen victim to Sexual Harassment.

Out of the 100 female interns surveyed, a majority of 39 felt news rooms are unsafe for female interns with just 22 interns either agreeing somewhat or strongly that newsrooms are safe spaces for female interns. 39 interns just as much as those who felt newsrooms were unsafe for females would not take a stance on this matter.

Table 15. The approaches of media institutions towards sexual harassment

SH APPROACH	S.D.	D.S	NA/ND	A.S.	S.A	TOTAL
Sexual harassment is a behavior that interns have to live with in the media.	62	6	5	11	16	100
The Media house I interned, takes sexual harassment complaints very seriously.	17	7	25	19	32	100
The media house I interned, investigates issues of sexual harassment when reported.	23	10	22	18	27	100
In my media house, persons found culpable of SH are punished.	17	4	29	13	37	100

Interns should report any act of sexual harassment to authorities for redress	11	4	7	7	71	100
Interns are scared to report incidents of SH for fear the perpetrator may face punitive action.	17	12	15	13	43	100
Media houses are safe places for female interns.	24	15	39	12	10	100

S.D = Strongly Disagree D.S. = Disagree Somewhat NA/ND= Neither Agree nor Disagree A.S. = Agree Somewhat S.A = Strongly Agree

Section D: Perception of Female Interns about Sexual Harassment

This section focused on the perception of the intern as regards the concept of Sexual Harassment. It sought to establish the train of thoughts that informed what they deemed sexual harassment and what they did not see as sexual harassment. For each item ranging from (1) definitely not a consideration to (5) definitely a consideration; respondents had to tell which act they considered to constitute sexual harassment.

This analysis was critical to the researcher in that it also helped to understand the responses given in section B which sought to know whether female interns had experienced sexual harassment and from whom. Invariably, if a majority of interns by their cultural and mental disposition towards any element of SH felt that pointer did not constitute sexual harassment, that intern will definitely register not having experienced sexual harassment in that regard. For instance, if an intern felt asking her for sexual favors didn't constitute sexual harassment; it implies she felt it was either normal or just something she wanted thus defeating the definition of SH in her context.

On the quid pro quo incursions where someone continuously asks to have sex with an intern, it was intriguing to find out that 16% of the females surveyed deemed it not to be considered sexual harassment 11% insisting it was definitely not a conduct worth deeming sexual harassment. 11% were not sure whether workers asking them to have a sexual affair with them constituted an SH offence. 20% of respondents considered such advances as constituting sexual harassment with a majority of 53% strongly considering continuous unwanted demands for sex from any quarters whether management, staff or colleague intern as constituting sexual harassment. This suggests that a majority of at least 16 out of the 20, 26 and 8 interns who reported having ever been asked for sexual favors from management members, staff and colleague interns respectively; didn't see such advances as constituting sexual harassment.

A minority of 47 out of the 100 female interns surveyed considered someone continuously asking them out on a date though their responses was "No" as sexual harassment. 11 considered such demands definitely not sexual harassment, 12 did not consider it as SH with as many as 30 not sure if continuously demanding a date after saying no was considered sexual harassment. Invariably 57% of the 32, 47 and 13 females who experienced such persistent pressures from management, staff and colleague interns respectively didn't feel sexually harassed.

Similar to the quid pro quo offences where 16% would not regard requests for sex as an SH offence; a similar percentage of interns 15% did not consider or definitely did not consider continuously drawing an intern into a discussion of sexual nature, as sexual harassment. Unlike the 73% who felt demanding sex was an SH offence, 67% felt continuous attempts to draw an intern into discussions on sex was deemed an SH infraction. Eighteen interns were not sure whether such discussions constituted sexual harassment.

Combining those who felt nothing wrong with being called or being addressed via a “pet name” (E.g. Hello Sexy, Beautiful, Angel); a majority of 53% either didn’t not deem such attributions as sexual harassment or were not sure it constituted SH. 25% felt sexually harassed with such names with 22% of interns taking strong exception. Even though both presentations of perceived SH offences took a verbal nature, a majority of 75% however felt sexually harassed if someone made sexual comments or jokes about their looks, body or private life. Only 25% did not feel harassed if someone made similar comments.

Another presentation of SH which assumed a verbal nature is someone giving compliments on how a female intern’s clothes fitted on her body. Here it appeared respondents were more accommodative of such compliments with 24 either definitely not or not considering such as Sexual Harassment. A high number of 42 were not sure anyone should be pinned for an SH offence if they complimented on how clothes fitted on a female intern’s body. A minority of 34 interns would have none of that either considering or strongly considering such compliments as constituting Sexual Harassment.

On unwanted touching, a majority of 76 of the 100 surveyed interns considered or strongly considered it as sexual harassment with a minority of 11 respondents describing such touches as either to be definitely not considered or not considered sexual harassment to any female intern. 13 were not sure whether such touches constituted any act of sexual harassment.

A majority of 70% considered Lewd looks from other workers as constituting sexual harassment. 20% were not so sure such lustful looks could be deemed sexual harassment while only 10 felt no one should feel sexually harassed by such lascivious looking.

76% of female interns surveyed, either definitely considered or considered the making of sexual signs and nonverbal sexual expressions at a female intern, sexual harassment. 15% were

not sure with a minority of 4 considering such as sexual harassment. 5 respondents yet said such expressions were definitely not to be considered sexual harassment.

9% of interns strongly considered as not constituting Sexual harassment, showing a female intern pornography with another 9% considering same as not constituting SH. 16% were not sure whether it constituted Sexual Harassment. A majority of 66% of respondents deemed distribution or showing of such repugnant content to an intern as sexual harassment with a majority of 47 of the number definitely considering it as grave sexual harassment.

Table 16. Perception of Female interns about Sexual Harassment

SH CONDUCT	D.N.C. (%)	N.C. (%)	N.S. (%)	C (%)	D.C (%)	Total (%)
Someone continually made demands for sexual favors and/or sexual relationship	11	5	11	20	53	100
Someone continuously asking you out on a date though your response was “No”.	11	12	30	20	27	100
Someone frequently talked about sex or wanted to engage you in a sex discussion.	9	6	18	26	41	100
Being addressed via a “pet name” (e.g. Hello Sexy, Beautiful, Angel).	9	13	31	25	22	100
Someone made sexual comments or jokes about your looks, body or private life.	5	7	13	34	41	100
Someone rubbed or touched against you on purpose (e.g. encircled your waist).	6	5	13	27	49	100
Compliment you on the way your clothing fits on your body.	12	12	42	20	14	100

Someone observed you in a sexual way with their eyes.	3	7	20	34	36	100
Someone made sexual gestures or movements to you.	5	4	15	23	53	100
Someone showed you pornography (e.g. Magazine, email).	9	9	16	19	47	100

D.N.C = Definitely not considered as SH N.C. = Not Considered as SH

N.S.=Not Sure

C= Considered as SH

D.C = Definitely considered as SH

Section E: Orientation of Female Interns on Their Approaches towards Sexual

Harassment

The final part of the Section sought to validate some assumptions about the orientation of interns on the issues of sexual harassment and also to satisfy the final objective of the study which sought to analyze the level of seriousness the media houses attaches to complaints of sexual harassment of the female intern.

4.3.0. Orientation of Interns

A majority of 72% of interns affirmed that the internship was officially sanctioned from the school as they obtained introductory letters from their various institutions of study. 69% indicated that the internship was part of their academic requirements. This establishes a certain level of responsibility of care on the part of the schools towards their students.

Unfortunately, however only 30% of students had any orientation before being sent off for internship. Out of the 30 students who were oriented about issues to expect at the workplace, only 24 had the issue of sexual harassment mentioned in such orientations.

The media houses could be commended as they relatively saw a higher number offering some form of orientation before students started their internships. However out of the 66% of media houses that did some orientation, only 20 institutions mentioned anything to do with the subject of Sexual Harassment.

Only 33 out of the 100 interns surveyed could confidently say they learnt about some sexual harassment policies and how they could report such instances. However just ten out of all interns who ever experienced sexual harassment, reported any incident for redress.

Table 17. Orientation of Interns

Question	Yes (%)	NO(%)	TOTAL (%)
Did you obtain an introductory letter from your school for the internship?	72	28	100
Did the internship form part of your academic requirements?	69	31	100
Did your institution of study give you a formal orientation on what to expect at the workplace	30	70	
If yes, was there a mention of sexual harassment during the orientation?	24	76	100
Did the media house take you through any orientation before start of work?	66	34	100
If “YES” did the orientation have any mention of the topic of sexual harassment?	20	80	100
Were you introduced to any policies on sexual harassment at the workplace?	20	80	100

Did you learn of any procedures to lodge complaints if you fell victim to sexual harassment?	33	67	100
Did you ever lodge any complaint of sexual harassment against you?	10	90	100

4.3.1. What Happened if Victims Officially reported an S.H Offence

For those who reported, four interns said the perpetrators were sanctioned. Two indicated that the perpetrators walked free with no sanctions. One intern said she was victimized after lodging the complaint.

Two interns gave other responses. For instance, I.25 said. “Wasn't considered as relevant....” I.64 stated that “it was a normal occurrence at work.”

Table 18. If “Yes”, describe shortly, how it was dealt with

Action	Frequency	Valid %
Sanctions were applied	4	45
No Sanctions were applied	2	22
Complainant was victimized	1	11
Others	2	22
TOTAL	9	100

4.3.2. Why Victims Failed to Report Cases of S.H

For those who didn't report their experiences of sexual harassment, 14% explained that they didn't know about SH Policies and Complaint Procedures. 27% argued that they didn't lodge complaints because they were scared about repercussions for themselves with 9% stating they

were scared of repercussions of the report on the perpetrators. 20% of respondents felt it was not an issue worth reporting. For the persons who gave other reasons their responses were varied.

I.14 indicated “because I felt I could handle the situation”; I.21 “We don't defend our attachment report personally, it's done online.”; I.33 “Because there are no proper measures at work”; I.8 “Because there are no proper measures at work”; I.42 “I didn't want to be seen as a too know person”; I.72 “It wasn't persistent”; I.76 “Felt like no one is going to believe”; I. 56 “Because I felt like those I was supposed to report to are the people behind it. And nothing will change if I report or not.” I.15 “It seemed like a normal thing that goes on there and reporting wouldn't have stopped or solved it” and I.92 “Because I needed a good cumulative so I decided not to mention”.

Table 19. If “No”, describe shortly why you didn't

ACTION	FREQUENCY	VALID %
Didn't Know about SH Policies and Complaint Procedures	6	14
Was scared about repercussions for myself	12	27
Was scared about repercussions for the perpetrator	4	9
Felt it was a normal issue not worth reporting	9	20
Others	13	30
Total	44	100

4.3.3. How Best Media Houses Can Be Made Safe for Female Interns

The final findings sought to tease out from the interns themselves how best media houses could be made safer for female interns.

32% largely recommended Instituting punitive codes of conduct against SH. 23% also proposed Instituting an anonymous and easily accessible complaint system – one that made it possible to protect the identity of the complainant. 22% were keen about media houses Orienting Interns about the Company’s SH Policies and Complaint Procedures. 16% opined that interns have to be cautioned against dress codes and conducts that create conducive environment for sexual advances.

7% of respondents had other suggestions including the following:

I: 2: “During orientation, workers should sit with interns and the code of conduct should be discussed.”

I: 14: “I think they should be able to stand up for themselves and forget about the consequences that might arise from their actions.”

I.34: “reporting and walking in squad.”

I.41: “Let your yes be yes and your no be a firm strong no. You can’t report because they are all doing it.”

I.53: “Make their mind up to what they went there to do and not any other things.”

I.66: “Be firm on your No, set boundaries and never give in.”

I: 89: “They must be given coaches (female senior staff) to freely discuss issues with.”

Table 20. Recommendations for making the media industry safe for female interns

ACTIONS	FREQUENCIES	VALID %
Instituting punitive codes of conduct against SH	31	32%
Instituting an anonymous and easily accessible complaint system	22	23%

Orienting Interns about the Company's SH Policies and Complaint Procedures.	21	22%
Cautioning interns against dress codes and conducts that invite sexual advances	15	16%
Others	7	7%
TOTAL	96	100

4.4.0. Discussions of Key Findings

In the previous chapters, chapter 1,2 and 3, this study diagnosed the problem understudy, set out the procedure to investigate the problem by providing a clear methodology after reviewing the related and relevant literature. Here, it is only right to do some prognosis in the light of the objectives. At this point, this study discusses the key findings in the light of the objectives and the basic assumption of the study. In what follows, the objectives of the study are presented and discussed below:

As already indicated, this study intends to identify a much vulnerable group seldom singled out for research. It has two-fold objectives, namely; broad and specific. Broadly speaking, it investigates investigating perceived sexual harassment of female interns in the media industry in the Greater Accra Region of Ghana using some selected media houses in Accra as a case study. In other words, it interrogates the subject of female interns and the likelihood of their exposure to sexual harassment in the media house. The research should also examine the inherent dangers of the absence of these policies and routes for redress with the intern in focus.

Specifically, this study sought to:

1. Establish whether sexual harassment occur among the female interns in the media house.
2. Ascertain the form female interns' sexual harassment take in the media house.

3. Investigate the occupational level from which the female interns are targeted for sexual harassment.

4. Analyze the level of seriousness the media houses attached to complaints of sexual harassment of the female intern.

Moreover, the basic assumption of this study is that the introduction of the internship in the media houses to bridge the lacuna for personnel deficiency in the media industry has not really worked out rather, created further gap. In what follows, the perceived sexual harassment of female interns is discussed.

The study of perceived sexual harassment of female interns in selected media houses in the Greater Accra Region had a rich distribution of demographic data. The ages reflect the intended scope of the study which limited itself to persons who had offered internships in a media house not later than 2011 as the highest number of respondents were within the age range of 18 and 25 years. Again all interns surveyed had offered internships within the past seven years, giving the study the intended leverage of representing the current trend of happenings. The survey further had a mix of representation of media houses from the electronic media; New Media and Print Media giving it a rich representation of the media industry. A huge bulge of the respondents had attained appreciable level of higher education with two thirds having pursued their degree and post graduate degrees at the time of offering their internships.

The findings in Section A which inquired whether sexual harassment of female interns existed, were consistent with Berdahl & Raver, 2011 which pointed out that the most common forms of sexual harassment may not be sexual at all. “Indeed, the most common form of sexual harassment involves sexist comments, jokes, and materials that “alienate and demean victims based on sex rather than solicit sexual relations with them.” (Berdahl & Raver, 2011; Fitzgerald et al., 1988; Spann, 1990). Indicated that for all researches done on SH; between 35 % and 42%

of respondents experienced gender-based harassment; only 1% experienced sexual coercion and 15% experienced sexual attention.

In a 2018 study conducted by the Alliance for Women in Media Africa (AWMA) and the School of Information and Communication Studies, University of Ghana on the “STATUS OF WOMEN IN THE GHANAIAN MEDIA; PROVIDING EVIDENCE FOR GENDER EQUALITY AND ADVOCACY PROJECT”; “the most common forms of harassment in the Ghanaian media industry were found to be inappropriate physical contact and offensive comments about one’s physical appearance (23% each); followed by suggestive and flirtatious looks (16%). They also faced victimization for not giving in to sexual advances (6.4%), were subjected to the sharing of unsolicited and offensive sexual images (5.1%), and physical violence (3.2%). Juxtaposing the findings of this research and findings in the reviewed literature; the trend of the magnitude of occurrence from direct demands for sex referred to as the quid pro quo and the other forms of sexual harassment; appear to mirror each other. However, the findings of this research reveal females offering internships suffer a greater frequency and risk of sexual harassment than their co female workers.

For instance, per results from the AWMA, female staff recorded 6% in incidents of being asked for sexual favors. However, from this research, 20% of interns experienced these incidents at least once from management members, 26% of interns – a quarter – faced such demands from staff. The least threat of 8% were perpetrated by colleague interns. Even the least appears graver than the 6% of sexual solicitations experienced by female staff of media houses.

To support the argument that female interns were at a higher risk of Sexual Harassment than their colleague females staff surveyed in the AWMA research, 5.1% of female staff reported experiencing the harassment of perpetrators sharing unsolicited and offensive sexual images in

the AWMA Report; whereas as high as 25% of female interns suffered this scourge per the responses gathered by this research.

The AWLA report states that the highest form of SH against women in the Ghanaian media were inappropriate physical contact and offensive comments about one's physical appearance recording (23%) each. Per the findings of this research however 29% of female interns faced such unwanted touches from management members alone, as high as 44% at least once or twice had staff touching them in a way that made them feel uncomfortable. Colleague interns who had no form of high power differentials were implicated with 20% of interns admitting they experienced such advances from interns.

The findings above further validates assertions of Barling, Rogers, & Kelloway, 2001), and subordinates (e.g., DeSouza & Fansler, 2003) whose studies on SH states that "Sexual harassment was originally thought to be perpetrated primarily by supervisors against subordinates but is actually most often perpetrated by coworkers (e.g., Farley, 1978), customers. The research did an introspection of putting the colleague intern at the level of the co-colleague level. It elevated the probe to the staff who has some leverage and advantage in hierarchy over the intern and added an extra layer of management members. It is intriguing to observe that in all incursions, there was not once any of the three occupational levels that was not implicated. This points to how wide spread and cross cutting the issue of Sexual Harassment permeates the working environment of media houses.

As regards analysis of the level of seriousness media houses attached to complaints of Sexual Harassment from Female Interns, the findings support the 2018 AWMA; research which indicates that "The widespread absence of institutional guidelines for addressing harassment means victims may be offered little protection, while perpetrators may either get away with inappropriate behaviors or face only light sanctions that may not be a deterrent for others."

(Yeboah-Banin Fofie and Gadzekpo (2018)). It stands to reason that if as many as 45% female interns thought their media houses would not investigate the complaints brought before them and 51% felt the perpetrators will not be sanctioned with a similar number unaware of the orientation of their media houses towards SH; it exposes a huge gap in the commitment of Media Houses to recognize and tackle this challenge.

The findings also corroborate the AWMA report which suggested that the newsroom was a toxic environment for female journalists. Without attempting to infer this statistic on the whole media industry; safe comparisons can be drawn especially when findings from this research had only 22% of female interns vouching for the safety of their colleagues offering internships in media houses. A majority of the 78% could not vouch that “media houses were safe spaces for interns.”

Probing the perception of the female interns about scenarios that constituted sexual harassment, it was revealing to find out that some 16% of female interns felt continuous demands for sex didn't constitute Sexual harassment with another 11% not sure such awkward requests could be classified as sexual harassment. This effectively showed that a quarter of female interns did not find demands for sexual favors, harassment.

Furthermore, 24% found nothing harassing with perpetrators showing them pornographic material. As high as 49% found nothing particularly repugnant with being continually asked out for a date even if they said 'no'. The findings lend credence to Mishra and Davison 2020 of the West Chester University of Pennsylvania and Walker College of Business, Appalachian State University which added a cultural element to the conceptualization of Sexual Harassment. For example, Pryor et al. (1997) found that North American, Australian, and German students perceived hostile work environment scenarios more in terms of power abuse and gender

discrimination, whereas Brazilian students perceived the same scenarios as innocuous sexual behavior but not sexual harassment.

Studies in collectivistic cultures like Asia similarly indicate that they are more tolerant of sexual harassment than were non-Asian respondents (Kennedy & Gonzalka, 2002). Kennedy & Gonzalka, 2002 Also found that Asian (as compared to Non-Asian) men and women had significantly more conservative sexual attitudes, including being more tolerant of rape myths and sexually harassing behavior. In addition, surveys have consistently indicated that women in Japan and China report significantly lower rates of sexual harassment than in more individualistic cultures (Chan et al., 1999; Matsui et al., 1995).

The findings of this research suggests that the Ghanaian female intern might just have slightly different orientations and tolerance of some acts deemed sexual harassment than will be perceived by other cultures. This disposition might be as a result of different cultural dispositions, power differentials or gender stereotypes within which the respondents grew up or were shaped by.

The data further demonstrates the failure of the media industry to attach seriousness to the important topic of protecting female interns from sexual harassment. As much as 67% of the hundred interns surveyed did not know any SH Policies and procedures for complaint with only 10% of persons who experienced SH, lodging a complaint.

Similar patterns of these results could be found in the 2018 study conducted by the Alliance for Women in Media Africa (AWMA) and the University of Ghana on the “STATUS OF WOMEN IN THE GHANAIAAN MEDIA; PROVIDING EVIDENCE FOR GENDER EQUALITY AND ADVOCACY PROJECT.” It stated, “Most of the media organizations sampled in the study have no codes or policies to fight harassment. Only 27.8% of respondents said there was a codified policy on sexual harassment in their newsrooms. Half the sample of

respondents could not even tell whether their organizations have such a policy. In other words, even if such policies exist, awareness on them is low and thus employees are unlikely to seek redress if they encounter problems.”

4.5.0. Conclusion

From the responses received from the 100 females surveyed in this study, the veracity of the perceived occurrence of sexual Harassment perpetrated against female interns in the media industry can be confirmed as a real challenge. The offences range from the quid pro quo offenses where interns reported being threatened or presented some benefits to induce sexual corporation and the creation of a hostile environment where interns were verbally and non-verbally presented with advances of a sexual nature. Moreover, the practice appears to happen across the organizational hierarchy as predators feature on all occupational levels for all incidents of sexual harassment investigated.

The study further brings to sharp question the level of seriousness the media as an industry attaches to sexual harassment of the female interns it receives for occupational training. The absence of sexual harassment policies in most media houses suggests that the industry has neither averted its attention to the phenomenon nor enacted complaint and discipline procedures. It can however not be far from the inferred reason that SH is rarely reported even though it is prevalent and actively perpetrated as an accepted unspoken normalcy in most media firms studied in this research.

This demonstrates the level of importance that needs to be attached to the untold stories of Sexual Harassment from female Interns and to fashion out the best approaches to deal with these incidents causing utmost discomfort to females offering internships in Ghanaian media houses.

CHAPTER 5

SUMMARY OF KEY FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

5.0. Introduction

This chapter discusses the summary, conclusions and recommendations for further studies. The research set out to investigate the rumored perception of sexual harassment faced by females who offered internships in the media industry. The study further sought to find out whether the media space takes such incidents seriously and whether media houses had SH policies that punish perpetrators and protects victims from the prohibitive and unprofessional conduct.

Specifically, the research endeavored to answer the questions:

1. In what forms and from which quarters are female interns targeted for sexual harassment?
2. What is the perception and orientation of interns about the subject of Sexual Harassment at the workplace?
3. How have victims handled such predatory sexual advances in their line of work.
4. Do media houses take seriously the need to have well documented policies and procedures of redress should a female intern fall victim to sexual harassment?

5.1. Summary of Key Findings

The research established that the poignant subject of sexual harassment directed at interns of the female gender is a veritable occurrence with perpetrators found at all levels of the organizational hierarchy. In all instances of SH studied, there was never a case where management members, staff members and even colleague interns kept a clean sheet of no incursion. Of the three levels of the organogram tested, staff members with no managerial

powers were the worst offenders, followed by managerial position holders with the least coming from co-interns who preyed on their colleague female interns.

On the extreme end referred to as the quid pro quo, 26% of the interns surveyed experienced unwanted attempts from their pursuers to have sex with them despite efforts to discourage them. 31% reported being presented some incentive to give in to sex with 24% indicating that they were threatened with some sort of retaliation for not being sexually corporative.

Female interns further reported having worked in a hostile environment being habitually told sexually suggestive stories or offensive jokes; continuously receiving sexist or suggestive materials and actual pornographic materials sent by perpetrators. 43% and 44% of respondents were repeatedly asked out and touched in an indecent manner respectively.

Respondents scored media houses very low on their commitment to dealing with S.H. complaints as 45% female interns thought their media houses would not investigate the complaints brought before them and 51% felt the perpetrators will not be sanctioned.

The research also revealed important information about the perception of female interns towards acts listed as constituting sexual harassment. It was instructive to note that not all conducts highlighted in the literature review as constituting sexual harassment was perceived to be sexual harassment in the view of respondents.

The findings further flagged media houses and educational institutions where interns were sourced, for failing to properly orient fresh interns on the subject of Sexual Harassment and the right complaint protocols to follow. This resulted in as many as 90% of victims surveyed, not reporting their incidents for redress.

5.2. Conclusions

The research aptly answers in the affirmative to the research question investigating whether or not sexual harassment suffered by female interns is verifiable. It further points out from the responses of the hundred interns that all levels of management staff and colleague interns are involved in such acts with staff topping the table. All presentation of sexual harassment received ticks for incursion, painting a rather unhealthy picture on the media front.

The findings of this research also suggests that the Ghanaian female intern might just have slightly different orientations and tolerance of some acts deemed sexual harassment than will be perceived by other cultures. This disposition might be as a result of societal hegemonies, power differentials or gender stereotypes within which the respondents grew up or were shaped by.

Furthermore, in the face of these risks, the intern in the media house also appears disoriented about the subject of sexual harassment. Neither their institutions of study nor the media houses find reason in prepping the minds of the interns to be on the lookout for such signals. Invariably, instead of gaining knowledge and skill to bridge the lacuna of professional deficiency on the media labor front, these factors have left the intern at the mercy of S.H. perpetrators.

Moreover, sexual Harassment policies and its accompanying procedures of reporting, investigating and sanctioning are largely absent in media houses. This appears to create a safe haven for predators to harass interns in an unfettered manner. It is further worrisome that the managerial structures expected to put their institutions in order are themselves dabbling in the practice.

Appallingly, the image of the media industry in the view of females who have offered internships in the media is very disparaging. As many as 39% of female interns perceive the media to be an unsafe place for their kind. Another 39% will not give an opinion to vouch for

their safety from Sexual Harassment in the Media industry. Just a minority of 28% could either agree or strongly agree with any assertion that the media was a safe working environment for female interns.

5.3. Recommendations

This research should be able to draw the attention of Education institutions, the Media Industry and its regulators, Gender Based Violence activists and Civil Society to the inherent challenge of sexual harassment faced by females availing themselves for internships. It is crucial considering that internships have become an integral part of the academic and career path of tertiary students.

In addition, Internship oversight bodies of Education Institutions including offices of the Dean of Students, should take keen interest in orienting their students on the expectations and nuances of the job market. Such orientations should have a component of Sexual Harassment and how victims could seek redress. If practicable, Schools must demand that as part of the documentations, the institution sign a commitment to protect students from harmful work practices and harassment. It will be an extra effort in the positive direction if schools worked with institutions that have documented SH policies and put extra safeguards in, for interns having to work for institutions which do not have such documented policies.

Moreover, Media Houses must do an introspection and take steps to put their houses in order. Regulators, Civil Society Organization and relevant state oversight bodies need to ensure that the drive of the Ministry of Gender, Children and Social Protection to have all institutions draw up SH Policies, is fully adhered by players in the media industry.

Finally, this research further allowed the respondents to proffer some recommendations for making the newsrooms safer for them. A majority (32%) largely recommended instituting punitive codes of conduct against SH. Others wanted a rather impersonal system of reporting

that protected their identities. Some interns underscored the need for orientation on SH for every intern in the presence of staff and management with more respondents calling for an elder female mentor vested with the powers to receive complaints and protect the interest of female interns. Others yet called for interns to be focused and not dress or act in provocative manners that invited such inordinate advances.

5.4. Recommendation for Further Study

This research focused on the incidents and presentations of sexual harassment of female interns in media houses. It did some introspection about the perceptions of the intern about sexual harassment and what the intern perceived about the media industry and its approach towards sexual harassment.

Any further study could take it from the angle of the media Industry. Researchers could explore the perception of staff and managers of media houses towards the subject of Sexual Harassment. A study could be conducted into the undercurrents fueling the prevalence of sexual harassment against females in the media industry.

It will also be interesting to study how the players in the media industry deal with orientation and complaints lodged by victims of sexual harassment. Researchers can further probe the content of SH policies of media houses and factors that could be contributing to the wide neglect of media houses in putting together SH policies for their establishments.

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APPENDIX

QUESTIONNAIRE STUDYING PERCEIVED SEXUAL HARASSMENT OF FEMALE INTERNS AND AVAILABILITY OF S.H. POLICIES IN THE GHANAIN MEDIA

This Questionnaire will not be shared with third parties and will strictly be used for this academic exercise. Respondents are assured Confidentiality and Anonymity.

SECTION A

1. Age of respondent.

18 – 25 26 – 30 31 and above

2. How long ago have you been in an internship?

Up to 11 months Past 1 - 3 years

Past 4 - 7 years Past 8 years and above

3. Which media house did you intern in?

Radio Television

Newspaper Online

4. Your latest education qualification (ongoing or completed) at the time of internship.

Certificate HND Degree

Masters Others

SECTION B

This section seeks to establish whether sexual harassment suffered by interns in media houses is prevalent or a negligible phenomenon. Some of the questions ask you to report not only whether certain events have occurred but also the occupational level of the perpetrator.

Management Member refers to an individual in a managerial position;

Staff member refers to a junior staff without a managerial position;

Colleague Intern means another person offering internship like you.

This section asks questions about the types of behaviors you have ever experienced as an intern in a media house.

1. Using the scale below, DURING YOUR SERVICE AS AN INTERN have you ever been in a situation where anyone in a managerial, staff or intern level

(Please circle a number)

1=Never 2 =Once or twice 3=Sometimes 4 = Often 5 = Most of the time

a. ...habitually told suggestive stories or offensive jokes?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

b. ...made unwanted attempt to draw you into a discussion of personal or sexual matters (eg. attempted to discuss or comment on your sex life).

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

f. ...displayed, used, or distributed sexist or suggestive materials (eg., pictures, stories, or pornography)?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

h. ... made unwanted attempts to have sex with you despite your efforts to discourage him?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

j. ...continued to ask you for dates, drinks, dinner, etc., even though you have said "no"?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

k. ...made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

l. ...made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (eg., the mention of an upcoming evaluation, review, possible employment opportunity etc.)?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

m. ...touching you (eg., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

n. ...made unwanted attempts to stroke or fondle you (eg. Stroking your leg or neck, touching your breast, any other intimate parts etc.)?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

p. ...implied better treatment if you were sexually cooperative?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

s. ...treated you badly for refusing to give in?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

t. ...tried to show you magazines or videos containing pornographic materials?

Management Member 1 2 3 4 5

Staff Member 1 2 3 4 5

Colleague Intern 1 2 3 4 5

2. Please indicate your degree of agreement with each of the following statements below using the following scale:

1=Strongly disagree 2=Disagree somewhat

3 = Neither agree nor disagree

4 = Agree somewhat 5 = Strongly agree

a. Sexual harassment is a behavior that interns have to live with in the newsroom.

1 2 3 4 5

b. The newsroom I interned in, takes sexual harassment complaints very seriously.

1 2 3 4 5

c. The media house I interned, investigates issues of sexual harassment when reported.

1 2 3 4 5

d. In my media house, persons who were ever found culpable of sexual harassment would be severely punished.

1 2 3 4 5

e. Interns should report any act of sexual harassment to authorities for redress

1 2 3 4 5

f. Interns are scared to report incidents of sexual harassment for fear the perpetrator may face punitive action.

1 2 3 4 5

g. Media houses are safe places for female interns.

1 2 3 4 5

SECTION C

Sexual Perception Harassment Questionnaire (SPHQ)

Instructions: I would like to know about your perception regarding sexual harassment within the workplace. For each item ranging from (1) definitely not a consideration to (5) definitely a consideration. Please tick the most appropriate item that describes your own perception.

1=Definitely not considered as sexual harassment

2=Should not be considered as sexual harassment

3=Not sure 4=Should be considered as sexual harassment

5=Definitely considered as sexual harassment

1. Someone continually made suggestions, propositions or demands to you for sexual favors and/or sexual relationship (eg. Using telephone, email, etc.).

1 2 3 4 5

2. Someone bothered you by continuously asking you out on a date though your response was "No".

1 2 3 4 5

3. Someone talked about sex all the time or wanted to engage you in a discussion on sex.

1 2 3 4 5

4. Being addressed via a "pet name" (eg. Hello Sexy, Beautiful, Angel).

1 2 3 4 5

5. Someone made sexual comments or jokes about your looks, body or private life which makes you feel uncomfortable.

1 2 3 4 5

6. Someone rubbed or touched against you on purpose (eg. encircled your waist).

1 2 3 4 5

7. Compliment you on the way your clothing fits on your body.

1 2 3 4 5

8. Someone observed you in a sexual way with their eyes.

1 2 3 4 5

9. Someone made sexual gestures or movements to you.

1 2 3 4 5

10. Someone showed you pornography (eg. Magazine, email).

1 2 3 4 5

Kindly answer [YES] or [NO] to the following questions that examines whether or not you had any inclination about the possibility of encountering the phenomenon of Sexual Harassment at the newsroom as an intern.

a. Did you obtain an introductory letter from your school for the internship? Yes No

b. Did the internship form part of your academic requirements? Yes No

c. Did your institution of study give you a formal orientation on what to expect at the workplace before dispatching you off for internship? Yes No

d. If you answered yes to the above; was there ever a mention of the subject of 'sexual harassment at the workplace' during the orientation? Yes No

e. Did the media house take you through any orientation before start of work?

Yes No

f. if "YES" did the orientation have any mention of the topic of sexual harassment? Yes
No

g. Were you introduced to any policies on sexual harassment at the workplace? Yes
No

h. Did you learn of any procedures to lodge complaints if you fell victim to sexual harassment? Yes No

i. Did you ever lodge any complaint of sexual harassment against you? Yes No

i(a) If "Yes", describe shortly, how it was dealt with.

.....
.....
.....
.....

i(b). If “No”, describe shortly why you didn’t.

.....
.....
.....

j. Kindly suggest ways female interns can be better protected from sexual harassment during internships.

.....
.....
.....
.....

THANK YOU.

Consolidated Comments:

Kindly note that your questionnaire content should reflect your research objectives and questions raised in your chapter one. If not, then, make sure you incorporate them else, your findings will be irrelevant to your study.

If your response is in line with the above, then, you may proceed to conduct the interviews.

You need to complete the ethical clearance form and submit it for endorsement before any action can be taken

Thank you.