

Abstract

The present study investigated the impact of job context on perceptions and definitions, and experience of workplace sexual harassment (i.e., supervisor-subordinate and coworker harassment) within the female workforce. One hundred and fifty-three working women in male-typed, female-typed, and gender-integrated occupations were asked to fill in the structured questionnaire and their level of job satisfaction was also measured. Factors of sexual coercion, physical seduction, nonphysical seduction and gender harassment incorporated the well-covered list of sexually harassing behaviors. Results showed that women in female-typed jobs adopted the narrowest definition and experienced more sexually harassing behaviors. The sex-role spillover model and power differential hypotheses were used to explain the findings. Experience of supervisor-subordinate gender harassment was found as the best predictor in determining job satisfaction. Implications and suggestions of future research were also discussed to generate comprehensive picture of workplace sexual harassment in Hong Kong.