

An Examination of Antecedents of Reporting Sexual Harassment  
Among Hong Kong Chinese in the Workplace

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A Thesis Submitted in Partial Fulfillment  
of the Requirements for the Degree of  
Master of Philosophy

In  
Gender Studies/Psychology

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August 2004

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## Abstract

Using both quantitative and qualitative research methods, the present study aims at examining the antecedents of reporting sexual harassment among Hong Kong Chinese employees. These antecedents include perceived effectiveness of reporting, perceived threat of retaliation after reporting, perceived severity of sexual harassment, perceived normative pressure of reporting from significant others, perceived facilitation/inhibition of reporting from Hong Kong Equal Opportunities Commission and organizations. The sample, including 116 male and 191 female employees in the local workplace, completed the questionnaire concerning their sexual harassment experiences, responses to hypothetical scenarios and perception on the six antecedents of reporting. In-depth interviews with victims of sexual harassment were incorporated in this study in order to support the statistical findings. Logistic regression analyses revealed that all the six antecedents together accounted for a significant amount of variations in reporting behavior. Perceived effectiveness of reporting, perceived threat of retaliation and perceived facilitation/inhibition from organization were found to be significant antecedents of reporting sexual harassment in the hypothetical harassment scenarios. Knowledge of protection against victimization in the Sex Discrimination Ordinance was found to moderate the relationship between perceived threat of retaliation after reporting and the reporting behavior. Victims of harassment showed less job satisfaction, more psychological distress and poorer physical health than the non-victims. These results would be useful for improving the reporting mechanism in Hong Kong so as to reduce the negative consequences on the victims of sexual harassment.

## 摘要

本研究運用量化及質化的研究方法，旨在研究香港顧員投訴工作場所性騷擾的因素。這些因素包括投訴是否有效、投訴後的後果、性騷擾的嚴重性、感受到對投訴的常規壓力、平等機會委員會及機構對投訴所提供的協助／防礙。量化研究以問卷形式進行，研究樣本為116名男性及191名女性本地顧員，問卷內容包括性騷擾經驗、對性騷擾處境的反應及對投訴性騷擾因素的看法等。研究中另加入被性騷擾者的訪問，以支持本研究的統計數據。回歸分析結果指出六個投訴性騷擾的因素都能幫助解釋投訴性騷擾的行為。而投訴是否有效、投訴後的後果及機構對投訴所提供的協助／防礙這三個因素則於不同的處境中有較為顯著的作用。受訪者對《性別歧視條例》中防止「使人受害」條文的認識，於六個投訴性騷擾的因素與投訴的關係之間扮演了調節的角色。曾被性騷擾的顧員與沒有性騷擾經驗者相比，工作滿意度明顯較低，心理及生理健康也明顯較差。以上的研究結果可應用於改善本港投訴工作場所性騷擾的機制，因而減少被性騷擾者所面對的負面影響。