

**SEXUAL HARASSMENT AND EXPERIENCES OF FEMALE
SOLDIERS ON THE UN PEACE KEEPING OPERATIONS:
A CASE OF MUSHILI AND KALEWA BARRACKS, ZAMBIA**

**BY
JOHN MWITUMWA MATAKALA**

**A DISSERTATION SUBMITTED TO THE UNIVERSITY OF ZAMBIA IN
PARTIAL FULFILLMENT OF THE REQUIREMENTS OF MASTER OF ARTS
DEGREE IN GENDER**

**LUSAKA
JUNE 2015**

DECLARATION

I, John Mwitumwa Matakala, do declare that this dissertation:

- (a) Is a product of my individual effort hence it represents my own work; however scholarly content obtained from various literature has been acknowledged.
- (b) Has not been submitted previously at this University or indeed any other University elsewhere for a degree qualification.

Signed:

Date:.....

COPYRIGHTS

©2015

All rights reserved. No part of this dissertation may be reproduced or stored in any form or by any means without prior permission in writing from the author or indeed the University of Zambia.

CERTIFICATE OF APPROVAL

This dissertation of John Mwitumwa Matakala is approved as fulfilling part of the requirements for the award of the degree of Master of Arts in Gender Studies by the University of Zambia.

Examiner's Signatures:

Signed..... Date.....

Signed..... Date

Signed Date

Signed Date

ABSTRACT

This study was aimed at exploring and understanding the lived experiences of female soldiers in relation to sexual harassment by male soldiers on the UN peace keeping operations, from Mushili and Kalewa Barracks. The motivation behind this study is that despite the measures put in place it was unclear why the phenomenon continued to exist. In order to understand the experiences, the study made use of a qualitative inquiry grounded in hermeneutic phenomenology. Purposive Sampling using Snow ball sampling was used to come up with the desired sample size of 50 and the resultant data that were collected. Data collection was achieved by use of in-depth face to face and focus group interviews. The data were analysed using content analysis in order to transcribe the bulk data into themes and sub themes.

The findings were categorised in line with the objectives of the study which were nature of Sexual Harassment, Coping mechanisms in the face of Sexual Harassment and regulatory measures put in place to curb Sexual Harassment. The findings of the study on the nature of sexual harassment using in depth interviews show that all the female soldiers understand what Sexual Harassment is. Furthermore the findings show that female soldiers of the junior ranks experience Sexual Harassment as opposed to the senior ones. The findings further show that the nature of Sexual Harassment experienced mostly is verbal Sexual Harassment which is dominant and manifesting itself in form of unwanted comments. The other two that are experienced are physical sexual harassment and nonverbal sexual harassment through unwanted actions. It was further found out that the junior female soldiers experienced these vices at platoon level from corporals and sergeants. The findings of the study on coping of female soldiers in the face of sexual harassment revealed that sexual harassment was common.

Furthermore, although there was only one standard way of reporting problems to relevant authorities, the issue of sexual harassment was not taken seriously. Further findings, indicate that the junior soldiers practiced coping mechanisms which are problem fixing, where they befriend a senior officer for protection and problem sharing were they shared with a friend to lighten the stress. The findings on regulatory measures put in place to curb sexual harassment show that there is no written instruction put in place by the Army and indeed the United Nations hence making it difficult for female soldiers to be protected. The findings further revealed the sexual harassment experiences of female soldiers on the UN peace keeping operations. These are likely to affect the 50–50 participation both locally and on the UN peace keeping operation of female soldiers if not addressed. It is against this background that in order to improve the situation a number of recommendations have been put forward for consideration by the Army and the United Nations.

DEDICATION

This work is first and foremost dedicated to the Almighty God through His Son Jesus Christ and the Living Church, the Seventh Day Adventist Church.

Secondly the study is dedicated to my family who for their love showed that they were with me during my challenges and hardships at the University of Zambia spiritually. I thank them all immeasurably for the moral support and understanding, especially during the period of my study. To you all this is the reward of your endurance. It is also a dedication to my father who kept on encouraging me to advance in my education before he passed on.

This document will be incomplete without the mention of late Dr Burnet Siamwiza who encouraged me to further my studies at postgraduate level so as to improve and modernize Zambian Army in my area of specialization till his untimely death.

ACKNOWLEDGEMENT

I would like to pay tribute to all people that helped me to successfully undertake this research.

I owe a deep and sincere debt of gratitude to my supervisor, Dr. Anne Namakando Phiri (Ph.D) who is also a Colonel from the Zambia Army (Retired) for her dedication and commitment during the time she was providing guidance to my work.

Furthermore I would like to thank and appreciate all the Lecturers in the Department of Gender Development Studies, namely Dr. Kusanthan, Dr. Gadsten, Dr. Mumbi and Mr. Sachingongo for the necessary academic training rendered during this study. Their lectures, support and encouragement inspired confidence in me and motivated me to keep on going during my studies.

I would like to thank the Commander Special Forces General Francis Kasempa and the Army command for having supported me throughout my study period, of learning at the University of Zambia. The Sun Tzu strategies that he taught me helped in being able to pull through the academic writing.

I am also grateful to Mr. Lubinda Emmanuel for the outstanding secretarial services offered towards my work.

TABLE OF CONTENTS

Declaration.....	
Copy Rights.....	
Certificate of Approval.....	
Abstract.....	iv
Dedication.....	v
Acknowledgment.....	vi
Table of Contents.....	vii
Lists of Tables.....	xi
List of Appendices.....	xii
Lists of Abbreviations.....	xiii
1.0. CHAPTER ONE - INTRODUCTION.....	1
1.1. BACKGROUND INFORMATION.....	1
1.1.1. Women Become Female Soldiers at Global Level.....	1
1.1.2. Female Soldiers and the UN Peace Keeping Operations.....	2
1.1.3. Sexual Harassment and Female Soldiers on the UN Peace Keeping Operations.....	2
1.2. STATEMENT OF THE PROBLEM.....	4
1.3. AIM/PURPOSE.....	4
1.4. GENERAL OBJECTIVE.....	4
1.4.1. Specific Objectives.....	4
1.5. RESEARCH QUESTIONS.....	5
1.5.1. Main Research Question.....	5
1.5.2. Research Questions.....	5
1.6. SIGNIFICANCE OF THE STUDY.....	5
1.7. LIMITATIONS OF THE STUDY.....	5
1.8. SCOPE OF THE STUDY.....	6
1.9. OPERATIONAL DEFINITIONS.....	6
1.10. STRUCTURE OF THE DISSERTATION.....	8
2.0. CHAPTER TWO – LITERATURE REVIEW.....	9
2.1. INTRODUCTION.....	9
2.1.1. Sexual Harassment and Law In Zambia.....	9
2.2. NATURE OF SEXUAL HARRASSMENT.....	10
2.2.1. Physical Sexual Harassment.....	10
2.2.2. Verbal Sexual Harassment.....	11
2.3. COPING STRATEGIES OF WOMEN IN THE FACE OF SEXUAL HARRASSMENT.....	11
2.3.1. Approach Coping Strategy.....	12
2.3.1.1. Tell the Harasser to Stop and Report Them.....	12
2.3.1.2. Confiding in other Victims of Sexual Harassment.....	12
2.3.1.3. Confronting the Harasser in Presence of a Witness.....	13

2.3.1.4. Keeping Written Records as proof of Sexual Harassment.....	13
2.3.1.5. Reporting to Authority for Help.....	13
2.3.1.6. Writing a Letter to the Harasser.....	14
2.3.1.7. File Complaint to Non Governmental Organization.....	14
2.3.2. Avoidance.....	14
2.4. REGULATORY MEASURES PUT IN PLACE TO STOP SEXUAL HARRASSMENT.....	15
2.4.1. Sexual Harrassment Policies.....	16
2.4.2. Sexual Harrassment Workshops.....	16
2.4.3. United Nations Sexual Harrasment Policy.....	16
2.5. THEORETICAL FRAME WORKS OF SEXUAL HARASSMENT.....	17
2.5.1. Token Theory.....	17
2.5.2. The Social Exchange Theory.....	18
2.5.3. Misperception Theory.....	18
2.5.4. Transactional Model of Stress and Coping Theory.....	19
2.5.5. Gender Division Theory.....	19
2.6. LITERATURE REVIEW SUMMARY.....	20
3.0. CHAPTER THREE – RESEARCH METHODOLOGY.....	21
3.1. RESEARCH DESIGN.....	21
3.1.1. Phenomenological Schools of Thought.....	22
3.1.2.1. Transcendental phenomenology.....	22
3.1.2.2. Existential phenomenology.....	22
3.1.2.3. Hermeneutic phenomenology.....	22
3.1.3. Adopted Phenomenological School of Thought in this Study.....	22
3.2. RESEARCH SITE.....	23
3.3. STUDY POPULATION.....	23
3.4. SAMPLE SIZE.....	23
3.5. SAMPLING TECHINQUES.....	24
3.5.1. Sampling Design.....	24
3.5.2. Purposive Sampling Method.....	25
3.5.3. Snowball Sampling Method.....	25
3.5.4. Sampling Frame.....	25
3.6. DATA COLLECTING TECHNIQUES.....	26
3.6.1. Secondary sources of data.....	26
3.6.2. Primary sources of data.....	26
3.6.3. In-depth interview technique.....	26
3.6.4. Interview process.....	27
3.6.5. Focus Group Discussions Interview.....	27
3.7. DATA COLLECTION PROCEDURE AND TIMELINE.....	28
3.7.1. Pre-Test.....	28
3.7.2. Work plan.....	28

3.8.	DATA ANALYSIS AND PROCEDURES.....	29
3.8.1.	Qualitative Content Analysis.....	29
3.9.	ETHICAL CONSIDERATION.....	30
3.10.	STUDY LIMITATIONS.....	30
4.0.	CHAPTER FOUR - RESEARCH FINDINGS AND DISCUSSIONS.....	31
4.1.	RESEARCH FINDINGS.....	31
4.1.1.	Introduction.....	31
4.1.2.	Demographic Profile of the participants.....	32
4.1.3.	Thematic presentation of findings based on the outlined objectives.....	33
4.1.4.	Narrations and Views on Objective One (Nature of Sexual Harassment of Female Soldiers on the UN Peace Keeping Operations on Military Barracks of Mushili and Kalewa) using in-Depth Interviews.....	33
4.1.5.	Understanding of Sexual Harassment.....	34
4.1.6.	Sexual harassment experiences.....	37
4.1.7.	Dominant Nature of Sexual Harassment.....	41
4.1.8.	Rank of Major Harassers.....	48
4.1.9.	Narrations, Suggestions and Views on Objective Two (Coping Of female Soldiers in the face of Sexual Harassment on the UN Peace Keeping Operations in the Military Barracks of Mushili And Kalewa Using a Focus Group Discussion Interview Guide.....	53
4.1.10.	How common sexual harassment is most of the respondents in the Focus Group Discussion Interview team said that Sexual harassment was common not only in the UN Peace Keeping Operations but even more in Training Centres and in their Work Places.....	54
4.1.11.	Reporting mechanisms put in place.....	55
4.1.12.	Female military coping mechanisms.....	56
4.1.13.	Problem fixing coping mechanism.....	56
4.1.14.	Problem-sharing coping mechanism.....	57
4.1.15.	Narrations, Suggestions and Views on Objective three (Regulatory Measures put in place to curb Sexual Harassment by the Zambia Army) Using Focus Group Discussion Interviews.....	58
4.1.16.	Sexual Harassment Unstoppable.....	58
4.1.17.	Combating Sexual Harassment Advice.....	60
4.1.18.	Regulatory Measures put in place.....	61
4.1.19.	Summary.....	62
4.2.	DISCUSSION OF FINDINGS.....	63
4.2.1.	Introduction.....	63
4.2.2.	Answers to Research Questions and Lessons Learnt From the Study.....	63
4.2.3.	The Answers to Research Question One (Nature of Sexual Harassment).....	64
4.2.4.	The Answers to Research Question Two (Coping with Life in the Face of Sexual Harassment).....	67

4.2.5. The Answers to Research Question Three (Identify the Regulatory Measures that have been put in place to Curb Sexual Harassment in the Zambia Army).....69

4.2.6. Summary.....71

5.0. CHAPTER FIVE - CONCLUSION AND RECOMMENDATIONS72

5.1. INTRODUCTION.....72

5.2. CONCLUSION.....72

5.3. RECOMMENDATIONS.....73

5.4. RECOMMENDATIONS FOR FURTHER STUDIES.....75

REFERENCES.....76

APPENDICES.....80

LIST OF TABLES

Table 1: Demographic Features of the Respondents by Rank.....	32
Table 2: United Nations Participation of Features by Rank.....	33

LIST OF APPENDICES

Appendix 1: Informed Consent Form.....	80
Appendix 2: Instruments of Data Collection [(1) In Depth Interview Guide].....	82
Appendix 3: Instruments of Data Collection [(2) Focus Group Discussion Guide].....	84
Appendix 4: Instruments of Data Collection [(3) Focus Group Discussion Guide].....	86
Appendix 5: Permission to Undertake Study.....	88
Research Abstract One Paged (for letter to appendix 5).....	89
Appendix 6 University of Zambia Introductory Letter for Research.....	91

LIST OF ABBREVIATIONS

- WID** – Women in Development
- USAID** – United States Agency for International Development
- UNSC** – United Nations Security Council
- UN** – United Nations
- SAGR** – Service Academy and Gender Relations
- SCGR** – Security Council General Resolutions
- USA** – United States of America
- CEDAW** – Convention on Elimination of all forms of Discrimination Against Women
- LCPL** – Lance Corporal
- PTE** – Private
- SGT** – Sergeant
- S/SGT** – Staff Sergeant
- POW** – Prisoner of War
- YWCA** – Young Women Christian Association
- SNCO** – Senior Non Commissioned Officer
- JNCO** – Junior Non Commissioned Officer

CHAPTER ONE

INTRODUCTION

1.1. BACKGROUND INFORMATION

Sexual harassment has become one of the gender issues that is presently of great concern not only in many communities, but in work places and learning institutions worldwide. Sexual harassment affects both civilian and military communities. This study will only focus on Military Populations in Mushili Barracks of the Zambia Army. It will concentrate on female soldiers those who have been deployed in peace keeping missions or operations. This is because they are deployed together with male soldiers in these operations.

1.1.1. Women Become Female Soldiers at Global Level

In the Armies of yester years women had not yet began to participate in the military as a career hence it was only dominated by male soldiers. Women have however been involved in the U.S. Military since 1775 but more in the civilian roles of nursing, laundering and mending clothing and cooking. In 1976 the first group of women was admitted in the U.S Military academy. Soon after this many more others were recruited in the latter years (Hoover, 2000).The situation was the same in the African armies. Only men dominated the army in the late sixties forcing feminists to intervene, through (WID) Women in Development. During the early 1970's Esther Boserup and other new anthropologists joined hands with a network of female development professionals who were influenced by work on third world development, with the support of United States Agency for International Development (USAID). Their main argument was that women were an untapped resource which could not only provide an economic contribution to development but also defending of the sovereign states from external threat (Moser, 1993).

In Zambia, as a response to WID, the first female soldiers and officers were recruited in September 1974 under the command of the First Army Commander, General Kingsley

Chinkuli with instructions from then Commander in Chief Dr. Kenneth David Kaunda. By the 1990's peace keeping operations began to embrace female soldiers. Globally female soldiers are usually deployed to attend to female refugees or displaced persons in these operations (UNSC, 2008).

1.1.2. Female Soldiers and the UN Peace Keeping Operation

The first Peace Keeping Operations were conducted soon after the creation of the organization in 1945, in order to monitor cease fires and peace agreements. Although Peace keeping was not explicitly provided for in the UN charter, this has evolved into one of the main tools by the organization to maintain peace (UNSC, 2008). The first peace keeping operation took place in the Middle East in 1948, where a cease fire had just been reached after the conflict between Israel and the Arab States over the creation of Israel (UNSC, 2008). During these First Peace Keeping Operations only male security personnel did tasks as allocated by the Security Council, because female soldiers were still not trusted to undertake these tasks. Subsequently they were not involved in peace keeping operations. However in the later years after the 1990's female soldiers began to participate in the UN Peace Keeping Operations (UNSC, 2008).

1.1.3. Sexual Harassment and Female Soldiers on the UN Peace Keeping Operations

The inclusion of female soldiers gave rise to sexual harassment from male soldiers on the UN Peace keeping Operations (UNSC, 2008). It has been documented from a report by the Pentagon to the UN Security Council that sexual harassment was on the increase during the UN peace keeping operations on Iraq and Afghanistan between 2006 and 2008 (UNSC, 2008). It has also been documented that sexual harassment is on the increase in Africa, especially in the South Central African Armies (UNSC, 2008). Geographically Zambia falls in this category. This is of great concern as these Armies, Zambia inclusive are the major contributors of peace keepers under the United Nations mandate to war torn countries. The aim of peace keeping missions is to protect displaced people from rebels (UNSC, 2008).

Available evidence *shows* that the majority of female soldiers are sexually harassed when they form part of the deployment (UNSC, 2008). There are various literature at global level that have looked at the issue of sexual harassment. The studies have identified three major categories of sexual harassment which include physical, verbal and nonverbal (Kibeoman, 2006). Female soldiers are more prone to sexual harassment than their male counterparts for several reasons. The common reason is that the majority of these soldiers occupy the lower ranks. As such the superior officers may try to use sex instead of her qualifications for promotion. *As a result*, resisting sexual harassment while on peace keeping operations may have consequences on that particular soldier. *Especially that*, the experience of sexual harassment, can be traumatizing as it affects one emotionally, with its consequences.

The main measure put in place by the United Nations and various contingents to address sexual harassment, abuse and exploitation is dismissal from service and forfeiture of allowances (SCGR, 2008). The measure was put in place to ban any form of sexual harassment, abuse and exploitation of the local population such as female refugee, by all UN personnel and military peace keepers whether consensual or coerced and regardless of persons involved using UN resolutions at all times (SCGR, 2008). The measure and the ban of sexual harassment did not include female soldiers on peace keeping operations, but only for the local population such as female refugees. Despite that the issue of sexual harassment needs to be put on check. If it is not put on check the female soldiers are likely to be traumatized and this may lower their participation and input through absenteeism and faking of illnesses, in order to avoid work for fear of sexual harassment.

This may affect the 50-50 participation both locally and on the UN peace keeping operation of female soldiers which is much need, hence the need for this study.

1.2. STATEMENT OF THE PROBLEM

Several studies and measures have been put in place by the United Nations and Military Command of various peace keepers on female soldiers to ensure sexual harassment in peace keeping operations is stopped. But there is still a drastic increase of cases of sexual harassment that have been recorded in the South Central African Armies, Zambia inclusive (UNSC, 2008). Incidences of sexual harassment are more prevalent among women and girls than among men and boys. As such female soldiers in the Zambian Army and the South Central African Armies are no exceptional. The female soldiers risk not being promoted if they resist sexual harassment. This state of affairs is likely to affect the participation of female soldiers in the peace keeping operations. It is unclear to most people why the phenomenon has continued to persist despite the measures put in place, hence the need for the study.

1.3. AIM/PURPOSE

The aim of the study is to understand the magnitude of sexual harassment in the context of the Zambia Army in relation to female soldiers on the UN peace keeping operations from Mushili Barracks in Ndola.

1.4. GENERAL OBJECTIVE

To explore and understand the lived experiences of female soldiers in relation to sexual harassment by male soldiers on peace keeping operations.

1.4.1. Specific Objectives

- i. To identify the nature of sexual harassment on female soldiers in UN peace keeping operations.
- ii. To establish how female soldiers cope with life in the face of sexual harassments in the UN peace keeping operations.
- iii. To identify the regulatory measures that have been put in place by the Zambia Army to curb sexual harassments on the UN peace keeping operations.

1.5. RESEARCH QUESTIONS

1.5.1. Main Research Question

What are the lived experiences of female soldiers in relation to the sexual harassment by male soldiers on peace keeping operations.

1.5.2. Research Questions

- i. What is the nature of sexual harassment on female soldiers in UN peace keeping operations?
- ii. How do female soldiers cope with life in the face of sexual harassment in the UN peace keeping operations?
- iii. What regulatory measures have been put in place by the Zambia Army to curb sexual harassments on the UN peace keeping operations?

1.6. SIGNIFICANCE OF THE STUDY

The results of the study will add to knowledge in the discipline of gender studies. It will further avail information to various stakeholders which will assist in formulation of policies. The policies will not only better the Zambia Army but also other Armies globally.

1.7. LIMITATIONS OF THE STUDY

This study is about eliciting sexual harassment experiences of female soldiers on the UN peace keeping operations. The study was conducted in the Copperbelt Province of Zambia, specifically Mushili Barracks and other Ndola based units which helped come up with the desired sample required. Only female soldiers that had attended UN peace keeping operations were qualified to participate in the study. Gender studies concepts and skills were used as fields of reference in this study.

1.8. SCOPE OF THE STUDY

The study was conducted in Mushili Barracks in Ndola and other Ndola based units. The research will build on earlier research conducted by several Zambian researchers; which have mainly targeted schools, higher learning institutions as well as public and private work places. The general lack of official data and information on sexual harassment experiences of female soldiers on the UN peace keeping operations in Zambia suggests that more research on the same would be useful as first step to determine the nature, coping of female soldiers in the face of sexual harassment and measures put in place by the Zambia Army to combat sexual harassment. The study used phenomenological design for the whole research process. The main limitation is that only female soldiers were sampled in this study. Those interviewed were fifty, samples which are small to generalize from.

1.9. OPERATIONAL DEFINITIONS

- **Sexual harassment** refers to unwanted sexual advances whether or not accompanied by contact and unsolicited sexualized degrading language.
- **Coping** means to fight or to contend (with) successfully or on equal footing, to deal with problems, troubles to meet or have to do with, encounter or have to do with or processes individuals use to modify adverse effects and aspects of their environments as well as to minimize internal threat produced by stress.
- **Physical sexual harassment** is where the harasser touches, pinches, hugs and kisses the victim. Furthermore it also involves rape, touching and grabbing of body parts and sexual assault.
- **United Nations Peace Keeping Operations** is defined as a unique and dynamic instrument developed by the organization as a way to help countries torn by conflict by creating conditions for lasting peace to both men and women in an affected country service with personnel to help a state maintain peace in the aftermath of conflicts.

- **Verbal sexual harassment** is one that involves comments about the body appearance or cloths, indecent remarks, requests for sexual favours, sexual demands and promises or threats concerning employment in return for sexual favours.
- **Nonverbal sexual harassment** involves looking and staring at the body, displaying sexual explicit material, sending emails to websites and instant texts.
- **Rape** is sexual intercourse against a person's will.
- **Sex** is one that identifies the biological differences between males and females, whether he or she is anatomically male or female. This is universal across societies and do not change, except through the intervention of the most modern methods of medical science. (Even those who have changed their genitals and hormonal output) their chromosomes remain unchanged.
- **Gender** refers to how we are perceived and are expected to act and think as men and women because of the way society is organized and because of our biological differences. It is therefore different from sex.
- **Gender analysis** refers to the systematic investigation of the differential impacts of development on men and women, boys and girls. For example, gender analysis of effects of sexual harassment in a given community.
- **Gender balance** refers to the goal of having the same number of women and men staff in different levels of organizational structure.
- **Women in development (WID)** was developed in the 1970's, with the objective of designing actions and policies to integrate women fully into development.
- **Gender equality** is a term that refers to an equal sharing of power between man and women in their equal access to education, health and social interactions.

1.10. STRUCTURE OF THE DISSERTATION

This study is divided into six chapters with each having characteristics of its role as under listed: Chapter one talks about the background to the problem of the research generally at global level, with the objectives of the study clearly outlined, as a guide to a conclusive ending. Chapter two goes ahead to find literature related to the topic under study in the light of the outlined objectives. Most of all it also provides theoretical framework on which the study is anchored. Chapter three uncovers the research methodology used in collection and analysis of data. The chapter also provides the research design population, study sample sampling procedures research collection tools and lastly ethical issues. Chapter four presents the findings from the narrations suggests and views of the respondents based on the study objectives chronologically. Chapter five discusses the findings chronologically based on study objectives. It shows how the study is similar or dissimilar to the reviewed literature and what lessons are learnt. Finally it shows how the theoretical frameworks have assisted the study. Chapter six presents the conclusions and the recommendations.

CHAPTER TWO LITERATURE REVIEW

2.1. INTRODUCTION

This section examines what other scholars have written on the topic of sexual harassment in relation to female soldiers on the UN peace keeping operations and other females in other different environments that are related to the topic under discussion. Sexual harassment occurs in different types of environments where both males and females interact there together. Studies have shown that in environments where both men and women interact there was sexual harassment on women. Sexual harassment occurs in various work places, including Universities, Colleges, schools, hospitals and indeed the military which is no exception (Zandonda, 2010; Mary, 2006 and Gallagher, 2008). Few statistics showing the prevalence of sexual harassment have so far been recorded by some studies in different environments such as colleges, universities and schools. During a Survey by the Service academy and gender relations (SAGR, 2010), in the military academies, it was found statistically that 51.5 percent of sexual harassment were recorded in 2007, making a rise of 87.5 percent in the USA military training centres. The studies have also identified an annual record of cases of 91.5 percent in the USA Army in 2008, and 62 percent of female college students reported sexual harassment in the same year. Eighty percent of sexual harassment was reported as being peer to peer (Cooper, 2014 and Mary 2006).

2.1.1. Sexual Harassment and Law in Zambia

According to Zandonda (2010), the term sexual harassment is recognised by the law in Zambia. This is due to its prevalence and retardation in terms of gender equality. Gender equality refers to an equal sharing of power between men and women. This is in there equal access to education, health, administrative and managerial positions, equal pay for work of equal value and equal seats in parliament (Germims and Pilcher 2014). The majority of the women are disadvantaged as compared to men. This is illustrated by many statistics obtained from the United Nations.

2.2. NATURE OF SEXUAL HARRASSMENT

2.2.1. Physical Sexual Harassment

According to Gallagher (2008), the common nature of sexual harassment in the USA military academic was rape of the female cadets. He went to say that rape was categorized under physical sexual harassment. It has been documented that the scourge was mainly committed by commissioned course officers who were mostly in charge of the officer cadets. It was further observed in the same study that the course officers took advantage of the female officer cadets during duties at night (Ibid, 2008). He found out that during the patrols at night female officer cadets would be called at the command area where a course officer issued instructions. It was during these instructions that against the will of the female cadet rape took place. The female cadets were told that they would fail the military academy continuous assessment and therefore fail to be commissioned if they refused those sexual favours which were mostly resulting into rape. In the same study as a result of these findings, it was recommended that suggestion boxes be put in the rooms of the female cadets so that the names of the sexual harassers could be put in those boxes by the harassed female cadets. It was further recommended that the boxes be collected by military intelligence officers on behalf of the senior female officer cadets to the commandant of the academy in order for a follow up to be undertaken as a way to stop the phenomenon.

According to Davidson (2013), during the war involving USA soldiers on operation desert storm in Iraq many female soldiers were sexually harassed. The nature of sexual harassment was physical involving kisses from senior commanders, whenever they returned from the battle field after many days. The information was collected by a social work outreach team from operation desert storm which had been authorized by the United Nations Security Council. The female soldiers reported experiences about sexual harassment. It was noted that the common type of sexual harassment, was physical sexual harassment. The outreach team noted that it was inexorable because it was a source of entertainment after staying for long periods at the battle front. In the same study (Ibid, 2013), it was found that American female soldiers captured in Iraq were

raped and kissed against their will by male Iraq soldiers. In one instance Iraq soldiers threatened to kill a female POW, who did not want to remain in prison and be raped by any thirist soldier from the battle front.

Furthermore another study by Zandonda (2012) revealed that in Ndola the nature of sexual harassment that was recorded was that of rape. She said this happened in some public and private organizations in Ndola from the response of those that were sexually harassed.

2.2.2. Verbal Sexual Harassment

In another study conducted by Gallagher (2008), it was found out that apart from physical sexual harassment which manifested itself into two forms namely rape and kissing, verbal sexual harassment was also found in the same study. In the same study, another form of sexual harassment was identified, and this was orally done face to face with the victims. It was further discovered in the same study that during this verbal oral harassment the female cadets were threatened with words such as *“if you refuse our sexual demands and advances you risk failing the course hence also not being commissioned.”* This study envisaged understanding the nature of sexual harassment on female soldiers in the UN peace keeping operations from other Armies at global level and other environments related to the present study. The reason for this study was because no study had been conducted previously to look at the nature of sexual harassment, in this context.

2.3. COPING STRATEGIES OF WOMEN IN THE FACE OF SEXUAL HARRASSMENT

Studies have recorded various ways other than those in which women soldiers in UN peace keeping operations cope in the face of sexual harassment in other different environments. Roth and Cohen (2006) identified two basic modes of coping with extreme stress: Approach and Avoidance.

2.3.1. Approach Coping Strategy

Approach coping strategies are said to maximize the possibility of gathering information to take action, provide an opportunity for emotional release and integrate the stressful experience into their perceptions of self and the world (Roth and Lebowitz, 2008). There are different stages and each with its own characteristics with regard to the approach strategy, these are: 2.3.1.1, tell the harasser to stop and report him; 2.3.1.2 confiding in other victims of sexual harassment, 2.3.1.3 confronting the harasser in the presence of a witness, 2.3.1.4 keeping written records as proof of sexual harassment, 2.3.1.5 reporting to authority for help, 2.3.1.6 writing a letter to the harasser and 2.3.1.7 file complaint to non-governmental organisation.

2.3.1.1. Tell The Harasser To Stop And Report Them

There are several studies that show that, what makes a phenomenon to continue its prevalence is not talking about it. The studies are all agreeable that talking about a phenomenon that the harassment should stop that the aggrieved is not happy, has led always to the perpetrator stop it and that if it still persisted there was a need of sharing the information with a senior person in a work place or in a school set up, to stop the phenomenon. The studies revealed that the harassed need to tell the harasser to stop. Further advice was that the harassed must report future incidents to relevant authorities in order to stop further advances (Kamal and Elizabeth, 2001). Reporting will make the harasser to stop while the harassed will have peace of mind and work well in their studies or at work.

2.3.1.2. Confiding in Other Victims of Sexual Harassment

Some studies are of the view that a victim of sexual harassment must find out the experiences of other victims. This assures them that they are not the only ones affected. These studies ascertain that, confiding with other victims, brings relief in the harassed and suggestions of stopping the harassment are high (Mary, 2005 and Shakafuswa,

2007). This will also give individual strategies of ways of stopping sexual harassment or as a group.

2.3.1.3. Confronting the Harasser in Presence of a Witness

Some studies suggests that when the sexually harassed victim confronts the harasser it is likely to make them stop if they are told that their advances are not welcome before relevant authorities (O'donohue 2007 and Kamal et al 2001). This makes it clear to the instigator that there advances are not welcome. This will bring peace of mind, and no smile should be put on the face when the confrontation is in process to show seriousness from the complainant. This ultimately will lead to a stop by the instigator and bring relief to the affected.

2.3.1.4. Keeping Written Records As Proof Of Sexual Harassment

All incidences of sexual harassment must be documented for reference purposes in future. According to relevant studies, recording of events in the note book must include date, time and the exact offence including witnesses if there are any. These can be used as evidence before relevant authorities for easy of solving the problem (Ibid 2007 and 2001). While recording in the book the victim should also record how she feels and how the situation affects her input both at work and in school.

2.3.1.5. Reporting to Authority for Help

Studies have indicated that it is important to inform someone senior in terms of authority and request for a written record showing the time you as the harassed launched a complaint to the lecturer, teacher, superior officer or sexual harassment officers or more other authorities in your institution (Roth and Lebowith, 2008). This gives you as a person harassed to have the confidence that the problem will be solved.

2.3.1.6. Writing a Letter to the Harasser

Some studies also suggest that it is better to write a letter to the harasser. The letter should state categorically that they are bothering the harassed and should stop. The letter should be given to a stated person in authority or a friend to take to the harasser (Ibid 2008). By giving a friend or someone in authority the letter will make the harasser realize that the harassed is serious and will give the harassed peace.

2.3.1.7. File Complaint to Non Governmental Organization

Some studies advocate that if all coping strategies fail to work it is very important that the harassed gets in touch with non-governmental organizations (NGOs) as these will ensure that the harasser is dealt with in accordance with the law is (Roth and Lebo with 2008).

2.3.2. Avoidance

Some studies suggest that the female should stop meeting male partners alone and also not to take their calls. The afore-mentioned are coping strategies of how female employees, students, and pupils cope with life in the face of sexual harassment in different environments. Despite literature having shown the coping strategies of females in various environments including that of female soldiers, there was need also to conduct the present study, there was because there is no study that has been conducted to show the lived experiences of female soldiers in the face of sexual harassment in the UN peace keeping operations in Zambia and that their coping strategies must be studied, as they may be different or same, with the other studies in terms of the environment. Unlike the other studies which were collecting data quantitatively this study, collected the data qualitatively so as to have an in-depth understanding, using a phenomenological study design.

Findings from the studies showed that approach coping mechanism and avoidance coping mechanism were recorded as ways of coping by females in many different environments that are related to the present study.

2.4. REGULATORY MEASURES PUT IN PLACE TO STOP SEXUAL HARRASSMENT

Various environments such as the schools, universities, UN peace keeping operations and different working environments have put in place measures of combating sexual harassments which may be similar or different depending on the situation. The practice of developing workplace guidelines prohibiting sexual harassment in work places was pioneered in 1969, when the United States Department of Defence drafted a Human Goals Charter establishing a policy of equal respect for both sexes (Equal Employment Opportunities Commission, 2009). In 1986, the United States of America Supreme Court recognized the first harassment suits against employers for promoting a sexually hostile work environment (Ibid, 2009).

In Zambia, the penal code amendment no. 15 of 2005 has listed laws addressing sexual harassment in work places the Zambia Army inclusive. An extract from section 137, subsection 1, 2 and 3 of the penal code with relevant laws on workplace sex harassment is highlighted below:

137A (1) Any person who practices sexual harassment in a work place, institution of learning or elsewhere on a child commits felony and is liable. Upon conviction, to an imprisonment for a term of not less than three years and not exceeding fifteen years imprisonment.

(2) A child who commits a offence under subsection (1) is liable to community service or counseling as the court may determine in the best interests of the child.

(3) In this section, sexual harassment means (a) a seductive sexual advance being unsolicited sexual comment, physical contact or other gesture of sexual nature which one finds objectionable or offensive or which cause discomfort in one's studies or job and interferes with academic performance or conducive working or study environment; (b) sexual bribery in the form of soliciting or attempting to solicit sexual activity by promise of reward; (c) sexual threat or coercion which includes procuring or attempting to procure sexual activity by threat of violence or victimization; or (d) sexual imposition using forceful behaviour or assault in an attempt to gain physical sexual contact.

2.4.1. Sexual Harassment Policies

Studies that advocates that in order to minimize the occurrence of sexual harassment in work places suggest that there is a need of coming up with sexual harassment policies. The policies would make the employers be aware of Anti-sexual harassment, and take a stance to deter the occurrence of the phenomenon (Hughes and Sandler, 2002; Morrow et al 2004; Tangri and Johnson, 2002). Other studies have explained such actions relating to sexual harassment and retaliation on women in all work places will not be tolerated. In line with universal declaration of human rights which was adopted on December 10th 1948 on women in work places most work places at global level began to advocate for anti sexual harassment policies to protect women and men. Furthermore, the convention on elimination of all forms of discrimination against women (CEDAW) was put up, in all work places accompanied with the nature of sexual harassment in order to stop the phenomenon (Turch and Susan 2010; Pryor 1997). When employees are informed of sexual harassment policies it will make all working environments to be a no go area of such a vice.

2.4.2. Sexual Harassment Workshops

Employers have been urged to send their employees both senior and junior to workshops that will assist in learning the causes and effects of sexual harassment and how they can prevent it from occurring (Davidson, 2013 and Zandonda, 2010).

2.4.3. United Nations Sexual Harassment Policy

The United Nations banned any form of sexual harassment, abuse and exploitation on the local population by all UN personnel and military peace keepers whether consensual or coerced and regardless of persons involved using various UN resolutions (SCGR, 2008). Furthermore any UN employee or peace keeper found wanting would be removed from the area of operation for good and forfeit all or his/her allowances (Ibid, 2008). This study envisaged to understand the measures put in place in the Zambia Army to combat sexual harassments on the UN peace keeping operations. So far no study had been

conducted to ascertain whether such policies and measures have been put in place and if there were any, how effective are they? This study also came up with measures to add on to the already existing if any in order to improve the situation. This enabled to fill on the gap in measures that could have been left by other studies. Through literature reviewed the study found that there were regulatory measures put in place by the United Nations on sexual harassment to protect the civilian populace and not for female soldiers.

2.5. THEORETICAL FRAMEWORKS OF SEXUAL HARASSMENT

This study was grounded in five theoretical frameworks namely, token theory, misperceptions theory, social exchange theory, transaction model of stress and coping theory, and gender division theory. A theoretical framework is a collection of interrelated ideas based on theories with a set of pre-positions, which are derived from and supported by data or evidence. It explains a phenomenon through explanation of why things are the way they are (Kombo and Tromp, 2006).

2.5.1. Token Theory

The theory of tokenism refers to the discrimination and marginalization of the members of a group in a minority position. This theory proposes that members of any social group ranging from political areas, military organizations, schools and other groups up to less than 15% are discriminated. This theory further states that if these minority groups are not represented by the governing of the affairs of that organization their complaints will be dying a natural death. The theory of token discrimination was developed using evidence from women's experiences of sexual harassment and marginality in male occupations. No support is found for negative tokenism effects when men are in the minority. Men entering female dominated jobs are generally welcomed, or at the very least, there is very little evidence that they are marginalized by their female colleagues (Kamir, 1998).

Although the sex ratio of occupation is an important variable in many studies, the effects of tokenism are rarely examined in the studies. However, one survey, the Finnish national

study, reported the finding that “women and men are more likely to experience sexual harassment if they are the only representatives of their own sex in their job” (European Commission, 2006:34).

2.5.2. The Social Exchange Theory

The social exchange theory's main proponent was a scholar by the name of Homan. His theory hit the lime light in the academia world in 1961. The theory was grounded on the assumption that society has social classes such that the lower classes depend on the upper class. Homan argued that the theory followed three stages: firstly, it operates on the assumption that individuals are generally rational and engage in calculations of costs and benefits in social exchanges. Secondly, the theory shows that those that are engaged in the interactions are rationally seeking to maximize the profits or benefits to be gained from those situations especially in terms of meeting basic individual needs. Thirdly the theory believes that processes that produce pay offs for lead to patterning of social interactions.

The theory states that various individuals seek relationships and interactions. According to (Homan, 1962) due to male dominance the social systems show that females in various communities such as political, military and schools are disadvantaged, hence for protection or stopping the problem they can use any mechanism to cope. Because of this situation regardless of the negative consequences going with their coping mechanism to survive whether negative or positive they adopt them to survive issues of gender oppression such as sexual harassment, in environments where they are underrepresented such as schools and work places.

2.5.3. Misperception Theory

This theory highlights that sexual harassment results from men's misperceptions of women's behaviour and intentions. It is hypothesized that men who tend to misperceive women's friendly outgoing behaviour as a sign of sexual interest of availability are more likely to endorse and engage in sexual harassment of women in different communities

which include military communities, civil communities, political communities and village communities.

Some surveys in this review have discussed this perspective as a plausible explanation (e.g. Brandsaeter and Widebery, 1992), however, none of them have examined it empirically. This misperception of men over the women which result in sexual harassment is as a result of lack of understanding of sex role stereotypes which are ascribed to each sex.

2.5.4. Transactional Model Of Stress And Coping Theory

The major proponents for the transactional model of stress and coping theory are Folkman and Lazarus. The theory of Lazarous and Folkman (1980)is grounded on the assumption that coping as the cognitive and behavioural efforts are made to master, tolerate, or reduce external and internal demands and conflicts among them (Lazarousand Folkman, 1980).The duo stressed on three major coping mechanisms that can help various communities to cope in times of problems, such as in military communities, political communities and educational communities. The theory emphasized three major coping mechanisms:

- a) Problem focused coping mechanism is where one faces the challenge through approach which is done in many ways e.g. report the harasser, tell them.
- b) Emotional focused coping mechanism is where one avoids the challenge by not coming into contact with likely harassers.
- c) Social support coping mechanisms is where one significantly depends on others in similar predicament for encouragement (Folkman and Lazarus, 1980).

2.5.5. Gender division theory

This theory was proposed by Alberty Mills (1996). It provided for a useful frame work for analysis of sexual harassment in different communities which included among other military, civil, and political communities. In this article, he examines how dominations of gender and of sexuality are reproduced in these communities. He further states that

communities develop discriminatory practices because of interactions between individuals, women and men, women and women, men and men, in the multiplicity of forms that enact dominance and subordination, and create alliances and exclusions. Men in these communities hold positions of influence which make them develop discriminatory practices in all communities which makes them to sexually harass the women who are traumatized. Since the female tend to look up to the people who hold positions for safety they end up being sexually harassed (Mills, 1996:20). Gender analysis of sexual harassment is of great importance in this theory to know its impact in different communities.

2.6. LITERATURE REVIEW SUMMARY

This study reviewed literature from other studies at global level in order to have a better understanding of the topic at hand in relation to the outlined objectives. The literature cited helped in learning what other studies have said on the topic of sexual harassment in different environments. The literature reviewed included both civilian and military communities at global level in order to have a better understanding of the topic under discussion. In addition the reviewed literature on female soldiers at global level helped to understand lived experiences in those places. This was done in the light of the objectives of this study which are; nature of sexual harassment, coping with life in the face of sexual harassment, regulatory measures put in place to curb sexual harassment. An addition to the literature reviewed were theoretical frameworks showing why issues related to sexual harassment happen in that way. The reviewed theoretical frameworks are Token, Social exchange, Misperception, Transactional model of stress and coping and Gender division theories.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1. RESEARCH DESIGN

Research design is a plan used to generate answers to research problems with a view to come up with solutions (Bless and Achola, 2001). This study is purely a qualitative design oriented. There are five major designs under the qualitative approach which are case study, ethnography, grounded theory, content analysis and phenomenological designs (Creswell, 2009). This study adopted a phenomenology approach which is also known as the Husserlian approach. The founder of this approach was a scholar by the name of Edmund Husserl a German Philosopher (1859-1938). Phenomenology research is a qualitative strategy in which the researcher identifies the essence of human experiences about a phenomenon as described in any given study or enquiry (Holloway and Wheelers, 1996). The study design, therefore, helped the researcher to collect data from female soldiers that have attended the UN peace keeping operation in relation to their experiences with regard to sexual harassment.

The researcher knew what it feels to be sexually harassed, from the participant's point view which is the major purpose of the phenomenological strategy. The purpose of a phenomenological qualitative strategy in a study is to understand an experience from the participant's point of view (Giorgi, et al, 1985). The research focused on how sexual harassment is lived by the female soldiers and further looked at how they perceive it through the major objectives of the study. The focus of a phenomenological qualitative research is to look at a particular phenomenon as it is typically lived and perceived by human beings in their natural setting or homes (Parahoo, 1997). From a qualitative point of view, the phenomenological research is divided into three major schools of thought. These are transcendental phenomenology, existential phenomenology and lastly hermeneutic phenomenology.

3.1.2. Phenomenological Schools of Thought

3.1.2.1. Transcendental Phenomenology

In the Transcendental phenomenology school of thought the main contributors were Oskar Becker, Aron Gurwitsc and Alfred Schutz. Transcendental phenomenology is the study of the essential structures that are left in pure consciousness (Creswell, 2007).

3.1.2.2. Existential Phenomenology

Existential phenomenology school of thought's main contributor was Merleau Ponty who greatly objected to the ego's transcendence of the world that is left to the conscious. Existential phenomenology is the study that stresses on the description of everyday life of the individuals (Cohen, 2001).

3.1.2.3. Hermeneutic Phenomenology

Hermeneutic phenomenology school of thought's main contributor was Martin Heidegger. Hermeneutic phenomenology is the study that puts an effort to get beneath the subjective experience and find the genuine objective nature of the things as realized by individual and groups of people (Cohen, 2001).

3.1.3. Adopted Phenomenological School of Thought in this Study

This study was grounded in hermeneutic phenomenology. This is because this school of thought looks at the subjective experience of individuals and groups of people through their stories and narrations. It enables scholars and researchers to make meaning out of what they hear and make correct conclusions. In conclusion the study made use of a qualitative research paradigm which was grounded in hermeneutic phenomenology in order to understand sexual harassment experiences from female soldiers in Mushili Barracks and other Ndola based units by way of exploration.

3.2. RESEARCH SITE

The study was conducted in Mushiliand Kalewa Barracks of the Copperbelt Province. Mushili Barracks is the home of Special Forces under the Zambian Army having homogenous characteristics with other battalions in the country when on the UN peace keeping operations, together with Kalewa Barracks. The site was conveniently selected because the researcher resides in the same area. Furthermore accessibility of respondents was easy and less costly because the respondents are all found in the same area where the researcher resides. However in order to meet the desired sample the researcher went to other Ndola based units, Kalewa Barracks.

3.3. STUDY POPULATION

A population is a group of individuals from which the samples will be taken for measurement having the same characteristics like a population of soldiers, nurses and many others (Leedy and Ormrod, 2005). In any given research the study population is that population that the researcher is interested in studying. The targeted population in this study was all female soldiers that have served in the UN peace keeping operations.

3.4. SAMPLE SIZE

The sample size is the total number of participants that answer to the requirements of a given study that have the same characteristics (Kombo and Tromp, 2006). The sample size for this study was sixty (60), female soldiers that have attended the UN Peace Keeping Operations. The research studied the female soldiers because the experiences did not affect the male soldiers. Studies in relation to experiences are associated with individuals who feel it. The study involved a limited sample size because it used interviews for in-depth understanding. A sample size of sixty was used for easy thematic analysis of data. This number was used because qualitative approach is small studies which involve few participants who can easily be interviewed and their discussions are taken down as narrations.

3.5. SAMPLING TECHNIQUES

Sampling is the procedure a researcher uses to gather people, places or things to study. It is a process of selecting a number of individuals or objects from a population such that the selected group contains elements representative of the characteristic of the entire group (Kombo and Tromp, 2006). A sample is a set of respondents (people) selected from a larger population for the purpose of enquiry (Punch, 2012). A sample is a subset or small parts of the total that is going to be studied from a given population. The researcher while out in the field picked all the female soldiers that have attended the UN peace keeping operations but just selected only a few that answered to the objective of the study on sexual harassment, in order to have an indepth understanding of the phenomenon.

3.5.1. Sampling Design

Sampling design refers to that part of research plan that indicates how cases are going to be selected for observation. There are basically two sampling designs which are probability and non probability designs respectively (Bless and Achola, 2001). Probability sampling design is one that involves randomization selection thereby giving every member of a population an equal chance of being selected (Kombo and Tromp, 2006). Non probability sampling design is one that is applied to find out how a small group, or a representative group, is doing for the purposes of illustration or explanation involving a particular phenomenon (Bless and Achola, 2001).

This study used the non probability sampling design because it is sufficient to study a small group of female soldiers that have been on the UN peace keeping operation as a major characteristic to the problem of sexual harassment. It is good because it does not involve randomization. In this case it only went to those that were able to answer to the outlined objectives hence only those that have attended the UN peace keeping operations. The study used both purposive and snowball sampling techniques. Both techniques fall under the non probability sampling techniques.

3.5.2. Purposive Sampling Method

Purposive sampling is a method in which the researcher targets a group of people believed to be reliable for the study for in depth analysis related to central issue being studied (Kombo and Tromp, 2006). The research therefore targeted only those female soldiers that have attended the UN peace keeping operations because using purposive sampling it was possible to target the group believed to be reliable for the study as they are known. Those selected, further helped in identifying the others that had attended the UN peace keeping operations. This was because of the absence of a list.

3.5.3. Snowball Sampling Method

Snowball or Chain sampling is a method that begins by asking people, who know a lot about a particular phenomenon. By asking a number of people, you can identify specific kind of cases. The method, therefore, begins with a few a few known people and then gradually increases the sample size as new contacts are mentioned by the people you started out with (Kombo and Tromp, 2006). The researcher used the few that were sampled in order to come up with the desired sample using snowball sampling due to the absence of a list. The researcher created six (6) cluster of ten female soldiers each, according to ranks. The six clusters included the following ranks privates, lance corporals, corporals, sergeants; staff sergeants and warrant officers. Four clusters of privates up to staff sergeants had ten sampled while warrant officer class two had nine with the last cluster having one due to non-availability to meet desired figure.

3.5.4. Sampling Frame

Sampling frame is a set of information, a list or other devise that a researcher uses to define their population of interest in a given study (Leedy and Ormrod, 2005). An availed list was to serve as a sampling frame in this study. However it was not availed hence snowball sampling was used to meet the desired sample. Each rank was able to direct the researcher to a friend until the desired sample was met, forming a chain when arriving at the desired figures (Kombo and Tromp, 2006).

3.6. DATA COLLECTING TECHNIQUES

In this study data were collected from both secondary sources of data and primary sources of data.

3.6.1. Secondary Sources of Data

Secondary data is information that is collected from literature such as books journals, magazines, newspapers, periodical and academic dissertations (Bless and Achola, 2001). In its quest to collect data related to the topic under this study the researcher used second hand data got from literature by various scholars that were published. It is the said literature that made up the second chapter which is literature review, which is in line with the outlined objectives.

3.6.2. Primary Sources of Data

Primary data is information that is collected from the field with the actual respondents targeted in a given study (Bless and Achola, 2001). In order to obtain rich, deep and detailed description of the subject the researcher used qualitative data collecting tools to answer the outlined objectives in the field. The qualitative data collecting tools that were used in this study are in depth interviews and focus group discussion interviews. These data collecting tools enabled the researcher to enter into the participants' perspectives and understand their lived experiences with respect to sexual harassment.

3.6.3. In-depth Interview Technique

An in-depth interview is a conversation with an individual conducted by a trained person who is a researcher that usually collects specific information about one person (Krueger, 1988). The in-depth interviews help in knowing divergent experiences, help in the development of techniques such as focus group discussions and it is easier to speak to one person (Krueger, 1988). In order to have an in-depth understanding of the topic the researcher used open-ended questions so as to fully answer the first objective on nature

of sexual harassment of female soldiers in the UN peace keeping operations. Sixty female soldiers were going to be interviewed individually but only fifty were interviewed and it is from these interviews that the researcher purposively sampled those that have experienced sexual harassment. The interview was taking, between twenty minutes and one hour for each participant.

3.6.4. Interview Process

Equipped with an informed consent form and an interview guide, the researcher began each session by introducing himself to the participants. Before the interview session with each participant could commence, the participants were made aware of the research and the procedures to be followed through an informed consent form which is also on the appendix list. The researcher went ahead to inform the participants that the study was meant for academic purposes and that he wished to explore their lived experiences with regards to sexual harassment on the UN peace keeping operations. Participants were further assured of confidentiality and that they would remain anonymous and untraceable in this research, hence they were to be identified by a number and not by name. The participants were then told that they were free to pull out at any given point if they felt uncomfortable or continue as it was their right during or before the session. A verbal or written consent was later obtained from the participants before commencement of each session. After the interview session, I thanked the participants.

Having conducted the in depth interviews the researcher then went ahead to organize a focus group discussion group for further interviews. The process that was followed is as aforementioned in depth interview process. The focus group discussion interview is discussed in sub paragraph 3.6.5 hereunder in terms of its characteristics.

3.6.5. Focus Group Discussions Interview

Focus Group Discussions is a group interview involving 6-8 individuals whose characteristics are relevant for a study (Krueger, 1988). The researcher purposively selected from the in-depth interviews, female soldiers to answer the second and third

objective respectively. The eight female soldiers that were purposively selected had a common characteristic of directly having experienced sexual harassment. The group answered to the second objective which tries to establish how female soldiers cope with life in the face of sexual harassment. The same group further answered the third objective which tries to identify regulatory measures that have been put in place by the Zambia Army to curb sexual harassment. Focus discussions were important for this study because they provided the researcher with room to find out things that cannot be directly observed such as experiences thoughts and even those behaviours that took place long ago (Krueger, 1988).

3.7. DATA COLLECTION PROCEDURE AND TIMELINE

Before the data were collected in full from the field a pretest was conducted showing its nature and how it was going to be done. The dates on which the pre-test was done together with the final data collection are also shown. The pretest for the questions and the actual data collection was from 15 November 2014 to 06 January 2015.

3.7.1. Pre-Test

A pre-test is an initial data collection aimed to ensure that the research instruments and questions are appropriate for a given study. It is against this background that the researcher went out into the field to collect data, before the actual data collection so as to standardize the instruments. The pre-test was sequential based on the objectives that are chronologically from the first up to the last one. The nature of the data collected were qualitative data based on the in depth interview and focus group discussions, interviews.

3.7.2. Work plan

The work on the research process followed all processes as planned from the first activity up to the last activity.

3.8. DATA ANALYSIS AND PROCEDURES

Data analysis is the process of inspecting, cleaning transforming and modeling data collected from field research with the goal of discovering useful information so as to make right conclusions (Leedy and Ormrod, 2005). Methods of data analysis in qualitative studies are mainly interpretive in nature, with coding, recursive abstraction and content analysis also known as mechanical techniques (Leedy and Ormrod, 2005). This research analyzed its data qualitatively using qualitative content analysis.

3.8.1. Qualitative Content Analysis

Qualitative content analysis is a powerful method for analyzing large amounts of qualitative data collected through interviews or focus group discussions interviews (Patton, 2002 and Minichiolo et al, 1990). The researcher used qualitative content analysis because it has the capacity to condense raw data into categories based on valid inference and interpretation. The resulting in-depth interviews and focus group discussions were recorded and transcribed before analysis. Included in qualitative content analysis is data presentation, since the data was transcribed directly into texts. The choice of the content was justified by what the researcher desired to know (Patton, 2002 and Minichiollo et al, 1990).

The researcher upon having recorded the data from all the participants in his note book from what had been spoken by each participant proceeded to read through each transcript. The researcher wanted to pick out the desired information that was going to be useful with regards to the objectives of the study. In order to achieve this, the researcher transcribed the data from the desired form. This was achieved by way of exploration of the relationship between patterns and trends.

3.9. ETHICAL CONSIDERATION

Ethical considerations are acceptable behavior during a given research process that involve human beings (Leedy and Ormrod, 2005). Permission of entry into the field from relevant authorities was obtained, from Army command. Furthermore clearance was also sought from the University of Zambia Ethics Committee before going into the field. The researcher also requested for permission to interview the participants in the study through an informed consent form. An informed consent form is a document that shows and outlines the aim and purpose of the study to the participants. It also shows how the rights of the participant will be ensured in terms of confidentiality in that their participation will be anonymous throughout (Leedy and Ormrod, 2005). Ethical considerations in the field are important the need of clearance from all parties concerned. It is also important because participants are made aware of the conditions and therefore can choose either to be part of the study or not.

3.10. STUDY LIMITATIONS

This study was not free from limitations just like any other study. The following are the limitations that the researcher encountered during the study: Firstly the desired sample size of 60, ten from each ranks of private, lance corporal, corporal, sergeant, staff sergeant and warrant officer was not reached because private soldiers that attended the UN peace keeping operations had been promoted to lance corporal. Secondly the required number could not be realized from Mushili Barracks but also from other Ndola based units hence an increase in transport costs. Thirdly, a list of soldiers that had gone on peace keeping which should have acted as a sampling frame was not availed. Therefore snowball sampling was used by the researcher with each rank strata identifying a friend until the desired sample size was achieved.

CHAPTER FOUR

RESEARCH FINDINGS AND DISCUSSIONS

4.1. RESEARCH FINDINGS

4.1.1. Introduction

In this chapter the researcher presents findings based on the information collected from the participants that participated in the study. The findings were guided by the outlined research objectives and questions. The study's main aim was to explore and understand the lived experiences of female soldiers in relation to sexual harassment by male soldiers on peace keeping operations. This was in order to capture specific and detailed information from the respondent's narrations, suggestions, opinions, views and comments which were gathered through in-depth interviews and focus group discussions. This approach of collecting data by the researcher was meant to bring out the sexual harassment experiences of female soldiers on the UN peace keeping operations from Mushili Barracks in Ndola and other Ndola based units.

A range of themes emerged from the data collected. The researcher took a naturalistic point of view, in presenting his findings. The goal was to describe the experiences of sexual harassment of female soldiers on the UN peace keeping operations that were based on what the researcher heard. The model that was used in this study involved naturalism and focused on the factual characteristics of the object under study (Guba, and Lincoln, 1994). The study used hermeneutic phenomenology to transform the experiences by contextualizing it. This is the original description of the phenomenon as lived by the social actors and can be called the original meaning. Although no description is free of interpretation hermeneutic phenomenology entails a kind of interpretation that is low to moderate inference.

In order to understand the correlation between the junior and senior ranks in terms of experiences of sexual harassment, the study described the demographic profile of the sample before answering the research questions.

4.1.2. Demographic Profile of the participants

All the participants were female soldiers residing in a military cantonment set up in Ndola and some outside the barracks. The female lived in these cantonments ever since they were recruited from various recruitment training centres. The female soldiers were put in categories according to their rank structure.

Table 1: Shows the total number from each rank and sex.

Female Soldiers by Rank	Number	Sex
		Female
Warrant Officer Class One	01	01
Warrant Officer Class Two	09	09
Staff Sergeant	10	10
Sergeant	10	10
Corporal	10	10
Lance corporal	10	10

Source field data (2014)

It must be noted from the demographic features given above that one category was missing from the rank structure. The rank that is missing is that of a private soldier. This is because all the private soldiers had been promoted to the next rank which was lance corporal. It was noted that almost every female soldier that was interviewed, had attended the UN peace keeping operation once and only very few senior ranks having attended the UN peace keeping operations twice. Suffice to say that there are two categories of warrant officers, warrant officer class one and the warrant officer class two.

Table 2: Shows United Nations Participation Features Of The Participants.

Female Soldiers by Rank	Number	UN participated	Operations
		2 Ops	1 Ops
Warrant Officer class one	01	01	0
Warrant Officer class two	09	03	06
Staff sergeant	10	1	09
Sergeant	10	0	10
Corporal	10	0	10
Lance corporal	10	0	10

Source: Field Data (2014)

4.1.3. Thematic presentation of findings based on the outlined objectives

The results were thematically presented from both in-depth interviews and focus group discussions hence coming up with themes. The thematic discussions were centered on research questions as shown here under:

- (a) What is the nature of sexual harassment on female soldiers in the UN peace keeping operations.
- (b) How do female soldiers cope with life in the face of sexual harassment in the UN peace keeping operations.
- (c) What regulatory measures have been put in place by the Zambia Army to curb sexual harassment.

4.1.4. Narrations and views on objectives one (Nature of Sexual Harassment of Female Soldiers on the UN Peace Keeping Operations on Military Barracks of Mushili and Kalewa) using In-Depth Interviews.

Sexual harassment in the Army was found to be high especially on the junior noncommissioned officers of private, lance corporal and corporal ranks. The findings indicated that female soldiers of the aforementioned ranks were sexually harassed both

in the pre - deployment of the UN operations and during the actual UN operational areas. The study tried to establish how sexual harassment was understood. Furthermore the study went on to find out if the participants had experienced sexual harassment more often or not, before finding out the nature of sexual harassment that was dominant, on the UN peace keeping operations.

4.1.5. Understanding of Sexual Harassment

The study found out that all the participants knew about what sexual harassment was in terms of its meaning. The several responses given by the participants put together formed the actual operational definition that the researcher had before going into the field for data collection. The study further found out that this knowledge was as a result of the exposure of having worked with female soldiers from other countries. It is against this background that when the participants were asked on their understanding of sexual harassment, they had so much to say according to their rank structure as illustrated by the following statements:

A female soldier, of the rank of lance corporal said:

“My understanding of sexual harassment is that, it is a sexual advance from the opposite sex that is not welcome.....”

A female soldier, of the rank of lance corporal said:

“I understand sexual harassment as having sexual intercourse that is not approved by the woman from a man.....”

A female soldier, of the rank of corporal said:

“Sexual harassment is an unwelcome love sms from a man through a phone.....where the man proposes the woman....”

A female soldier, of the rank of corporal said:

“Sexual harassment is where an opposite sex such as a male comes into a female quarter showing an erotic hairy chest against the will of a female..”

A female soldier, of the rank of corporal said:

“Sexual harassment is receiving of a love message card from a man without requesting for it.”

A female soldier, of the rank of corporal said:

“Sexual harassment is unwanted comments about sex from a man to a woman.”

A female soldier, of the rank of sergeant said:

“Sexual harassment is unwanted sexual demand in return for a conducive working environment from a man to a woman.”

A female soldier, of the rank of sergeant said:

“Sexual harassment is unwanted sexual advances either by contact or not....”

A female soldier, of the rank of sergeant said:

“Sexual harassment is a sexualized discussion that is not welcomed by the opposite sex.”

A female soldier, of the rank of sergeant said:

“Sexual harassment is a sexualized comment that is not welcome between a male and a female.”

A female soldier, of the rank of sergeant said:

“Sexual harassment are unwanted sexual advances whether or not accompanied by contact and unsolicited sexualized degrading language.....”

A female soldier of the rank of staff sergeant said:

“That sexual harassment is the hugging of a woman by a man without her consent.”

A female soldier of the rank of staff sergeant said:

“Sexual harassment is where the woman is constantly being proposed for love against her will.”

A female soldier, of the rank of staff sergeant said:

“Sexual harassment is unwanted discussion of sex from a man to a woman.”

A female soldier, of the rank of staff sergeant said:

“Sexual harassment is asking for unwanted sexual favour by a man from a woman.”

A female soldier, of the rank of warrant officer (Junior) said:

“Sexual harassment is when a man talks about indecent sexualized language to a group of women who are uninterested.”

A female soldier of the rank of warrant officer (Junior) said:

“Sexual harassment is a situation where a man talks to a woman about their breast and buttocks when they have not solicited for it.”

A female soldier, of the rank of warrant officer (senior) said:

“Sexual harassment is bad or good comment on the body of a woman from a man even though she doesn't want the remarks.”

A female soldier, of the rank of warrant officer (senior) said:

“Sexual harassment is unwanted comments from male soldiers on how the combat uniform fits the female soldiers and how they eventually look”

From the aforementioned responses the researcher now knew that most female soldiers had a better understanding of what sexual harassment is.

4.1.6. Sexual Harassment Experiences

The narrations, views and discussions with female soldiers who have attended the UN peace keeping operations show that most of them experienced sexual harassment. According to the participants, most of them experienced the phenomenon during the pre-deployment UN preparations within the country and also during the actual operation. Unlike other studies, this study found out that the participants experienced it mostly while on liberty and when relaxing in the camp. These are some of the narrations as illustrated by the respondents:

A female soldier, of the rank of lance corporal commented:

“You know, I experienced sexual harassment during pre-deployment training for the actual operation in Zambia...I also experienced sexual harassment during the actual UN operation in Khartoum, Sudan. In both instances the harasser told me that you look good in your combat trouser would you kindly become my ration.....tonight. In both instances these remarks were not welcome on my side.”

A female soldier, of the rank of lance corporal commented:

“During the training period, in the preparation of flying out for the UN peace keeping operation, I was sexually harassed. When we went to the actual operation was sexually harassed on several occasions. All this time I did not know, that what was happening to me was sexual harassment, until I interacted with other UN peace keepers from Australian contingent. In both instances the harasser who was senior told me in Nyanja that ‘Msilikali wazulisa combat kumbuyo kwatu’ meaning soldier your combat trouser is full behind. I did not approve of the sentiments because I knew they would lead to other things...”

A female soldier of the rank of lance corporal narrated that:

“I experienced sexual harassment during the pre-deployment UN operations as a private soldier on many occasions...during the actual operations the phenomenon also continued manifesting itself in different in forms. The harasser made a comment about my bums before, tapping my bums when I learnt that this was sexual harassment from interaction with other contingents I was very annoyed, alas we have few, females in command hence we are not taken seriously when we report these cases.”

A female soldier of the rank of lance corporal had this to say:

“I learnt of sexual harassment during interaction with the YWCA organization and when it happened to me during the UN pre-deployment and the actual UN operation, she was quick to identify the action. The harasser told me that I was beautiful and that he needed me to be keeping him warm as morale in the field. He called me indiscipline when I refused and that it won’t be condoned in the field hence I would be dropped if I continued with the indiscipline. The remarks by the senior man were not welcome at the time.”

A female soldier of the rank of corporal explains:

“I experienced sexual harassment as a private soldier both during pre-deployment training for the UN peace keeping operation and the actual operation. The harasser said my breast were like a sweet sixteen year old girl and immediately hugged me even though he saw that I did not like the action. When I reported the matter it was not taken seriously because most commanders are male.”

A female soldier of the rank of corporal had this to say:

“As a lance corporal while on the UN operations in Sudan a senior man kept on staring at my body with an appealing eye, followed by a hand signal indicating having sexual intercourse. The senior man also kept on asking me for a sexual favour but I didn’t want the actions because I had no feelings for him. I shared the experience of the sexual harassment with a friend who also told me that she had experienced it, but could not report because she was not taken seriously.”

A female soldier of the rank of corporal had this to say:

“As a private soldier I was harassed using verbal sentiment by a soldier who was senior to me. The senior male soldier while on the pre-deployment preparation for the UN trip told me that where we were going us women had no role to play. He went on say that this was because even in the bush, the male buffalo is the one which does the job. He further said that even the military pictures show a male buffalo hence my role would be to quench his thirst during the long drought for the six month operation. With that he showed me a hand signal indicating he needed sexual intercourse.....” and this was done on many occasions including in the actual operation despite me showing by actions that I did not like his behavior on me.”

A female soldier of the rank of corporal said:

“As a private soldier on the UN peace keeping operation, I was sexually harassed. This experience was done several times by the harasser. The harasser began by making comments that my body looked soft and beautiful during morning Pt. whenever it came to doing exercises that involved pairing up he always chose me and during those exercises he would touch...”

Female soldiers of the rank of sergeant as individuals had this to say:

“I attended, the UN peace keeping operation, as a sergeant. As a SNCOI never experienced sexual harassment. This could be because during this operation I was at a place which was declared out of bounds to all ranks except the officer commanding.”

A female soldier of the rank of staff sergeant said:

“I was an assistant chaplain during both deployments at company headquarters during pre deployment. By virtue of my appointment and rank I did not experience sexual harassment.”

Female soldiers of the rank of staff sergeant had this to say as individuals:

“I know what sexual harassment is but did not experience it because I was occupying an office which was out of bounds to all ranks except those on duty and the commanders.”

Female soldiers of the rank of warrant officer class two had this to say as individuals:

“I have attended UN operation (s) as a warrant officer class two. From the operation(s) I never experienced sexual harassment. This is because may be I have a senior rank but I have heard from my junior female soldiers of the ranks of private and lance corporals that they have been sexually harassed. In their narrations they have said they are verbally harassed through comments about their bodies... and through proposals for sexual favours. Others told me that they were physically harassed during morning physical exercises when it came to pairing up where their bodies could be Others have said they were non verbally harassed through hand signals indicating sexual intercourse.”

A female soldier of the rank of warrant officer class one said:

“Verbal harassment through comments and proposals for sexual favours were during both UN operations that I attended as a warrant officer class two as well as warrant officer class one. I never experienced sexual harassment though I heard that it was there and the most affected being privates and lance corporal ranks. Mostly these low ranks were harassed through verbal sexual harassment...”

4.1.7. Dominant Nature of Sexual Harassment

The narrations, views and opinions from female soldiers, from the following ranks lance corporal, sergeant, staff sergeant, warrant officer class two and one, showed that the most dominant was verbal sexual harassment. From the findings it was also revealed that physical sexual harassment and nonverbal sexual harassment are also experienced. The respondents upon identifying the dominant also talked about its characteristics under listed are descriptions from the respondents.

A female soldier of the rank of lance corporal had this to say:

“Sir (referring to the researcher) in my own opinion the most dominant nature of sexual harassment is verbal sexual harassment. The reason why I say, it was verbal sexual harassment is because during the pre-deployment and actual UN operation in Sudan my harasser made comments about how my combat trouser fitted and also further commenting that he needed me as his ration for a short time even though I showed him that I was not interested....”

I also wish to say that, three privates, all female soldiers echoed the same sentiments to me though one of them said the harasser touched her bum which was physical sexual harassment. I went on to say the touching of the bum meant that this was now physical sexual harassment.”

A female soldier of the rank of lance corporal said:

“As a lance corporal on the UN peace keeping operation, in my own view verbal sexual is the common nature of sexual harassment. This was because her harasser told me that the combat trouser she was putting on was full at the back....A statement which she did not like because she knew where it was leading....She further said verbal was dominant because a fellow female soldier with the same rank told her harasser requested for a sexual favour from her when she did not want it...”

A female soldier of the rank of lance corporal said:

“Verbal sexual harassment was the dominant harassment because the harasser kept on asking for sexual favour.....I can also say three female soldiers of the rank of private had indicated that they had been told that their combat trousers were full behind when they did not like the comments.....I can also say,

however it was not only verbal sexual harassment but also nonverbal sexual harassment involving the harasser staring at some of her body parts....”

A female soldier of the rank of lance corporal said:

“While I was a lance corporal in the UN operation that I attended, the dominant nature of sexual harassment was verbal. I am saying it was verbal, because the harasser told me by word of mouth that.....”

A female soldier of the rank of corporal had this to say:

“...the nature of harassment that were common are physical and verbal sexual harassment. The harasser first began by telling me that my breasts were pointed like a sweet sixteen which I called verbal harassment. As if that was not enough he requested for a hug which I called physical sexual harassment.....”

A female soldier of the rank of corporal said:

“Nature of sexual harassment that was common during the UN peace keeping operation at the time was verbal and nonverbal sexual harassment. The harasser who was senior to me kept on staring at me...even though I showed him signs that I did not like that type of his look. To add salt to an injury he also went ahead to ask me for a sexual favour. This taken together indicated that verbal and nonverbal are both the common nature of sexual harassment because I have seen this action to some of my friends.....”

A female soldier of the rank of corporal narrated:

“The common nature of sexual harassment during the UN operation that we attended was both verbal and nonverbal sexual harassment. I am saying this because my harasser told me that I was not relevant, being a female in that

operation, because there was no male buffalo on all military pictures a situation which I tamed as verbal sexual harassment. During the operation, also my harasser showed me a hand signal indicating that he needed sexual intercourse.....This I tame as nonverbal and at least I have witnessed this nature of harassment happen to my other colleagues of the same rank.....”

A female corporal had this to say.....:

“The nature of sexual harassment on the UN peace keeping operation was verbal. This is because male soldiers during these operations always told us that our bodies were soft and.....I never liked these verbal comments.....”

A female soldier of the rank of sergeant had this to say:

“The common nature of sexual harassment that I had heard from some victims that were mostly private was verbal sexual harassment. This harassment according to the victims involved comments about the body, appearance and mostly it was unwelcome to the harassed.”

A female soldier of the rank of sergeant said:

“According to the victims I interacted with during the UN peace keeping, most of which being privates, said the common nature of harassment was by word of mouth. This for me meant verbal sexual harassment. The female private soldiers told me that male soldiers used to tell them that their combat trousers were full behind.....a thing they detested.”

A female soldier of the rank of sergeant said:

“I have not experienced sexual harassment directly but at least I have heard from some female private soldiers that verbal and physical sexual harassment were common. The reports I received showed unwelcome comments and hugs from the harassers.”

A female soldier of the rank of sergeant said:

“I attended the UN peace keeping operation as a senior noncommissioned officer but never experienced sexual harassment. I have only heard from few privates and lance corporal female soldiers that verbal and nonverbal sexual harassment were common.....”

A female soldier of the rank staff sergeant said:

“During the UN operations, that I attended, I was told by a female lance corporal and some female privates that the common nature of sexual harassment was verbal. They told me that most male soldiers that were senior to them were in the tendency of telling them there your combat trousers are full behind and that they looked appetizing...Sir (meaning the researcher) this in itself is what I will call verbal sexual harassment.”

A female soldier of the rank of staff sergeant said:

“During the UN operation I attended, some female lance corporals told me that they were constantly being told that their bodies looked appetizing and also requesting them for sexual favours...This was reported to me on several occasions which is verbal harassment.”

A female soldier of the rank of staff sergeant said:

“I learnt from the UN peace keeping operation that I attended that the most common nature of sexual harassment was verbal and physical. I heard from junior female soldiers such as privates and female soldiers that the two were common but that verbal was more common. I was told that the verbal sexual harassment was in form of comments about the bodies of the junior female soldiers.....furthermore they said physical sexual harassment to a small extent manifested itself in form of hugs.....”

A female soldier of the rank of staff sergeant said:

“....of the two operations which I attended during the first one I was a victim of sexual harassment I experienced verbal sexual harassment which was the most common nature of sexual harassment. In this type of harassment most of us that were lance corporals received comments that our trousers were full behind against our liking.

When I went for my second UN operation this time as a staff sergeant I did not experience sexual harassment but just heard from junior female soldiers that the common nature was verbal. This they said was in form of comments that were not welcome such as having a combat that was full behind.....”

A female soldier of the rank of warrant officer class two said:

“.....I have attended two major UN operations. From one of the operations two private female soldiers came to complain that they had been sexually harassed verbally, this was dominant. They claimed that some senior male soldiers told them that their combat trousers were full behind when they did not like the comments....”

A female soldier of the rank of warrant officer class two had this to say:

“Comrade (referring to the researcher) I have not experienced sexual harassment in both the UN operations that I have attended. But during the two operations some junior female soldiers holding the rank of lance corporal told me that they had been verbally and non verbally harassed. I was told that they had been told that their behind in combat trousers looked appetizing and this was followed with a stare at their bodies. I was told that the female lance corporals did not like it.....”

A female soldier of the rank of warrant officer class two said:

“....though I did not experience sexual harassment in the two UN operations that I have attended I had heard something on it. I was told by some privates and lance corporal ranks of female soldiers how they had been harassed. Most of them said the common one was verbal through comments of asking for sexual favours a situation they did not want.

They said another which followed the verbal was physical especially during morning Pt involving pairing. The lance corporals and privates told me that pairing involved lifting one another and some senior men would choose them but lift and hold them in a way they did not like...”

A female soldier of the rank of warrant officer class two said:

“I have not experienced in the UN operation, which I attended the vice of sexual harassment. However, a fellow female warrant officer told me how some female warrant officer told her that they did not like the comments made on them by some senior male soldiers. She said they told her that these senior male soldiers made comments about their bodies.....she said because of being junior the female soldiers would be put in front so that the senior male soldiers would

stare at their backs...she said most of the junior soldiers told her that the dominant was verbal followed by nonverbal.....”

A female soldier of the rank of warrant officer class one said:

“I have not experienced sexual harassment from the two operations I have attended in my present rank. However some private and lance corporal female soldiers have confided in me how they were sexually harassed. They told me that they were verbally harassed through proposals for sexual favours. Most kept on telling me about verbal harassment hence I concluded it was the most dominant form of sexual harassment.”

4.1.8. Rank of Major Harassers

The views, discussions and narrations with the female soldiers in the field revealed that the common ranks, involved in this vice were sergeants and corporals. There were also lance corporals as the major harassers of the female junior soldiers. A female soldier of the rank of lance corporal had this to say:

“During pre-deployment and actual UN operation in Khartoum Sudan my harasser was a corporal. I was a lance corporal I was under his command most of the time at section level both during patrols and in the base area.”

A female soldier of the rank of lance corporal said:

“I was harassed by a corporal during a UN peace keeping operation before actually learning what sexual harassment was from the Australian contingent female soldiers. My harasser was a corporal while in our base area and on liberty, when I was a lance corporal.”

A female soldier of the rank of lance corporal had this to say:

“Sir (meaning the researcher) my harassers at the UN operations were a sergeant, corporal and a lance corporal while I was a private soldier. On different situations this happened in the base area where we camped. It also was the case during liberty their comments were not welcome....”

A female soldier of the rank lance corporal said

“I attended the UN peace keeping operation as a private soldier and in the area where we were based a lance corporal, corporal, sergeant and a private male soldier at different times harassed me either verbally or physically before I learnt what sexual harassment was from other contingents. At all times the actions were not welcome...”

A female soldier of the rank of corporal had this to say:

“I was a private soldier, when I was verbally harassed by my harassers who were of private, lance corporal and sergeant ranks all being males and my seniors. This was at the area where we were camped both during pre-deployment and the actual operation.”

A female soldier of the rank of corporal said:

“I was a private soldier when I was both verbally and physically harassed by a corporal at the camp area. A rank mate of mine at the time also told me that the same thing had happened to her but with her it was a lance corporal and a sergeant as the harassers.”

A female soldier of the rank of corporal said:

“I was a private soldier when I attended the UN operation when I was both verbally and non-verbally harassed by a corporal at our camp area on many occasions.....”

A female soldier of the rank of corporal said:

“I was a lance corporal while on the UN operations in Sudan. I was verbally and non-verbally harassed by my harasser who was a corporal at the time. This was done on many occasions.....”

A female soldier of the rank of sergeant had this to say:

“I did not experience sexual harassment, while on the UN peace keeping operation, but I had heard of it from some female private soldiers. The female soldiers further, said to me that they were victims of verbal sexual harassment at the hands of a corporal and sergeants in the camps where they were.”

A female soldier of the rank of sergeant said:

“I was not sexually harassed during the UN peace keeping operation personally as a sergeant. But however through interactions, I came across some private female soldiers who told me they had been verbally harassed by some male lance corporals, corporals and sergeants in their camp areas.”

A female soldier of the rank of sergeant said:

“I was never at any given time harassed by any male soldier of any rank. However, some female private soldiers told me that they had been both verbally and physically harassed most times in their camp areas by male corporals.”

A female soldier of the rank of sergeant said:

“I have only attended one UN peace keeping operation as a sergeant and did not suffer sexual harassment from male soldiers, whether senior or junior to me. During interaction with some female private soldiers revealed to me was that they were mostly being sexually harassed verbally by corporals and sergeants from their camp areas....”

A female soldier of the rank of staff sergeant said:

“Sir (meaning the researcher) while I was not harassed during the UN operation that I attended some junior female soldiers were harassed I was narrated to by one female lance corporal and some female privates that they were verbally harassed by lance corporals and some corporals in the areas where they were deployed and camped...”

A female soldier of the rank of staff sergeant said:

“I have not been sexually harassed personally but some female lance corporals told me that they were constantly being verbally harassed by some corporal in areas where they were camped...”

A female soldier of the rank of staff sergeant had this to say:

“I have attended the UN operations only once but I did not experience harassment as a staff sergeant during the period. However, I must admit during the period I came across some female private soldiers who told me that mostly they suffered verbal and to a small extent physical harassment respectively at the hands of lance corporals, corporals and sergeants.”

A female soldier of the rank of staff sergeant said:

“I have attended the UN peace keeping operation twice as a lance corporal and as a staff sergeant. I did not experience sexual harassment as a staff sergeant on the UN peace keeping operation but I experienced, as a lance corporal. I was verbally harassed at the time I was a lance corporal by a corporal. I was also told by another female lance corporal that she was also harassed in the area where she was deployed and camped.”

A female soldier of the rank of warrant officer class two said:

“I have not been sexually harassed from the two UN operations that I have attended as a warrant officer class two. During the operations two female private soldiers told her that they had been verbally harassed on many occasions in their areas of deployment by some corporals and lance corporals.”

A female soldier of the rank of warrant class two said:

“I have not been sexually harassed from the operations that I have attended at the UN level. During the operations some female soldier of lance corporal rank told me that in their camp some male soldiers holding the ranks of corporal had been constantly harassing them verbally.”

A female soldier of the rank of warrant officer class two said:

“I never experienced sexual harassment during the UN operations from any rank. However as a result of interactions with other female soldiers I learnt that some male soldiers holding the ranks of corporal had been verbally and physically harassing the victims who happened to be privates and lance corporals.”

A female soldier of the rank of warrant officer class two said:

“I have attended one UN peace keeping operations as a warrant officer and no rank has ever harassed me. However some female soldiers holding the ranks of privates and lance corporal told me that they were constantly being harassed both verbally and non-verbally by corporals and lance corporal.”

A female soldier of the rank of warrant officer class one said:

“I learnt that corporals and sergeants were the major harassers, from some female privates and lance corporal. They said the corporals and sergeants were verbally harassing them constantly in their respective deployment area. For me no rank has ever harassed me in the UN operations.”

4.1.9. Narrations, suggestions and views on Objective Two (Coping Of female soldiers in the face of Sexual Harassment on the UN Peace Keeping Operations in the Military Barracks of Mushili and Kalewa using a Focus Group Discussion Interview Guide.

Arising out of the in-depth interviews with female soldiers on the nature of sexual harassment as the first objective, the researcher purposely selected some to make up a focus group discussion team. The researcher concentrated on those that had directly experienced sexual harassment. The idea was to find out how they cope with sexual harassment in the face of sexual harassment as objective number two. The researcher tried to find out how common sexual harassment was in the career of the respondents as a team. The researcher went on to find out what reporting mechanism had been put in place by relevant authorities and subsequently the coping mechanisms that the respondents used in the face of sexual harassment. Out of the three themes this is what the researcher established.

4.1.10. How Common Sexual Harassment is most of the respondents in the Focus Group Discussion Interview team said that Sexual harassment was common not only in the UN Peace Keeping Operations but even more in Training Centres and in their Work Places.

They further said that the harassment usually manifested itself in form of verbal sexual harassment. The following narrations explain how common sexual harassment is from the focus group interview team that was experienced it before. A female soldier of the rank of lance corporal had this to say:

“Sir (referring to the researcher) in my own personal view sexual harassment is common not only from the UN operation that I attended, I experienced it more often also during my initial military training, when joining Army. The common one was verbal were those males senior to us would make comments on our bodies against our will. I found myself chatting with many of my colleagues about this issue on several occasions.”

A female soldier of the rank of lance corporal lamented and said:

“I have no kind words for lance corporals and corporals. These are the ranks that have made the vice of sexual harassment to be common because of their unwanted comments on our bodies and proposals for sexual favours. During the UN operation that I attended as a private soldier then, I think most of my friends seated here can bear with me how we constantly complained about the verbal harassments. During training the same thing was the order of the day when we were joining the Army. Today as a lance corporal at work I still experience this....”

A female soldier of the rank of lance corporal had this to say:

“I think my friends seated on this panel sir (meaning the researcher) will agree with me that sexual harassment is common. It is not only common in the UN operation that we attended, also at our work places and our recruit training areas. During the UN operations most of us seated here were privates and we suffered verbal sexual harassment through comments such as your combat trousers are full behind and because of that we were fit for ration....”

4.1.11. Reporting Mechanisms Put in Place

Most of the views from the assembled team of lance corporals stated one common idea. It was found that there was one common standard way of reporting all problems affecting morals of any soldier at different command levels going up until they are solved, so that all soldiers are with morale. Most of the respondents said sexual harassment was no exception and that it was to be reported the same way. However it was established that it was not receiving the much attention that it needed. These are some of the descriptions as illustrated by the participants.

A female lance corporal had this to say:

“There is one standard way of how we report which all my friends seated here are also aware of. We report to any senior person in the line of command until your problem reaches a commander who has the capacity to solve it. If there is a witness the person that has offended you is charged and disciplined. Being sexually harassed will therefore also be reported in the same way though it is not taken seriously.....”

A female soldier of lance corporal rank had this to say:

“From the time that I was graduating as a soldier I was told that any problem that I was going to encounter should be reported to the next senior commander at any level and await feedback from a commander that has powers to solve the problem...It could be a social problem or that I have been offended with any problem I reported one time that I was verbally harassed but it was not taken seriously. I was only counseled and told that it was just military language that the senior man told me that my back is full in the combat trouser I was putting on.....”

A female soldier of the rank of lance corporal said:

“I reported that I was verbally harassed by a corporal, but I was only counseled that those were just some military language that I should not take offence off. The report was done just the way we do with other problems from the lowest level of command up to the one who is able to solve it.....”

4.1.12. Female Military Coping Mechanisms

The research found out that mostly female soldiers dealt with the problem of sexual harassment, using the problem-fix coping mechanism and problem-sharing coping mechanism. It was revealed from the findings that in order to avoid and minimize the effects of sexual harassment the female soldiers used the afore-mentioned coping mechanisms. It was revealed from the responses that problem-fixing involved the female soldiers' be-friends a senior male soldier to cut off harassers, completely. It was also revealed from the responses that problem-sharing was used in order to minimize the stress through confiding in a friend with a similar predicament. Two sub-themes emerged as a result, and the following are the narrations of the respondents:

4.1.13. Problem fixing coping mechanism

A female soldier of the rank of lance corporal said:

“Sir (referring to the researcher) personally I manage to fight of sexual harassment not through reporting to relevant authorities but through befriending of a senior man in a platoon. This keeps away harassers as they will fear the senior man. I see this as good initiative because when I report to the authorities it is not taken seriously.”

A female soldier of the rank of lance corporal said:

“When we were going for UN operations in Sudan during the pre-deployment I was harassed verbally through some unwanted comments....when we flew out for the main operation I be-friend a senior man and no one harassed me thereafter....”

4.1.14. Problem-sharing coping mechanism

A female soldier of the rank of lance corporal said:

“In order to minimize stress as a result of my report not being solved to my satisfaction I had to confide with my satisfaction I had to confide with my fellow female lance corporals that had undergone the problem of sexual harassment. This gave me a relief as I realized I was not the only one and the stress in there was minimized thereafter.”

A female soldier holding the rank of lance corporal said:

“I survived the stress as a result of sexual harassment through confiding in some of my friends seated here in that they told me I was not the only one...Together we encouraged each other not to be putting the experiences to heart...”

4.1.15. Narrations, Suggestions and Views on Objective three (Regulatory Measures put in place to curb Sexual Harassment by the Zambia Army) Using Focus Group Discussion Interviews.

From the findings, it was revealed that the vice of sexual harassment was difficult to stop by most respondents. The respondents in the team participating in the focus group discussion said it was difficult to stop sexual harassment because it was not taken seriously by male commanders. It was established that when verbal sexual harassment which was common was being reported the commanders at platoon level always said that it was just military language and after all there was no female buffalo hence all of us were male buffalos most of the female soldiers said that there was a need to be taking the issue of sexual harassment seriously and punish the culprits seriously if it has to be combated.

Most respondents said there were no regulatory measures put in place with regard to sexual harassment. However most of the respondents agreed that during the operation all male soldiers were warned against harassing female refugees in the area of operation though it was silent on the measure female soldiers.

4.1.16. Sexual Harassment Unstoppable

Most participants in the focus group discussion (FGD) said that sexual harassment was unstable because of the attitude of some male commanders. This is what female soldier had to say:

A female soldier of the rank of lance corporal said:

“I think and I feel that sexual harassment is unstoppable. I think so because most commanders at the level of platoon never took it seriously. For example at one time during the UN operation I reported to a sergeant that I had verbally been harassed that....the only feedback that I received was that it was just some military language and it ended like that. I think some of my friends here will concur with me that they have found themselves in a similar predicament....”

A female soldier of the rank of lance corporal had this to say:

“I can't imagine sexual harassment coming to a stop in the Army during UN peace keeping operations. I feel even my friends sited here on this interview can bear me witness. I reported a verbal and physical sexual harassment at our platoon at different levels of command. For the verbal harassment I was told that it was just some form of military language. For the physical sexual harassment I was told that pairing during morning exercises demonstrates how one can lift you in case of emergency so don't worry about how you were lifted it is normal...”

A female soldier of the rank of lance corporal said:

“I launched a complaint at my platoon that I had both been verbally and non-verbally harassed. I lamented that the comments that were used to me by a corporal that.....The answer that I received just like some of my friends seated here was that it was just normal military language when I reported that a corporal had used a hand signal showing sexual language I was told how have you known that, that is what it meant so I am saying it won't stop.”

4.1.17. Combating Sexual Harassment Advice

The participants in the focus discussion group team said there was need to be enshrining the topic of sexual harassment and its effects on those that are victims of it together with consequence of doing in the military indabas. This they said will reduce it. This is what most participants had to say:

A female soldier of the rank of lance corporal had this to say:

“Sir (referring to the researcher) I think all of us seated here on this discussion group will concur with me if an issue is not talked about in terms of how bad it is, it will continue .I say so because both at training and after we completed training always we would be reminded that getting pregnant before three years elapses is an offence. Because of that we take measures to avoid this. I must state even the issue of sexual harassment must be handled in the same manner. It must be talked about in military indabas very strongly.”

A female soldier of the rank of lance corporal said:

“I think the best way to solve the issue of sexual harassment is to talk about the issue most of the times before any operations of the day through some form of a military indaba were all problems will be talked about and instructions given.It will carry more weight as everyone will be aware of it including as female soldiers we won't harass our male counterparts as we are going to fear of the consequences.I am sure it is also the view of us seated here (referring to the other female soldiers in the FGD).”

A female soldier of the rank of lance corporal said:

“Repeatedly talk about it every day before any work will help reduce sexual harassment. It must be like a morning prayer was the punishment is also mentioned. I also concur with my friends seated here who have said it should also be talked about in military.”

4.1.18. Regulatory Measures Put in Place

Most participants in the focus group discussion team said there was no regulatory measure that was in place with regard to sexual harassment that is in military instructions on female soldiers hence it still persists. This is what the respondents from this discussion had to say:

A female soldier of the rank of lance corporal said:

“There is no regulatory measure that has been put in place with regard to sexual harassment. However I have heard of regulatory measures from other contingents on the UN peace keeping operation...”

A female soldier of the rank of lance corporal said:

“During the UN operation as soldiers together with our male counterparts instructions were read to us on the dos and don'ts such as when to open fire and when not, places out of bounds were read to us and we adhered to them. However the issue of sexual harassment on us female soldiers was not read. Hence I can safely say it is not there as a regulatory measure.....”

A female soldier of the rank of lance corporal said:

“In the Army sir (meaning the researcher) instructions are written and any one going against them they charge them, quoting the instruction, what follows is disciplinary action. There is also need to have instructions relating to the sexual harassment of female soldiers both in the base and on the UN operations.”

4.1.19. Summary

This chapter presented the findings on the sexual harassment lived experiences of female soldiers on the UN peace keeping operations from Ndola based units in Mushili and Kalewa Barracks of the Copperbelt Province. The findings were based on the under listed research objectives:

- (a) Nature of sexual harassment
- (b) Coping of female soldiers in the face of sexual harassment
- (c) Regulatory measures put in place to combat sexual harassment

Using in depth interviews for nature of sexual harassment it was revealed that all the female soldiers had an understanding of what sexual harassment was. It was further established that junior ranks involving lance corporal had experienced sexual harassment during the UN peace keeping operations while the higher ranks of sergeant and above never experienced it. Three forms of sexual harassment were established such as verbal, nonverbal and physical harassment respectively.

The dominant one was verbal sexual harassment using focus group discussion for coping mechanisms for female soldiers in the face of sexual harassment many views were established. While it was established from most respondents that sexual harassment was common even with one standard way of reporting all problems, but for sexual harassment to no avail hence coping mechanisms was the last resort. The study revealed that the two major mechanisms used were problem - fixing and problem - sharing coping mechanisms respectively.

Lastly using focus group discussion interviews for regulatory measures put in place to curb sexual harassment it was discovered that there was no written regulatory measure written as other instructions, for sexual harassment.

4.2. DISCUSSION OF FINDINGS

4.2.1. Introduction

Arising from the findings, raised in chapter four, the main aim of this chapter will be to discuss those findings. The findings were based on three objectives and this chapter will discuss the findings in chapter four chronologically. Explaining the meaning of the results from chapter four, of this study is the prime purpose of this chapter to the reader. (Leedy and Ormrod, 2005). The findings are initially discussed using research questions which are a mirror of research objectives to clearly show what the research outputs are in relation to the problem the study had at the onset. In this chapter a regional and global context is considered to make the findings outline what is similar and dissimilar in the study. From whatever is dissimilar it will be interpreted as a gap filled in from other dissertations and scholars. The chapter will also show how the theoretical frame work relates to the present study during the discussion. While the research questions will be attached to answers together with their meaning the lessons learnt will also be shown. Finally a summary will be shown from the discussion of the findings as a result of the research questions.

4.2.2. Answers to Research Questions and Lessons Learnt from the Study

It is prudent that at the end of any inquiry, answers to research questions or those using, objectives, phenomena related to them are shown (Cresswell, 2009). In this study the researcher choose to use the research questions model because they acted as tools to think with in generating knowledge to fill the gaps that excited before inquiry so as to come up with solutions to a given phenomenon (Leedy and Ormorod, 2005). In general, research questions are specific questions that the researcher seek to answer by the end of any given study or inquiry in order to come up with solutions to address them

(Cresswell, 2005). From the answers given this section will show how the theoretical frame work fits and helps in terms of correlation with the findings. After having the main answers to the three main research questions under listed, it is expected to discuss the findings and contextualize them. The chapter will then show common pattern of even with other studies and how the findings of this study support them, at global level.

4.2.3 The Answers to Research Question One (Nature of Sexual Harassment)

What is the nature of sexual harassment on female soldiers in the UN peace keeping operations?

There is sufficient evidence to show that sexual harassment is understood by female soldiers that have attended the UN peace keeping operations in terms of what it means from the Ndola based units, through their experiences furthermore there is evidence showing that female soldiers experience sexual harassment on the UN peace keeping operations. The evidence also shows that the junior ranks of private, lance corporal and corporal experiences sexual harassment. There is evidence also which shows that the nature of sexual harassment is understood by female soldiers that have attended the UN peace keeping operations in terms of what it means from the Ndola based units, through their experiences furthermore there is evidence showing that female soldiers experience sexual harassment on the UN peace keeping operations. The evidence also shows that the junior ranks of private, lance corporal and corporal experience sexual harassment.

There is evidence also which shows that the nature of sexual harassment is in form of verbal, nonverbal and physical. There is evidence which shows that the dominant nature of sexual is verbal sexual harassment and that there are also few traces of both physical sexual harassment and nonverbal sexual harassment. There was evidence also that the nature of harassment recorded from the respondents was done by corporals and lance corporals on lower ranks of both lance corporal and private female soldiers

Lessons learnt from this study (What is the nature of sexual harassment on female soldiers in the UN peace keeping operations).

After having understood the experiences of the nature of sexual harassment from female soldiers that have attended the UN peace keeping operation, and after having the main answers to the research questions, it is expected to discuss what the findings mean and contextualize them. A study at global level related to the dependent variable of this study which is sexual harassment was done by Gallagher (2008). His study just like the present study had one thing in common, in that it involved military personnel. Beyond this when we contextualize the findings we see a common pattern of events from the USA military personnel, with that of the present study. The nature of sexual harassment that was common in this study with that of Gallagher was having recorded physical sexual harassment and verbal sexual harassment. Davidson (2013) also found out the same pattern on the nature of sexual harassment during the UN peace keeping operation called desert storm where physical sexual harassment was recorded just like the present study.

A study by Zandonada in Zambia Ndola on public and private workers, also recorded the same nature of sexual harassment, which is physical sexual harassment with the present study and the other afore-mentioned studies. It was also found out common in the studies was junior female victim. This study is supported by the other studies that are aforementioned concerning what the nature of sexual harassment is, when looking at what is similar.

When we further relate the present study with other studies at global level we find that apart from similarities there are also dissimilarities. The dissimilarities, showed a gap filled in by the present study, a major reason why this study had to be undertaken.

The findings of this are different from the other studies in that on what the nature of sexual harassment was, it recorded the following physical, verbal and nonverbal. What is learnt from the present study is that while the nature of sexual harassment was similar in terms of physical and verbal, nonverbal was dissimilar since the other studies never

talked about it. While it was noted that raping and kissing of junior female soldiers under physical sexual harassment was common in the studies of (Gallagher, 2008 and Davidson, 2013), the present study showed a different version for the form physical sexual harassment. The dissimilarity was that instead of the rape recorded from other studies at global level like that of Gallagher and Davidson the findings from this study were hugs and pairing during morning physical training exercises were male soldiers had a chance of touching some erotic parts. What is learnt from this is that female soldiers experienced sexual harassment at the hands of senior male soldiers because they are not found in positions of decision making at combat level, and that they are in the minority. Because of this they can easily be discriminate and marginalized through sexual harassment.

There is no gender equality in terms of combat appointments to the already minority women in the military to represent them effectively hence even when they complained they were not taken seriously. Therefore there is a need of ensuring gender balance to avoid the problem, through ensuring the already minority female soldiers are represented at decision making levels also.

This study used a theoretical frame work of the token theory. In line with the researcher's line of thought, the token theory has helped in understanding why the present situation is the way it is (Kombo and Tromp, 2006). The token theory postulates that in a given organization like a military one were females are the minority and are not represented through the governing of affairs their complaints will be dying a natural death (Kamir, 1998). There has also been evidence from this study in line with the view of the token theory were the complaints of Junior female soldiers have failed to be looked into because combat appointments are more prominent with the male soldiers. Enshrined in the token theory is a study also that states the same views that women or indeed men are likely to experience sexual harassment if they are the only representatives of their sex where there is no gender balance.

4.2.4. The Answers to Research Question Two (Coping with Life in the Face of Sexual Harassment)

How do female soldiers cope with life in face of sexual harassment in the UN peace keeping operations?

There is sufficient evidence to show that sexual harassment is common in the Army especially at platoon level during the UN peace keeping operations. Revealed in this study is that it is not only common in the UN peace keeping operations but in different environments such as at normal work places. Furthermore there was also sufficient evidence that despite that there is a standard way of reporting problems from the smallest level of command up to the time they are address. It was difficult when it came to the issue of sexual harassment. This is because sexual harassment is not enshrined in the instructions of most military documents so as to carry weight.

Resulting from the aforementioned it has been noted that sexual harassment is there and that female soldiers have devise mechanisms of coping with sexual harassment. The two mechanisms of coping from this that were recorded are problem fixing and problem sharing in order to deal with the problem of sexual harassment from male senior soldiers such as corporals and sergeants at platoon level.

Lesson learnt from this study (How do female cope with life in the face of sexual harassment in the UN peace keeping operations).

After having understood the experiences of how female soldiers cope with life in the face of sexual harassment on the UN peace keeping operation and after having the main answers to the research questions, it is expected to discuss what the findings mean and contextualize them by seeing how they relate to other similar studies. The present study's findings on coping show that as a way of coping female soldiers used the approach coping female soldiers used the approach coping strategy by way of (reporting to the authority for help) as in the study for (Roth and Lebowith). The other students at global level such as the aforementioned is the correct way of coping with a problem.

The coping strategy in the Army with regard to female soldiers may be difficult because of the way some feminine issues such as sexual harassment are treated which are in form of gender discrimination where the female soldier's views are not taken seriously. This way of handling issues amounts to gender bias. What is learnt is that though there was this similarity, the present study found out that the views of the female soldiers in terms of their problems were not taken seriously hence resorting to other coping strategies, which may not be ok? There was strong evidence that the female soldiers engaged in two other coping mechanisms after the approach coping mechanism using reporting to authority for help did not work. This situation may have been necessitated because of lack of gender mainstreaming policy, in the mentioned area.

Evidence from this study showed that the female soldiers used problem fixing coping mechanism and problem sharing coping mechanism. The problem fixing coping mechanism is where the female soldiers at platoon level opted to stare befriending a senior for protection of sexual harassment. The harassers in this case will not harass them because they have befriended the senior man for fear of being charged if they did so. The problem fixing coping mechanism has been supported by the theoretical framework of human who talked about the social exchange theory in 1961. According to Homan (1962) the theory believed that society has social classes and that the lower class always depends on the upper class. It supports that in a stressful situation the disadvantaged might use their abilities to come out of given predicament. However this coping mechanism on personal assumption may be disadvantageous because the senior person is likely to harass them sexually because of the outgoing behavior that will be exhibited.

This is supported by the misperception theoretical framework (Brandsaeter and Widebry, 1992). The theory highlights that sexual harassment results from men's misperceptions of women's behaviours and intentions. It is hypothesized that men who tend to misperceive women's friendly outgoing of availability are more likely to endorse and engage in sexual harassment of women in different communities including the military. Therefore there is a need to address the issue of sexual harassment to avoid the

aforementioned coping strategy by female soldiers. Apart from problem fixing coping mechanism there was also strong evidence that the female soldiers from the focus group interview said they used problem sharing coping mechanism. The female soldiers said they found relief from stress of sexual harassment by confiding in fellow rank mates. The female soldiers felt they were relieved and talking about it meant they would encourage each other to persevere as they were not the only ones.

The theoretical frame work of the transactional model of stress and coping supports the findings in terms of why they are like that from the problem - sharing coping mechanism. This theory was done by (Lazarus and Folkman, 1980). He as earlier alluded in chapter two of the literature review came up with three ways of relieving. Stress agrees with the findings of the present study on problem sharing. However what can be learnt is that the coping mechanism is only temporal their need for a solution, to avoid the wrong coping.

4.2.5. The Answers to Research Question Three (Identify the Regulatory Measures that have been put in place to Curb Sexual Harassment in the Zambia Army)

What regulatory measures have been put in place by the Zambia Army to curb sexual harassment on the UN peace keeping operations?

From the experiences of the female soldiers there is strong evidence that there were no regulatory measures put in place with regard to sexual harassment that is written with regard to female soldiers in the Zambia Army. As a result of this the female soldiers said there was need to enshrine in the Army instructions an article on the sexual harassment of female soldiers to the relevant authorities, if it has to be stopped.

Lessons learnt from the study (what regulatory measures have been put in place by the Zambia Army to curb sexual harassment on the UN peace keeping operations.

After having understood the experiences of what regulatory measures have been put in by the Zambia Army to curb sexual harassment on the UN peace keeping operations from the female soldiers, and after having the main answers to the research questions it is expected to contextualize them. Contextualizing them will help identifying how the findings relate to other studies at global level that are similar.

The present study revealed sufficient evidence that show that there is no regulatory measure with regard to sexual harassment of female soldiers on the UN peace keeping operations from the Zambia Army. This is either written or oral as the UN peace keeping operations is in motion. There is a strong similarity with other studies at global level that have excluded their worker according to the review of literature on the regulatory measures put in place to curb sexual harassment. SCGR (2008) stated that the United Nations had banned any form of sexual harassment abuse and exploitation on the local population by all UN personnel and military peace keeper whether consensual or coerced. It further stated any employee or peace keeper found wanting was going to be removed from the area of operation or forfeit all his UN operation allowance. What is learned from this study is that the enshrinement of an instruction on sexual harassment will reduce the levels of sexual harassment on the local population during the peace keeping operations.

However, the levels of sexual harassment are likely to be high on female peace because they are not cover by the United Nations policy on sexual harassment and the Zambia Army. There is no regulatory measure put in place with regard to sexual harassment because men and women are different. Today there are many men holding positions of influence in many communities the military inclusive. This state of affairs may bring about discriminatory practices as men and women in uniform interact or indeed in other communities.

The gender division theory by Albert Mills as a theoretical framework supports the aforementioned view. Mills (1996) states that different communities, which include among others the military, have dominations of gender and sexuality that are reproduced. He goes on to say these communities develop discriminatory practices because of the interactions between women and men, women and women, men and men in the multiplicity of forms that enact dominance and subordinations, and create alliance and exclusions. Men in these communities hold positions of influence which make them develop discriminatory practices which make them sexually harass the female. What is learnt from this is that regulatory measures favoring a particular sex are easier put if that particular sex is represented equally otherwise if a particular sex dominates it will be difficult hence resulting in the sexual harassment that has been noted from this study.

4.2.6. Summary

This chapter has discussed the findings of this study according to the chronological order of the main research questions. It has shown that the female soldier's voices on the experience of sexual harassment are not taken seriously when they are reported. The next chapter presents the conclusion and recommendations.

CHAPTER FIVE

CONCLUSION AND RECOMMENDATIONS

5.1. INTRODUCTION

After presenting and discussing the research findings on the sexual harassment experiences of female soldiers on the UN peace keeping operations, from Ndola based units, this chapter concludes the study and also makes recommendations based on the major findings in line with the outlined objectives earlier alluded to in the first chapter, through to this chapter. The recommendations later follow with the last sub – paragraph looking at recommendation for further studies.

5.2. CONCLUSION

Based on the three objectives and mirrored by three research questions this study has a conclusion drawn. The conclusion drawn is based on the finding of the sexual harassment experience of female soldiers on the UN peace keeping operations from the Ndola based units.

Using in-depth interview questions, this study found out that female soldiers were able to define sexual harassment. Having found out that the knowledge on sexual harassment was over whelming it was also discovered that female soldiers experienced sexual harassment. It was found that the nature of sexual harassment experience was verbal sexual harassment and nonverbal sexual harassment. It was discovered that the common nature that was dominant was verbal sexual harassment with small traces of the other two that is physical and nonverbal. It was also found that the verbal sexual harassment mostly was in form of comments about body and clothing of victims. It was found that the main victims were junior soldiers with ranks of lance corporal and privates. The responses however showed that sergeants, staff sergeants, and warrant officers did not experience sexual harassment, both in pre-deployment and actual UN operations.

Using focus group interview questions, this study found out from the female soldiers experience, that sexual harassment was common from the purposively selected respondents that had experienced it. It was further established that though there was one standard way of launching problems in order to solve them, the issue of sexual harassment had not received the much needed attention that it deserved female soldiers therefore had to opt for two major coping mechanisms.

The study found problem fixing coping mechanism and problem sharing mechanism. The problem fixing coping mechanism involved befriending a senior person to avoid sexual harassment. The problem sharing coping mechanism involved sharing of the problem with one that has experienced it in order to relief the stress. Using focus group discussion interview questions from the female soldiers experience that there was no regulatory measure put in place either written or oral in any instruction with regard to sexual harassment as other instructions. It was found out that sexual harassment could not be stopped unless it is enshrined in the instructions.

5.3. RECOMMENDATIONS

In view of the important role that female soldiers play during the peace keeping operations and in the light of the findings of this study, presented below are the recommendations. The female soldiers in the UN peace keeping operations have an important role of attending female refugees and also look out for those females that try to support rebel groups during the mission, as they work alongside male soldiers. The findings of this study inform both the Zambia Army and the United Nations to find lasting policy that should curb sexual harassment of female soldiers, that will not only better Zambia army but also other Armies globally. This should be done in the most effective and sufficient manner as suggested below by the researcher:

1. The Zambia Army must enshrine in its curriculum the subject of gender and military so that it can be learnt by all beginning with recruit training centres and officers training centres which first take individuals into the Army.

2. The same curriculum should be introduced at the military establishment as a course of specialization were unit can be sending personnel to learn gender and military in order to impart it others in there unit.
3. The Army should through the directorate of education organize some slots for its personnel to do gender studies at UNZA so that they impart this knowledge to other members.
4. The Army should also consider having a fully-fledged gender department under the Branch of education to be headed by a senior officer to spear head the aforementioned programs and have gender focal point officers in all units, to support.
5. The Zambia Army should consider appointing female soldiers and officers to either commander or deputy commander in all combat role appointments from the lowest level of command to the top. This will strengthen the reporting mechanism on not only sexual harassment but any other related gender issues as there will be a female to attend to the problem at each level of command.
6. The United Nations Ban on sexual harassment by all UN personnel and military peace keeping whether conceptual or coerced on the local population such as female refugees, should also include female soldiers in the instruction in order to also protect them.
7. The Zambia Army in its written instructions should also have an article on sexual harassment and the penalty that it carries for offenders.
8. The Army should then ensure gender focal point officers at every level of command share the issue and other gender related issues every morning as the chaplaincy corps does by quoting the articles.

5.4. RECOMMENDATIONS FOR FURTHER STUDIES

It is recommended that a comparative study be done. This should include female officers so as to learn their sexual harassment experiences on the UN peace keeping operation and what their views are. Thus, the study will provide a holistic understanding of sexual harassment experiences of both female officers and female soldiers so as to have a better picture. Since the study was purely qualitative involving face to face interviews with the respondent the next researcher should consider using triangulation methods which will be the use of both quantitative and qualitative research approaches. This is because it will be a big study as the number of respondents will have to be increased. The next researcher should also consider a comparative study between female military personnel and male military personnel. Furthermore, a study at a higher level preferably at doctorate level may be needed to develop a *Zambian* model on prevalence of sexual harassment among service personnel.

REFERENCES

- Bless C. and Achola P. (2001) *Fundamentals of Social Research Methods*, Pauline Publishers, Nairobi.
- Brandsaeter J. and Widebery S. (1992) *Sexual Harassment and Social Behavior*, Sage Publications, London.
- Cooper H. (2014) *Pentagon Study Finds 50% Increase in Reports of Military Sexual Harassments and Assaults*, New Penguin Publishers, New York.
- Cresswell J. W. (2007) *Qualitative Inquiry and Research Designs: Choosing Among Five Approaches*, (2nd ed.) Sage Publishers, London.
- Cresswell J. W. (2009) *Research design: Qualitative, Quantities and Mixed methods Approaches*, Sage Publishers, New Delhi.
- Cohen A. (2001) Review of Literature: *Responses to “Empirical and Hermeneutic Approaches to Phenomological Research in Psychology, a Comparison”* Gestalt, 5 (2) retrieved from <http://www.g-gej.org/5-2/reviewlit.html>.
- Davidson A. (2013) *Military Sexual Harassment and Assault: Shameful Isn't Enough*, The New Yorker Close Read Biog, New York.
- Elizabeth S. and Brian K. H. (2003) “*How to Prevent Sexual Harassment in the Work Place.*” Equal Opportunities International, Volume 22 ISS: 2 pp 59 – 66.
- European Commission (2006) *Sexual Harassment in the work place in the European Union*. Directorate – General for employment industrial Relations and social affairs unity V/DS.
- Equal Employment Opportunity Commission (2009) *Work Place Discrimination: A Fight for Non Discrimination for both Gender*, Penguin Publishers, New York.
- Fair Bank J., Hansen F. and Fittelin G. (1991) *Sexual Harassment Nature and its Effects*, Sage Publishers, London.
- Gallagher G. (2008) *Sexual Harassment and the US. Army: A Survey of Selected Military Academies*, University of Kansa Publications, Kansas.

- Germims S. and Pilcher J. (2014) *Fifty Key Concepts in Gender*, Sage, London.
- Gilman G. (2005) *Nature of Sexual Harassment and Assault in Work Places*, Sage Publications, New York.
- Giorgi A. et al. (1985) *Phenomenology and Psychological Research*, Duquesne University Press, Pittsburg.
- Guba I. and Lincolns (1994) *Qualitative Research*, Sage publications, London.
- Hart C. (2013) *Doing a Literature Review: Release the Social Science Imagination*, Sage Publications, London.
- Holloway I. and Wheeler S. (1996) *Qualitative Research for Nurses*, Hartinolis Ltd, London.
- Hoover G. (2000) “*Global Military Recruitments in Military Academies*, <http://www.wells.edu.HR.htm>.
- Hughes J. O. and Sandler B. R. (2002) *In Case of Sexual Harassment: A Guide for Women Students*, Centre for Women Policy Studies Unpublished.
- Homans George C. (1962) ‘*Social Behaviour: It’s Elementary*, Harcourt, Brace and World Inc, New York.
- Kamal D. Omotosho F. and Elizabeth S. (2001) *Coping Strategies of Sexual Harassment*, Hereses. Publishers, New Delhi.
- Kamir D. (1998) “*Israel’s 1998 Sexual Harassment Law; Prohibiting Sexual Harassment, Sexual Stalking and degradation based on sexual orientation in the work place and in all social settings*”, *International Journal of Discrimination and Law*, 2005, Vol. 7 pp 515-336.
- Kibeomam H. (2006) *Sexual Harassment and its Nature* (42) 305 – 310.
- Kombo D. K. and Tromp L. A. (2006) *Proposal and Thesis Writing: An Introduction*, Pauline Publication Africa, Nairobi.
- Krueger R. A. (1988) *Focus Groups and Interviews: A practical Guide for Applied Research Methods*. Sage Publishers, London.

Lazarus R. S. and Folkman S. (1980) *An Analysis of Coping in a Middle aged Community Sample*. Journal of Health and Social Behaviour, 21, pp. 219-239 Abstract - MEDLINE.

Leedy A. and Ormrod J. F. (2005) *Practical Research Planning and Design*, Merrill Prentice Publishers, New Jersey.

Mary L. (2006) *Sexual Harassment: Principle of Equal Treatment for men Women in Vocational Training, University Education, Colleges and Hospital Training*, Sage Publications, New York.

Mary R. (2005) *Dealing with Sexual Harassment and Coping with it: A Systems Approach*, Psychological Journal (36) 27-38.

Mills.A J (1992) *Dealing with Sexual Harassment Behavior and Analysis*, Journal of Sexual Harassment Analysis, (56), 103-308

Minichioelo V., Aroni R., Time well E. and Alexander L. (1990)*Qualitative data analysis in depth Interviewing: Qualitative Approach*, Sage Publishers, Thousand Oaks.

Morrow P. C., Me-Elroy J. C. and Philips C.M. (2004)*Sexual Harassment Behaviours and Work Related Perceptions and Attitudes*, Journal of Vocational Behaviour, (45), 295-309.

Moser C. O. N (1993)*Gender Planning and Development: Theory, Practice and Training*. Routledge Publishers, London.

O'donohue W. (2007) *Sexual Harassment: Theory Research and Treatment*. Allyn and Bacon, Boston.

Parahoo, K. (1997) *Nursing Research, Principles, Process and Issues*, Macmillan Press Ltd, London.

Patton M. Q. (2002) *Qualitative Research and Evaluation Methods*. Thousand Oaks, London.

Penal Code Act – National Assembly of Zambia, Sexual Harassment, Laws of Zambia, 29 October, 2013.

Pryor J. B. (1997) *Sexual Harassment Proclivities in Men, Sex Roles*, (17) 269 – 290.

Pryor J. B. and Whalen N. J. (2007) *A Typology of Sexual Harassment. Characteristics of Harassers and the Social Circumstances under which Harassers Occur*. Journal, (50) 308-326.

Punch K. F. (2012) *Introduction to Social Research: Quantitative and Qualitative Approaches*, Sage Publications, London.

Roth J. and Cohen S. (2006) *Coping with Sexual Harassment in Working Places*, Penguin Publishers, New York.

Roth J. and Lebowith. P (2008) *Overcoming Sexual Harassment*, Sage Publishers, London.

SCGR (2008) *Measures of Stopping Sexual Harassments and Assaults in Peace Keeping Operations*, United Nations Publication, New York.

Shakafuswa J. (2007) *A study of Sexual Abuse of School Girls by Male Teachers in four Secondary Schools in Zambia in the period 2000 – 2003*, University of Zambia Publication Masters, Lusaka.

Tangri S. A and Johnson L. B. (2002) *Sexual Harassment at Work*, Three Explanatory Models Journal of Social Issues, 38 (4), 33-54.

Turchik J. and Susan W. (2010) *Sexual Harassment, Assault in the United States Military: A Review of Literature and Recommendations for the Future, Aggression and Violent Behaviour*, Journal 266 – 277.

UNSC (2008) *Challenges for the Deployment of United Nations Peace Keepers in Mission Areas*, United Nations, New York.

Zandonda P. N. N. (2010) *A Study Sexual Harassment of Women in Work Places: A Study of Selected Public and Private Organizations in Ndola Zambia*, University of Zambia Thesis, Lusaka.

APPENDICES

APPENDIX: 1

INFORMED CONSENT FORM

Dear participants

This serves to give you an understanding of the research and procedures that will be followed. Similar information in this form will be read to you alongside the questions with regard to each objective and its research instrument. Further the implications for your participation are explained below, finally you are asked to sign this form to indicate that you have agreed to participate in this exercise.

Thanking you in advance.

1. **Description**

This is an educational research; the researcher is a student at the University of Zambia pursuing a Master of Art Degree in Gender Studies. This research is a major requirement for the researcher to complete this program. Therefore this study is purely academic.

2. **Purpose**

The researcher wishes to explore sexual harassment experiences of female soldiers on the UN peace keeping operations and it is going to be purely a phenomenological perspective of Mushili Barracks in Ndola. The researcher is interested in understanding the lived experiences of female soldiers in relation to sexual harassment by male soldiers on peace keeping operations.

3. **Consent**

Participation in the exercise is voluntary. You are free to decline to participate in this exercise.

4. Confidentiality

All data collected from this research is treated with utmost confidentiality. Participants are assured that they will remain anonymous and untraceable in this research. It is against this background that participants will only be identified through a number and not by name.

5. Rights of participants

All efforts will be taken to ensure that the rights of participants as per research ethics are protected and respected. Participants are assured that they are free to ask for clarification at any point of the exercise and to inform the researcher if they feel uncomfortable about any procedure in the research.

6. Declaration of Consent

I have read and fully understand this document.

I have agreed to participate in this study.

Participant number

Signature

Date:

IN DEPTH INTERVIEW GUIDE FOR FEMALE SOLDIERS EXPERIENCE ON THE NATURE OF SEXUAL HARASSMENTS IN THE UN PEACE KEEPING OPERATION: A PHENOMENOLOGICAL PERSPECTIVE OF MUSHILI BARRACKS IN NDOLA.

INTRODUCTION

Dear participant,

My names are John Mwitumwa Matakala. I am a student at the University of Zambia pursuing a Master of Arts Degree in Gender studies. As a partial fulfillment of the requirements for the program, students are required to research on topics of their choice. As a topic of choice, sexual harassment experiences of female soldiers on the UN peace keeping operations captured my interest being a gender student as well as a soldier. In addition information collected through this study is strictly for academic purposes only and therefore shall be kept confidential and no name or any identity shall be attributed to you. Furthermore you are free to choose to participate in this research and you can also choose to pull out any time I would appreciate if you could spare sometime to answer some questions because your participation will be highly valued.

QUESTIONS (Nature of Sexual Harassment)

1) Please tell me about yourself?

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

2) Could you please tell me what you understand by sexual harassment?

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

3) Kindly tell me how often you have been sexually harassed?

.....

.....

.....

.....

4) In your own opinion, tell me the nature of sexual harassment that is dominant

.....

.....

.....

.....

5) In your own view from your rank structure who are the major sexual harassers

.....

.....

.....

THANK YOU VERY MUCH FOR YOUR COOPERATION!

FOCUS GROUP DISCUSSION GUIDE FOR FEMALE SOLDIERS EXPERIENCE ON HOW THEY COPE IN THE FACE OF SEXUAL HARASSMENTS IN THE UN PEACE KEEPING OPERATIONS: A PHENOMENOLOGICAL PERSPECTIVE OF MUSHILI BARRACKS IN NDOLA.

INTRODUCTION

Dear participants

My names are John Mwitumwa Matakala and I am a student at the University of Zambia pursuing a Master of Arts Degree in Gender studies. As a partial fulfillment of the requirements for the program, students are required to research on topics of their choice. As a topic of choice, sexual harassment experiences of female soldiers on the UN peace keeping operations captured my interest being a gender student as well as a soldier. In addition information collected through this study is strictly for academic purposes only and therefore shall be kept confidential and no name or any identity shall be attributed to you. Furthermore you are free to choose to participate in this research and you can also choose to pull out any time. I would appreciate if you could spare some time to answer some questions because your participation is highly valued.

QUESTIONS (Coping of female soldiers in the face to sexual harassment)

1) Kindly tell me, how common sexual harassment is in your area of career?

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

2) What reporting mechanisms have been put in place by relevant authorities?

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

3) What coping mechanisms do you employ in the face to sexual harassment?

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

THANK YOU VERY MUCH FOR YOUR COOPERATION!

FOCUS GROUP DISCUSSION GUIDE FOR FEMALE SOLDIERS EXPERIENCE ON THE REGULATORY MEASURES PUT IN PLACE BY THE ZAMBIA ARMY TO COMBAT SEXUAL HARASSMENT IN THE UN PEACE KEEPING OPERATIONS: A PHENOMENOLOGICAL PERSPECTIVE OF MUSHILI BARRACKS IN NDOLA.

INTRODUCTION

Dear Participants

My names are John Mwitumwa Matakala and I am a student at the University of Zambia pursuing a Master of Arts Degree in Gender Studies. As a partial fulfillment of the requirements for the program, students are required to research on topics of their choice. As a topic of choice, sexual harassment experiences of female soldiers on the UN peace keeping operations captured my interest being a gender student as well as a soldier. In addition information collected through this study is strictly for academic purposes only and therefore shall be kept confidential and no name or any identity shall be attributed to you. Furthermore you are free to choose to participate in this research and you can also choose to pull out any time. I would appreciate if you could spare some time to answer some questions because your participation is highly valued.

QUESTIONS (Regulatory measures put in place by the Army to combat sexual harassment)

- 1) In your own view do you think sexual harassment can be stopped in the Army?
-
-
-

2) What is your advice to relevant authorities with regard to combating of sexual harassment?.....

.....
.....

3) What regulatory measures have been put in place?

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

THANK YOU VERY MUCH FOR YOUR CO-OPERATION!

The University of Zambia
School of Humanities & Social Sciences
Department of Gender Studies
P.O Box 32379
LUSAKA
Cell: 0966 924401

2nd October, 2014

A 101
The Chief of Operations and Training,
Army Headquarters,
Operations and Training Branch,
Arrakan Barracks
P.O Box 31931
LUSAKA

Dear Sir

RE: ACCADEMIC NOTIFICATION (PERMISSION)

Reference is made to the captioned subject reason being that I am requesting to conduct a research on sexual harassment experiences of female soldiers on the UN peace keeping operations. The research is a major requirement for the Master of Arts Degree in Gender studies, which is purely for academic purposes. The participants in this study are assured as per research ethics, from University of Zambia, anonymity. Further they are going to be untraceable in this research hence they should feel free to participate to you fullest.

The research will be conducted between October, 2014 and March, 2015 in Mushili Barracks and preferably other nearest units in Ndola. The research will be conducted by Warrant officer Class two Matakala John Mwitumwa of one commando unit.

The University of Zambia research ethics committee will also write a notification introductory letter soon.

Attached to this letter is an abstract one paged proposal of this study for your perusal.

Thanking you Sir in advance.

I have the honour to be your obedient Warrant Officer.

TITLE: SEXUAL HARASSMENT AND EXPERIENCES OF FEMALE SOLDIERS ON THE UN PEACE KEEPING OPERATIONS: A PHENOMONOLOGICAL PERSPECTIVE OF MUSHILI BARRACKS IN NDOLA, ZAMBIA.

RESEARCHER: JOHN MWITUMWA MATAKALA. COMP #: 513801023

SUPERVISOR: DR. ANNE N. PHIRI

BACKGROUND: Sexual harassment in the South Central Africa Armies is on the increase. This is a concern as these armies Zambia, inclusive are the major contributors of peace keepers under the United Nations to war torn countries with a mandate of protecting displaced people from rebels (UNSC, 2008). Female soldiers form part of the deployment and their roles are to attend to female refugees or all displaced persons. Available evidence show that the majority of the female soldiers are sexually harassed (UNSC, 2008). Sexual harassment refers to unwanted sexual advances whether or not accompanied by contact and unsolicited sexualized degrading language (Gilman, 2005). The major measures put in place to address sexual harassment, abuse and exploitation is dismissal from the service and forfeiture of allowances by the defendant (SCGR, 2008). If sexual harassment is not checked the majority of the female soldiers are likely to be traumatized and this may reduce their participation ratio. Lower participation of female soldiers may affect the 50-50 participation. Equal participation of both sexes is vital for attainment of gender equity.

STATEMENT OF THE PROBLEM: Despite studies and measures put in place to ensure sexual harassment in peace keeping operation stopped, by the United Nations and Military Command of various peace keepers on female soldiers there is still a drastic increase of cases recorded from South Central African Armies (UNSC, 2008). This trend might make female soldiers who resist this sexual harassment not to be promoted or receive favours a situation which might affect participation of women soldiers in these operations. The effects of sexual harassment are well documented, as they have a negative impact both on the individual and other colleagues. It is unclear to most people why the problem still persist hence the need for this study.

GENERAL OBJECTIVE: To explore the lived experiences of female soldiers in relation to sexual harassment by male soldiers in peace keeping operations.

SPECIFIC OBJECTIVES: To identify the nature of sexual harassments in UN peace keeping operations. To establish how female soldiers cope with life in the face of sexual harassment in UN peace keeping operations. To identify regulatory measures put in place to combat sexual harassments in UN peace keeping operations.

SIGNIFICANCE OF STUDY: The results of this study will add to knowledge in the gender discipline. It will further avail information to various stakeholders which will assist with the formulation of policies. The findings will not only better Zambian Army but other wings of defence and security.

ETHICAL CONSIDERATION: Permission of entry from the relevant authorities and informed consent from participants will be obtained.

METHODOLOGY: *Research Design:* Phenomenological study design. *Study Site:* Mushili Barracks. This site was chosen for convenience as the researcher resides in the same area. *Study Population.* The study will include all female soldiers who served in the UN peace keeping operations. *Sample Size:* sixty (60) female soldiers will participate in this study. *Sampling Technique:* Purposive sampling. *Data Collecting Tools:* In dept interviews and focus group discussion will be used. *Data collection procedure and timeline:* A pretest of instruments will be done sequentially from the first objective upto the last one, before final collection of data. For standardization. *Data analysis:* qualitative data will be analyzed qualitatively through qualitative content analysis



UNIVERSITY OF ZAMBIA
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES
DEPARTMENT OF GENDER STUDIES

Tel: +260-295216

P.O. Box 32379

LUSAKA

15 November, 2014

TO WHOM IT MAY CONCERN

I write to confirm that **John Mwitumwa Matakala**, Computer Number **513801023**, is a Master of Arts Student in the Department of Gender Studies at the University of Zambia for the academic year 2013. One of the requirements for this programme is to conduct research entitled "**Sexual Harassment and Experiences of Female Soldiers on the UN Peace Keeping Operations: A Phenomenological Perspective of Mushili Barracks.**" He is seeking to collect information, conduct interviews and focus group discussions from individuals in your institution.

The department would appreciate any assistance rendered to him in this regard.

Yours faithfully

DR. A.N. PHIRI
ACTING HEAD – GENDER STUDIES DEPARTMENT