

## ABSTRACT

The objectives of the research was to investigate the prevalence rate of sexual harassment among nurses and examined the significant factors related to harassment with female nurses using statistical modelling. Further, we also found the frequency of occurrences of sexual harassment among female nurses in hospitals of Lahore, Pakistan.

We conducted a cross-sectional study among all the nurses of the three public and three private hospitals of Lahore. The data was selected through simple random sampling from the clusters of the hospitals from January to March 2019. A questionnaire technique was used for the collection of data. We have found the prevalence rate and also modelling has been conducted by using nominal logistic regression to find the significant factors of sexual harassment. The sample size was 306 female nurses from the total of 1,487. The experience of sexual harassment was independent variable and its associated factors were considered as independent variables.

The results revealed that 80 percent sexual harassment existence in the hospitals in which approximately 44 percent has experienced high and 35 percent has experienced moderate sexual harassment. Sexual harassment was more frequent in the female nurses of the age group 20 – 29 years. The unmarried female nurses reported more cases of sexual harassment. Similarly, the female nurses working in night shifts (62.45%) have high chances of being harassed as compared to the nurses working in day shift (14.29%) and evening shift (23.27%). Moreover, the results showed that most of the preparators were senior staff (37.96 %) including doctors, managers and heads. Mostly the response of nurses was negative to the sexual harassment (19 % afraid, 18 % disappointment, 21 % loss desire to work, 28 % depression). Further, in this study the majority of the nurses (94.69 %) of the nurses harassed had psychological effects. Most of the nurses were ashamed of the incident and left their jobs. The current study revealed that 34.64 percent and 47.68 percent of the female nurses faced unwelcome sexual comments and been showed sexual material more than once in the hospitals respectively. We have found the six significant explanatory variables among all the variables. These variables are age,

working shifts in the hospital, sexual comments, sexual material, wear burka and which type of dresses they use to wear. It showed the decreasing trend of sexual harassment with increase in age.

Moreover, it explained sexual harassment occurred highly at night shift. There are high chances of occurrence of the sexual harassment by facing unwelcome sexual comments and jokes. The coefficient of material shows the positive change in sexual material or gestures being shown to the female nurse's variable. The female nurses who wear moderate dresses have more chances of being harassed and the female nurses who wear burka have less chances (-1.9314) of being harassed. Findings of this study exposed that female nurses are at high risk of sexual violence and most have been victims more than one time in the hospitals. Further, there is a need to improve effective control policies to prevent the staff against harassment and to carry out further studies in this area.