

A CASE STUDY ON A SECURITY AGENCY'S RESPONSE IN ADDRESSING SEXUAL HARRASSMENT OF ITS FEMALE SECURITY GUARDS*

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Background of the Study

Women now occupy an increasing share of the world's labor force. They comprise one-third in all regions except North Africa and Western Asia. In most of Asia, the figures are even higher. The percentage of women registered as part of the labor force in 1995-1997 amounted to well over 40 percent in East, South-East and Central Asia, and around one-third in South Asia (ILO: Bangkok, 2001).

The ILO goes to say that majority of Asia's women workers are also in jobs with low security, low pay, low conditions of work, low status and low bargaining power. These are characteristics which enhance the risk of becoming subjected to sexual harassment. At risk are: young women and men at work, preparing for work in education and training institutions, domestic workers, migrant workers and workers with little job security, women in male-dominated occupations, or in situations where large numbers of women are supervised by small numbers of men.

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There are yet no existing research on sexual harassment of female security guards although there are many studies on sexual harassment in schools and the workplace. This study seeks to contribute to the literature on sexual harassment, focusing on the most neglected subjects, the security guards whose main function is to protect the property and personal welfare of other people. To do this, we are focusing in one security agency employed by the University of the Philippines Diliman.

The General Objective of this study is to analyze how responsive the Combat Security Agency is in addressing the sexual harassment of its female security guards.

Specific Objectives

1. To describe the Combat Security Agency's historical background and organizational structure.
2. To determine the socio-economic characteristics of the female security guards in the agency.
3. To determine the current situation of security guards in the agency.
4. To determine and analyze the security agency's policies on sexual harassment.
5. To determine the views and perceptions of:
 - a. The Combat Security Agency on sexual harassment
 - b. The female security guards on sexual harassment.
6. To determine the response and suggested solutions of:
 - a. The Combat Security Agency on sexual harassment
 - b. The female security guards on sexual harassment
7. To formulate and suggest possible solutions to:
 - a. The Combat Security Agency on the issue of sexual harassment
 - b. The UP Diliman on the issue of sexual harassment.

Relevance and Significance of the Study

In a workforce dominated by men, female security guards are a minority that make up the population — less than 10 percent, according to the Security Agencies and Guards Supervision Division (SAGSD) of the Philippine National Police (PNP).

It is the primary aim of this study to study as a catalyst for awareness and conscientization of the security guard community in general—agencies, officers, security guards, and even the owners—on gender needs and issues that female security guards (or lady guards) have. Such awareness should result in a response to the gender issues and problems. It seeks to improve the working conditions of lady guards by analyzing the policies, guidelines, rules and regulations that affect their situation. It envisions an organized sector of female security guards.

Second, it hopes to raise awareness among UP constituents about another important sector of the UP community. Security guards are often unseen and unnoticed yet play a critical role in safety and peace-keeping on campus. A university that envisions a just and humane society should also look out for the welfare of those who keep it safe.

Third, the results hope to contribute to development studies about Filipino female workers, specifically those in the private or public security work. It is also expected to serve as a venue for organizing in the private sector.

Scope and Limitations

The scope of study is limited to selected female security guards of the south sector of the University of the Philippines-Diliman, under a particular Security Agency. The respondents of the study are aged between their late 20's to mid-40's. The

research was limited to one out of the two agencies in the University of the Philippines.

The most evident problem that the researchers came across was willingness on the part of the respondents to be candid. Some lady guards that the researchers approached declined interviews, saying that they had had nothing to share (or say) since they never had any experiences, or did not know anything about sexual harassment. Some lady guards just did not want to participate.

Nonetheless, through persistence, the researchers found that not all lady guards experienced sexual harassment, although most experienced some form or type of sexual harassment.

Sexual harassment is still considered a taboo topic in many circles. Some lady guards showed hesitancy when presented with the topic, but willingly agreed to participate as long as she had a companion. The researchers could not bring the respondents together for a focused group discussion (FGD) where there could have been more interaction among the respondents.

The guards' schedules were also unpredictable. After making appointments with the lady guards, some of them did not show up at the appointed day and time due to an unexpected day-off, sickness or an emergency. Time constraints also prohibited lengthy interviews with the respondents. Some security guards were only available for interviews while on duty, so the researchers could not impose long interview sessions.

REVIEW OF RELATED LITERATURE

Violence Against Women (VAW) is not isolated, but a global reality and is a violation of human rights. From the moment a girl is born anywhere in the world, she becomes a target of

gender violence because of existing cultural practices and beliefs. According to the United Nations International Children's Fund or UNICEF, more than a million infant girls die every year on account of being female.

Action Against VAW (Arugaan, 1997) mentions that in most African countries, mutilation of female genitals is prevalently practiced, and that approximately 90 million women are affected by this practice. In Bosnia, more than 20,000 Muslim women have been raped since the fighting began in 1992. In the Philippines, PNP statistics in 1994 reveal the occurrence of rape at one every six hours.

International instruments prohibit violence against people, and against women. Article 3 of the Universal Declaration of Human Rights (1948) states that "everyone has the right to life, liberty and security of person." Article I of the UN General Assembly Declaration of the Elimination of VAW (1993) defines violence against women as "any act of gender-based violence that results in, or is likely to result in physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.

There are other international instruments that prohibit VAW such as the Fourth Geneva Convention (1948) and The Convention on the Elimination of all Forms of Discrimination Against Women (1979). The UN General Assembly in Resolution 40/36 of November 29, 1985 urged governments to adopt criminal legislation addressing Violence Against Women.

It is apparent that acts of violence against women are not isolated events in a particular society but are, in fact, a global phenomenon. Aggregately, they constitute a tremendous crisis; their consequent deaths outnumber the casualties of many wars.

Gender violence touches all aspects of women's lives. The effort to fully understand the character and magnitude of this phenomenon, however, is fairly recent. In the 1993 World Conference on Human Rights held in Vienna, Austria, VAW was internationally recognized as a grave form of human rights violation and as such, a serious obstacle to development and peace.

Sexual Harassment

Sexual harassment is a pervasive form of sexual exploitation and has a devastating impact on women; it typically occurs in the context of an unequal power relationship (Bond, 1995). It is an unsolicited nonreciprocal behavior that is unwelcome and unwanted by the recipient (Farley, 1978). Sexual harassment is a pervasive problem for women workers and students, with estimates ranging from a low of 20 percent to a high of 100 percent, depending on the definition of harassment used and the setting (Schneider, 1997).

The promulgation of Republic Act 7877 is a historical milestone for women's rights in the Philippines. Section 3 defines sexual harassment as:

“a request for a sexual favor, accepted or not, from an employer, employee, manager, teacher, instructor, professor, coach, trainer or other persons who has authority, influence or moral ascendancy over another. Sexual harassment is committed when such favor is demanded in return for employment or promotion, or refusal to grant such a favor result in the impairment of an employee's rights, privileges or employment opportunities. (ILO: Philippines, 2001)”

An International Labor Organization (ILO) technical report says that although women in Asia are moving in the labor force in record numbers, they increasingly occupy the bottom rungs of the employment ladder, leading to the increase in the

scale and risk of sexual harassment at work. Most of Asia's women workers are in "jobs with low security, low pay, low conditions of work, low status, and low bargaining power in a narrow range of occupations, all characteristics which enhance the risk of becoming subjected to sexual harassment." Research findings from the ILO vary, but overall findings say that sexual harassment at work not only exists, but that it is a problem (ILO: Bangkok, 2001).

Types of Sexual Harassment. There are two types of sexual harassment: *quid pro quo* type and the "hostile environment" sexual harassment. *Quid pro quo* literally means "this for that", also known as sexual blackmail. The victim is made to submit herself to sexual favors or advances over promises of higher pay, promotion, better working conditions, or a higher or passing grade if the victim is a student. In the "hostile environment" kind of sexual harassment, the perpetrator does not make promises or threats to his victim, but the unwanted sexual conduct already has a hostile effect on the victim. The victim becomes so uncomfortable and intimidated that she can no longer work or study effectively. Because of the sexual harassment that she is made to endure, the victim sees the workplace as offensive, hostile and intimidating.

Forms of Sexual Harassment. Sexual harassment comes in many forms. Written contact includes making sexually suggestive or obscene letters, notes or invitations. Verbal contact includes making sexually suggestive or obscene comments, threats, slurs, epithets, jokes about gender-specific traits, and sexual propositions. Visual contact includes leering or staring at another's body, gesturing, displaying sexually suggestive objects or pictures, cartoons, posters or magazines. Physical contact involves intentional pinching, brushing against another's body, impeding or blocking movement, assault, and coercing sexual intercourse (SALIGAN, n.d.).

In particular risk of sexual harassment are young women and men at work, or preparing for work in education and training institutions, domestic workers, migrant workers and workers with little job security, women in male-dominated occupations, or in situations where large numbers of women are supervised by small numbers of men. Levy and Paludi (1997) also suggest that sexual harassment is more likely to occur in occupations in which "sex-role spillover" has occurred. When one sex or the other dominates occupations, the sex role of the dominant sex influences (e.g. spills over) the work-role expectations for that job. Thus, sexual harassment can be seen as a side effect of organizing society around gender stereotypes.

Profile of the Victim and the Perpetrator. All women are potential victims of sexual harassment but some are more vulnerable than others (Pinkstaff and Wilkinson, 1979).

According to the Sentro ng Alternatibong Lingap Panlegal (SALIGAN) the victim is generally one who is less powerful, is not totally powerless, in the classroom or workplace. She may be a rank-and-file employee, casual, probationary, project employee or job applicant. A victim is also usually "a woman, as gender politics puts women in a subordinate position", where although a relationship between a man and woman is not hierarchical (they may be classmates or peers), the woman is harassed because of gender hierarchy that subjugates women under men.

Those women who are more vulnerable targets than others are young and single, separated or widowed, lesbians, and are socially or economically disadvantaged. Certain workplaces, occupations and situations also make women more vulnerable to sexual harassment. These may be where majority are employees/students, are young and single women and majority of the supervisors/teachers are men. Second, personal factors play a large part in the way decisions regarding employment or aca-

demic status are determined; third, where competition for scarce jobs, training, and promotion is fierce; and fourth, where the management or the school administration is known for ignoring the problem and tolerates sexual misbehavior.

Appearance alone does not determine who the sexual harasser is. The perpetrator can be a normal-looking male or be the most respected and prominent person in a community of professors or managers. There may be two general categories of sexual harassers: those who seek personal gratification and those who use harassment as a tool to accomplish a political or a practical end (Pinkstaff and Wilkinson, 1979).

Elimination of Sexual Harassment. The Anti-Sexual Harassment Act of 1995 has come a long way since its proposal by many groups concerned with the problem of sexual harassment. In the Philippines, progressive organizations like the SALIGAN and women organizations like PILIPINA and Arugaan sa KALAKASAN have advocated for the passage of Republic Act 7877 or the Anti-Sexual Harassment Act of 1995 and for the adoption of anti-sexual harassment policies in the local levels, i.e. in schools and workplaces.

The ILO mentions that workplace measures are an essential part of action against sexual harassment, and that “even in countries with comprehensive and well-functioning legal systems, workplace procedures are necessary to protect workers from sexual harassment and enterprises from expensive measures for redress.”

Since 1995, countries like Australia, Bangladesh, Japan, Philippines, Sri Lanka, Hong Kong and China have adopted legislation in order to protect their people from sexual harassment.

In 1995, with the passage of *Republic Act 7877* and *Administrative Order 250*, on sexual harassment, the Bureau of Women and Young Workers (BWYW), in coordination with the ILO-

Manila Office developed an advocacy plan for elimination of sexual harassment in the workplace. "Elimination of Sexual Harassment in the Workplace", the project, "aims to increase awareness and sensitivity among employers, personnel managers, union leaders and workers on the issue of sexual harassment and to enable them to develop a comprehensive policy and program to prevent and eliminate sexual harassment in the workplace." (ILO: Bangkok, 2001).

The Department of Labor and Employment (DOLE), together with BYWY and other DOLE agencies have undertaken several initiatives geared towards increasing women workers's awareness on the issue as well as developing policies to ensure protection of victims of sexual harassment. These initiatives include publishing material related to sexual harassment, advocacy, formulation and issuance of administrative orders and their implementing rules and regulations, lobbying, conferences, advisories, and the ILO-assisted project on the Elimination of Sexual Harassment in the Workplace (DOLE and ILO, 1991).

A study by the BWYW and DOLE (1991) mentions the union as the strongest weapon of sexual harassment victims in the workplace, since collective bargaining agreements include provisions on sexual harassment can encourage victims to speak out and form the bases for collective action. Farley (1978) mentions that the best solution for sexual harassment is for women workers to organize, since women are expected to grow in population in the workplace, they can become a power base that will make their needs felt.

Other Research

A study by Schneider (1997) explored sexual assault experiences for heterosexual women and lesbian workers and focused on deviant cases in which a woman worker either quit because

of, or formally complained about, a workplace assault. She mentions that workplace sexual assaults should be included in research on workplace deviance. Due to methodological inconsistencies in sexual harassment research, it is difficult to make comparisons on sexual assault. Some studies do not even include sexual assault in sexual harassment.

Schneider goes on to mention that most research on sexual harassment has been directed to its pervasiveness, gaining clarity and formulating means by which women can curtail or eliminate such behavior.

In the University of the Philippines, there have been several researches on topics related to gender issues and sexual harassment. Sobritchea (1991) did a study in UP Diliman to determine and evaluate the various services offered by the University of the Philippines-Diliman to its female faculty, academic non-teaching and administrative staff. The study was also done to assess whether such services adequately addressed their needs and were intended to help the UP Center for Women's Studies (UPCWS) identify and design action programs for the coming years and propose policy and administrative changes regarding the delivery of welfare services in the UP Diliman Campus.

Five service units were included in the review: the UP Health Service, UP Police, Office of Legal Services, Office of Counseling and Guidance, and Housing Office. The study found a lack of awareness of gender differences and issues. Both male and female respondents did not think of the people who came to them for assistance in terms of their gender, and claimed that office programs and activities were designed for both sexes without consideration for gender differences and needs. Statistical reports were also not sex-disaggregated, and there were hardly program evaluations according to the differences in response of male and female clients.

Another study on sexual harassment in UP Diliman found out that sexual harassment was considered an urgent problem on campus by all sectors (Ofreneo, Rolle and Arabia, 1994). The study which was also a campaign against sexual harassment, recommended that sexual harassment must be defined in a "clear, unequivocal and easily comprehensible manner suited to Philippine culture as well as to the academic environment which is at the same time a community of residents and transients." The study also recommended that the various forms should be enumerated and perhaps illustrated.

The UP Diliman has implemented RA 7877 into its own rules and regulations (UP Diliman Student Guide). The "Implementing Rules and Regulations of the Anti-Sexual Harassment Act of 1991" or IRR, in the Student Guide of UP Diliman was approved by the Board of Regents in its 1122nd meeting on July 30, 1998. In Section 1, it affirms the Declaration of Policy set forth in Section 2 of RA 78 77, saying that

. . . the University of the Philippines System shall establish and maintain an intellectual and moral environment in which the dignity and worth of all members of the academic community are guaranteed full respect.

The rules and regulations go on to define sexual harassment, policy standards and guidelines concerning sexual harassment, responsible officials, sexual harassment offices, and formal procedures for sexual harassment cases.

Cases of sexual harassment in various campuses in the University have been on the rise in spite of the IRR, according to the draft of the Summary of Proceedings by The University of the Philippines Center for Women's Studies (UPCWS) and the Office of the Vice-President for Academic Affairs (OVPA) in its Seminar Workshop to Review the Implementation of the University of the Philippines Implementing Rules and Regula-

tions of the Anti-Sexual Harassment Act of 1991 (UPCWS and OVPAA, 2001).

Students have filed sexual harassment complaints, although others have not because they do not know how to go about it. Others fear reprisal from the accused, especially if these are faculty members. The UPCWS also noted the lack of an office and standard procedures to process the complaints.

Responding to this need, the UPCWS and the OVPAA conducted a seminar workshop in its response, aiming to review the implementation of the IRR to identify various policy implementation issues and gaps, and to recommend measures on how to improve handling and resolution of cases including the documentation and management of files.

In its summary of reports of sexual harassment in all UP Campuses, it was found that out of 52+ complainants, more than 48 were females and only 2 were males (while the rest is undetermined). All the specific alleged harassers were males, and topping the list of harassers were faculty and co-students, followed by faculty employers and co-workers. The status of sexual harassment cases that were reported numbered 34; filed, 14; cases with no further communication, 15; filed and heard, 6; resolved, 6; cases with punishment for harasser, 3; cases dismissed, 2; involving counseling, 12.

FRAMEWORK

Conceptual Framework

Patriarchy in our society can be traced to the deepest roots of our history. This has led to the belief that male is the dominant sex. This kind of thinking has reinforced the inequalities existing between men and women today.

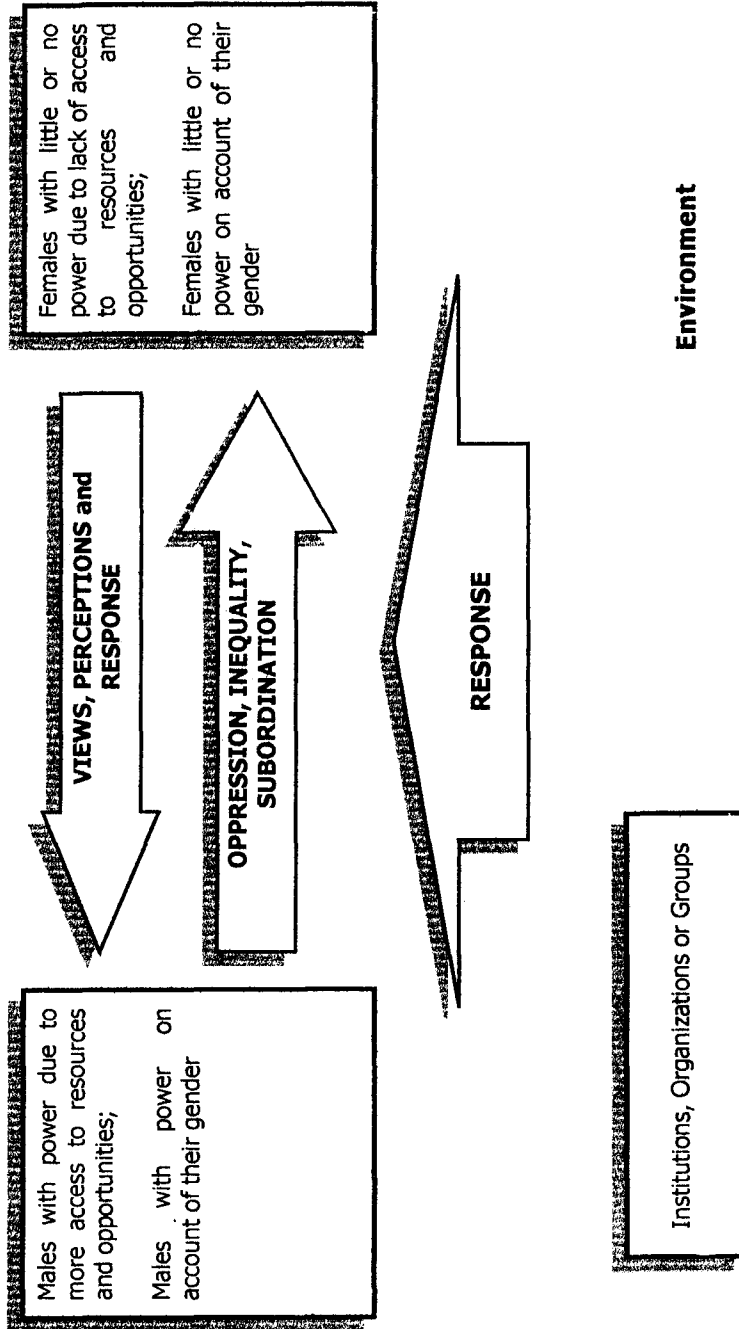


Illustration 1. Conceptual Framework

Men hold more power because they have access to resources and opportunities, which makes women not their equal in society. Women's lack of access to resources leaves her defenseless and vulnerable to forms of oppression such as subordination, and inequality and violence.

Feminist theories believe that given the chance to have equal access to resources, women can be more equipped to improve their situations—physical, economic, etc. How females see themselves can also determine what kind of surroundings they have.

Environment also plays a critical part in determining this equality between men and women. By creating a system of fair distribution of resources and allowing more opportunities for women, the environment has a hand in empowering women to realize their full potentials. On the other hand, women who realize their rights are empowered to change their surroundings or environment.

Operational Framework

Few females might think that there is career improvement in security work due to its nature. It is also male-dominated and female security guards are always a minority. This makes for a setting where sexual harassment is most likely to happen. Given the present situation of women as mentioned in the conceptual framework, it might be said that maybe some women enter the security guard work because of economic hardships. This situation makes them vulnerable to any oppression that might happen in their workplace (i.e. give in to sexual harassment advances to keep their jobs).

The Combat Security Agency is a male-dominated security agency in the University of the Philippines Diliman, with females comprising less than one-third of guards in the agency. Male harassers who come in contact with the lady guards might

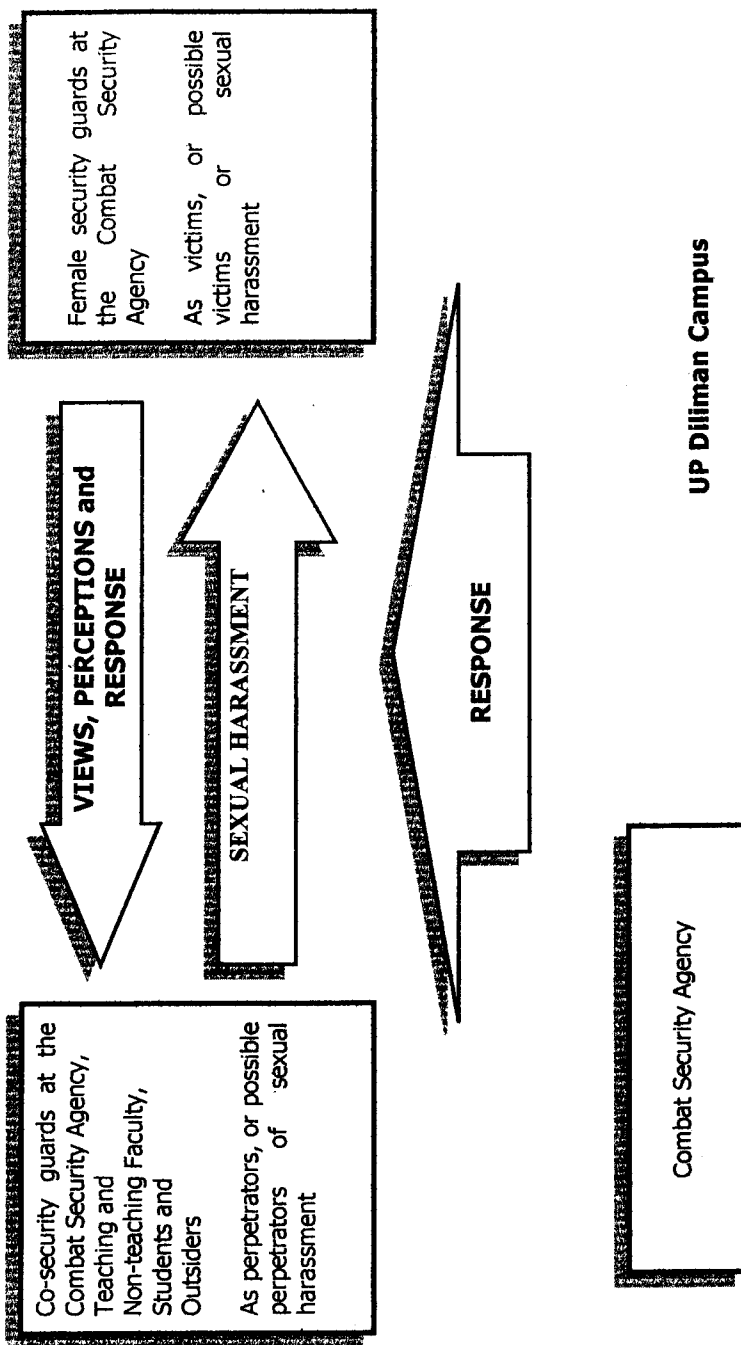


Illustration 2. Operational Framework

be co-security guards, students, faculty, non-teaching faculty, administration personnel or outsiders who pass through the university—personnel who have higher positions than the lady guards and therefore have more power. The possibilities are endless.

The university has policies against sexual harassment and therefore creates an environment where sexual harassment is not tolerated. There are mechanisms and ways where UP's female constituents, especially lady guards, can respond and address their situation.

RESEARCH METHODOLOGY

Research Design

This research is a case study that is partly descriptive and evaluative, appropriate to the subjective nature and interplay of factors. It aims to describe the profile, situation and conditions of female security guards as well as evaluate the policies against sexual harassment that affect them.

Sampling

The study employed stratified purposive sampling in picking out the respondents. Six lady guard respondents were taken from the agency's list of officers and employees. Sampling was based on critical job locations, such as isolated posts on the outskirts of the campus far from usual student activities. These critical areas were defined by the agency, the respondents themselves during initial meetings and appointment-making, and other guards of the same agency during informal conversations. The available officer from the rank-and-file was chosen to be the seventh respondent representing the agency.

Data Gathering Method

An initial interview guide was pre-tested using focused interviews on two selected female security guards from an agency covering UP Diliman's north sector. The results of the pre-test were analyzed, information gaps were identified, and the final interview guide was refined and polished. The researchers approached the lady guards, introduced themselves, the research topic, and asked permission for them to be interviewed.

When the lady guards were willing to participate, the researchers made appointments for the interviews. When the lady guards hesitated due to reasons like low or no knowledge of the topic, or claimed never to have been sexually harassed, the researchers informed and encouraged them that any answers from their part would be accepted and useful to the study.

The researchers hoped to use focused interviews for each respondent, but could not avoid it when out of the six interviewees, four respondents paired together.

The names of the respondents are changed for publication. Lily became a paired-interview when Cory was in the same room. The researchers noticed Lily's hesitancy and invited Cory as company for her and as instant respondent. Cory also belongs to the same agency as Lily. They agreed to this arrangement. The same happened with the second scheduled interview when respondent Au invited a nearby female co-guard, working at an adjacent building. The researchers decided to include Rose in the interview. The rest of the respondents were interviewed using the focused interview method.

Focused interview was also used with the seventh respondent from the agency, the representative officer. The researchers made initial interviews then followed up to confirm missing data that was needed.

The researchers also contacted offices that had related information to the study, such as the Security Agency and Guard Supervision Division (SAGSD) of the Philippine National Police at Camp Crame, the University of the Philippines Center for Women's Studies (UPCWS) and the University of the Philippines Gender Office (UPGO). The researchers hoped that they, together with the UPGO and the Security Agency, would be partners helping promote and advocate anti-sexual harassment practices for lady security guards everywhere.

DATA PRESENTATION AND ANALYSIS

Agency Profile

The Combat Security Agency UP Diliman Detachment is composed of five personnel; four male officers and one female clerk. The officers are comprised of one detachment commander, one assistant, and two shift-in-charge (SIC). There are 169 security guards in the force with 132 regulars and 33 relievers. Among the regulars, 25.7% are female or 33, almost one-third of the total population.

Regular security guards are assigned to regular posts or buildings. Each security guard is assigned to one building only, and are allowed only three days' day-off every 15 days.

Regular relievers are guards who take the place of regular guards during the latter's day-offs. They are official relievers and work in three buildings in the span of 15 days. Aside from the "relief work", regular relievers can still take up other jobs upon the request of other guards who are friends or acquaintances. This can be arranged internally among the guards themselves and the agency.

Floating guards are "on call" guards who wait for openings from regular guards and regular relievers.

All security guards applying comply to standard requirements for employment such as police clearance, medical and drug tests, etc. Applicants should be between 18-45 years and at least a high school graduate.

The agency has no existing general policies, or any form of rules and regulations implementing the RA 7877. There are basic rules of conduct for the male and female security guards though, such as behavior, mode of dressing, etc.

Security guards are covered under the university's IRR on the anti-sexual harassment act of 1995, the researchers learned from an interview with Dr. Carolyn I. Sobritchea, Director of the UP Center for Women's Studies.

Work Conditions

The security guards earn a total of Php 375.00 for a shift of 12 hours and are allowed a total of three day-offs every 15 days. Benefits in the job include clothing allowance, double-pay during legal holidays, 30% addition on special holidays and Sundays. According to interviews with the respondents, the 13th month pay is automatically incorporated into the guards' monthly salaries. There was a positive attitude to this because previous agencies did not even give the 13th month pay. Social Security Service (SSS) is handled by the agency. Lady guards can decide whether to use skirts or pants in their official uniforms, although they still adhere to the dress code prescribed. The agency has a "no work, no pay" rule.

The agency decides the official posting of the guards. A request by security guards for change of posts is also accommodated by the detachment. According to interviews regarding their working conditions, the researchers learned that the respondents have a misconception that they cannot form unions because "*hindi pinapayagan ng agency*" (is not allowed by the

agency). However, in an interview with Col. Franklin S. Alfabeto, Police Senior Superintendent and Deputy Staff Corps (DSC) at the SAGSD, security guards are not prohibited to form unions.

There are also no other existing unions of security guards in the Philippines. However, the security guards of the Combat Security Agency elected their own officers last year.

Hiring and Training

The SAGSD, under the Civil Service Group (CSG) is the regulating body that exercises supervisory authority and implements the Rules and Regulations embodied in RA 5487. Republic Act 5487, or "The Private Security Agency Law" of June 13, 1969 is the law/act that mandates the regulation of the organization and operation of private detective, watchman or security agencies. As of 2002, there are 279,609 security guards nationwide. Approximately 10% are females according to the SAGSD.

Accredited schools by the PNP provide a Basic Security Guard Course (Pre-Licensing Course). All security guards and private detectives are required to undergo the BSGC or the Pre-Licensing Course before he or she is issued a license to exercise the profession. Likewise, regular licenses are not issued to any private detective agency or security agency unless the operator/chief security officer certifies under oath that its security guard and/or private detectives have duly taken the training (Revised IRR of RA 5487, 1994).

Security guards and private detectives are also required to take re-training course before their licenses are renewed. These re-training courses are jointly prescribed by the PNP and the Department of Education, Culture and Sports (DECS).

The PNP implements the government's gender and development program into its agenda, and therefore gender issues such as women's rights are included in training course for security guards.

Respondents' Profile

The respondents are female security guards inside the University of the Philippines-Diliman, employed by the Combat Security Agency that currently handles the south sector of the university. There are six respondents with ages ranging from the late 20s to mid 40's. Two are in their late twenties, two are in their mid 30's and two are in their mid 40's. Four out of six are single mothers, one is married and one is single.

The single mothers are the only breadwinners for their children since the fathers are absentee parents. Two finished vocation courses, two finished highschool, one finished a secretarial course and one took up but did not finish an undergraduate degree in Commerce. All of them earn to support their immediate family.

Findings

Table 1. Perception/Response on Guards' Training

Respondent	Answers
Lily	Sapat na ang training at pantay naman angtrato sa mga babae at lalaki
Cory	Sapat na ang training at pantay naman angtrato sa mga babae at lalaki
Au	Sapat na ang training at pantay naman angtrato sa mga babae at lalaki
Rose	Sapat na ang training at pantay naman angtrato sa mga babae at lalaki
Nelly	Sapat na ang training at pantay naman angtrato sa mga babae at lalaki
Jane	Di pa sapat ang training; sana magkaroon pa ng pagsasanay sa pagpapaputok ng baril; pantay angtrato sa babae at lalaki
Combat Security Agency	Sapat ang training at pantay angtrato sa mga babae at lalaki dahil ito ay ayon sa batas (RA 5457)

When the respondents were asked if the training they received was sufficient for them to perform their job well, five out of six said that it was sufficient. Only one respondent said that she was not satisfied with the training and suggested that hands-on experience in firing a gun should be added. All six respondents also said that females and males were treated equally during the training. The Combat Security Agency said that they received equal treatment because the law (RA 5457) requires it.

Table 2. Inclusion of Women's Rights and Discussion of Sexual Harassment in Training

Respondents	Answers
Lily	Hindi kasama sa training
Cory	Hindi kasama sa training
Au	Binabanggit lamang sa training na ang mga babae ay dapat respetuhin
Rose	Hindi kasama sa training
Nelly	Naging topic na sa isang lecture sa training ang harassment; sinabi ng lecturer na huwag magpaharass para lamang mabigyan ng puwesto
Jane	Kasama ang women's rights sa training ngunit hindi na matandaan kung ano ang napag-usapan at kung saang training naisama

Table 2 shows that three out of six lady guards said that women's rights and the discussion of sexual harassment were not included in the training. One answered that in one training seminar, it was only mentioned that women should be treated with respect. Another respondent remembered that sexual harassment was a topic of one lecture. The lecturer mentioned that women should not allow others to harass them in order to obtain a good post. One lady guard recalled that women's rights were included in one training but she could not remember particularly what was discussed and which training it was given.

This shows that there are no standard rules or policies from the SAGSD and the university which state that the discussion of women's rights and women's issues be part in the training undergone by the security guards.

Three respondents see sexual harassment as rape while one sees it as incest. Four said that green jokes are a form of sexual harassment but that they cannot be avoided because it is already part of the job and that men are really fond of these jokes. Three answered that unwanted touching or "panghihipo" is a form of harassment. One mentioned that teasing remarks may also be a form. One believes that a woman brings upon herself sexual harassment by the way she dresses and acts. Another one believes that women may be harassed by the inappropriate modes of dressing by males. One respondent says that having relationships in order to obtain good posts is sexual harassment. Another respondent believes that sexual harassment is when one is being followed while walking in a dark street. The Security Agency gave a textbook definition of sexual harassment although they are not aware of the kinds. The agency also tolerates some forms of sexual harassment such as green jokes among the guards.

Table 3. Knowledge/Perception of Sexual Harassment

Respondents	Answers
Lily	Rape; nahaharass ang babae dahil sa kanyang paraan ng pananamit tulad ng masisikip na t-shirt at maiikling shorts; di na maiwasan ang green jokes dahil kasama na ito sa trabaho;
Cory	Rape; maituturing na harassment sa parte ng babae ang malaswang paraan ng pananamit ng mga lalaki.
Au	Green jokes ngunit di na rin ito maiwasan dahil parte na ng trabaho; panghihipo.

Rose	Green jokes; panghihipo.
Nelly	Pakikipagrelasyon para makakuha ng puwesto; green jokes na hindi maiwasan dahil likas na hilig ito ng mga lalaki; panghihipo; panunukso.
Jane	Rape; harassment na maituturing kapag sinusundan ang isang babaeng naglalakad ng mag-isa sa gabi.
Combat Security Agency	May kaalaman sa tamang depinisyon ng sexual harassment ngunit di alam ang mga uri; naniniwala na nasa guard na ang desisyong kung magpapaapekto siya sa mga green jokes.

Some of the lady guards have misconceptions regarding sexual harassment. This is due to their lack of knowledge regarding the topic, which may be avoided if this issue was discussed in their trainings or at least mentioned during their formation.

Table 4. Respondents' Experiences and Views on Sexual Harassment

Respondents	Answers
Lily	Ang kanyang kapatid ay pinilit ng boyfriend na makipag-sex ngunit siya'y nakatakas at nagsampa ng kaso laban sa boyfriend; naniniwala siya na hindi na siya maaaring maharass dahil siya'y may edad na.
Cory	Naharass ng kanyang commander nang kakasimula pa lamang bilang security guard, nagsumbong siya sa pulis at pinatalsik ng agency ang commander; naniniwala na maaari pa siyang maharass.
Au	Hinahaplos haplos at binibiro na makipagdate; tinatarayan niya ang mga ito at sinasabihan na tigilan siya; naniniwala na maari pa siyang maharass.
Rose	Walang natatandaang karanasan na may kinalaman sa sexual harassment; naniniwala na maaari pa siyang maharass.

Nelly	Hinahaplos haplos at tinutukso; tinatarayan at sinasabihan na tigilan siya; naharass na ng lasing na co-guard nang siya'y magturn-over ng duty, tinakot niya ito at sinabing isusumbong kapag ginawa niya ulit iyon kahit sa ibang babae; hindi niya isinumbong dahil nakainom at wala siya sa tamang pag-iisip; naniniwala na maaari pa siyang maharass.
Jane	Walang natatandaang karanasan na may kinalaman sa sexual harassment; naniniwala na maaari pa siyang maharass.

When asked about their experiences and views regarding sexual harassment, two answered that there were instances when they were caressed or “hinaplos.” One was asked for a date and one was teased by some men working inside the building she was guarding. One respondent was sexually harassed by her commander when she was new at her job as a security guard. Her commander, who was apparently attracted to her, embraced her. They struggled for her gun and the commander eventually grabbed it from her. She reported the incident to the police and the agency fired the commander. Another respondent’s sister was forced by her boyfriend to have sex and was almost raped. She escaped and they filed a case against the perpetrator. One respondent was sexually harassed by her drunk co-guard who would relieve her for the night shift when he suddenly embrace her. She confronted him and threatened to report him the next time it happened.

Five of the respondents believe that they can still be harassed, one doesn’t think she can still be a victim because of her age.

Table 5. Knowledge of Agency's Policies on Sexual Harassment

Respondents	Answers
Lily	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.
Cory	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.
Au	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.
Rose	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.
Nelly	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.
Jane	Walang alam na konkretong rules/guidelines ng agency tungkol sa sexual harassment; irereport ang anumang reklamo sa commander; kung hindi matugunan ng agency ang problema, idudulog ito sa mas nakatataas na opisina gaya ng UP Police.

The respondents do not know of any of the concrete rules/ guidelines of the agency regarding sexual harassment. They rely on their immediate superiors, which are the agency's officers, to handle any grievances (including sexual harassment). The respondents also rely on higher authority such as the UP Police to handle matters that the agency cannot handle. The agency does not have implementing policies on sexual harassment, only guidelines such as Code of Conduct.

Table 6. Respondents' Knowledge of UP's Policies on Sexual Harassment

Respondents	Answers
Lily	Walang alam tungkol sa mga polisiya ng UP Tungkol sa sexual harassment; hindi rin niya alam na may opisina na humahawak sa mga kaso ng sexual harassment sa UP maliban sa kanilang agency at UP Police.
Cory	Walang alam tungkol sa mga polisiya ng UP Tungkol sa sexual harassment; hindi rin niya alam na may opisina na humahawak sa mga kaso ng sexual harassment sa UP maliban sa kanilang agency at UP Police.
Au	Ang alam lamang ay mahigpit ang UP sa pagmomonitor sa mga paglabag sa mga patakaran nito at kapag ang isang empleyado ay nahuli, siguradong mawawalan ito ng trabaho.
Rose	Ang alam lamang ay mahigpit ang UP sa pagmomonitor sa mga paglabag sa mga patakaran nito at kapag ang isang empleyado ay nahuli, siguradong mawawalan ito ng trabaho.

Nelly	Walang alam tungkol sa mga polisiya ng UP Tungkol sa sexual harassment; hindi rin niya alam na may opisina na humahawak sa mga kaso ng sexual harassment sa UP maliban sa kanilang agency at UP Police.
Jane	Walang alam tungkol sa mga polisiya ng UP Tungkol sa sexual harassment; hindi rin niya alam na may opisina na humahawak sa mga kaso ng sexual harassment sa UP maliban sa kanilang agency at UP Police.

Four of the respondents do not know that UP has policies and guidelines on sexual harassment. Although two of them answered that the university is strict regarding its policies, they still cannot identify any of the University's policies and services offered regarding sexual harassment. The agency and the UP Police are the institutions they know that could help them handle any problems regarding sexual harassment. This indicates that although UP has adopted RA 7877 or the Anti-Sexual Harassment Act, has implementing rules and regulations fit for the university setting, and has a Gender Office, the university failed to reach and educate its security guards regarding the issue.

Table 7. Respondents' Feeling Regarding their Job/Work as Security Guards

Respondents	Answers
Lily	Gusto talaga na magsecurity guard kaya kuntento na; sa hirap ng buhay, mabuti na ang may trabaho kaysa wala lalo na kapag nagkakasakit ang anak.
Cory	Kuntento na sa trabaho kaysa walang mapagkukunan ng pera.

Au	Kuntento na sa trabaho kaysa wala kasi sobrang mahirap na ang buhay ngayon.
Rose	Mahirap ang buhay kaya dapat may trabaho na okay naman ang sweldo.
Nelly	Hindi kuntento at pansamantala lamang ang trabahong ito dahil hindi ito stable; gusto na makahanap ng stable na trabaho pero mahirap kung walang credibility; gusto mag-aral uli.
Jane	Kuntento na sa trabaho kaysa wala.

When asked whether they were satisfied with their work as security guards, five of the lady guards answered that they are satisfied; it is better than having no job at all. All five said that they really need jobs with regular salaries in order to support their families. Only one lady guard said that she does not see her work as a permanent one. She said that work as a security guard is not stable. She wants to find a stable job in order to support her family in the province. She also wants to go back to school.

The lady guards' points of view regarding job satisfaction only show that it is better to have a job as a security guard than to have no job at all although it is unstable and work on a "no work, no pay" policy.

Table 8. Respondents' Perception/Response to the Existence of a Women's Desk in the Combat Security Agency

Respondents	Answers
Lily	Naniniwala na okay na yung sistema ngayon na nirereport diretso sa commander at hindi na kailangan ng Women's Desk;
Cory	Naniniwala na okay na yung sistema ngayon na nirereport diretso sa commander at hindi na kailangan ng Women's Desk;

Au	Naniniwala na okay na yung sistema ngayon na nirereport diretso sa commander at hindi na kailangan ng Women's Desk; mas nauunawaan pa nga ng mga lalaki ang pangangailangan ng mga babae kaysa kapwa babae.
Rose	Naniniwala na okay na yung sistema ngayon na nirereport diretso sa commander at hindi na kailangan ng Women's Desk; mas nauunawaan pa nga ng mga lalaki ang pangangailangan ng mga babae kaysa kapwa babae.
Nelly	Maganda ang magkaroon ng Women's Desk dahil may babae na mataas ang posisyon na mapagsasabihan ng mga hinaing.
Jane	Okay na yung sistema ngayon na sa commander dumideretso kasi baka hindi naman maganda at maayos ang pakikitungo ng babae na mapupwesto sa Women's Desk.

Five respondents did not like the idea of having a women's desk because they are content with the present set-up wherein the commander handles all issues concerning them. Two of them even said that a Women's Desk is not needed because they think that the men at the agency understand their situation better than their fellow female guards. Only one lady guard welcomed the idea that a Women's Desk would be of great help to the agency.

Table 9. Respondents' Response to Forming a Women's Group.

Respondents	Answer
Lily	Okay din para madaling iakyat sa taas.
Cory	Okay din para sama-sama na gagalaw ang mga guards at tsaka magkakasama yung mga guards na babae.
Au	Tama lang para maorganisa naman ang mga guards; dapat magkaroon na ng national na organisasyon ang mga guard.

Rose	Okay lang para maorganisa din kami.
Nelly	Tama yan para sama-sama na masabi yung gustong iakyat sa taas; kaso baka kulang sa oras kasi 12 hours ang trabaho.
Jane	Okay lang na magkaorganisasyon.

All six respondents believe that there should be a nationwide organization of security guards or an organization of women security guards. They also see this organization as a good way to represent their group in addressing issues concerning them. This organization would also be a good venue for sharing common sentiments as women. Although they are willing to have an organization, they don't think that they could work it out because of their schedules.

This willingness of the security guards to be organized is one big step towards addressing the issue of sexual harassment. According to the paper presented by BWYW and ILO, the best way to combat the issue of sexual harassment in the workplace is to form a union or organization.

UP's Response to Sexual Harassment of the Lady Guards.
The university has existing implementing rules and regulations adapted from the Anti-Sexual Harassment Act of 1995 or RA7877. The security guards are covered or included in this implementing rules and regulations. It also plans on creating the Anti-Sexual Harassment Office or ASHO under the UP Diliman Gender Office to specifically handle the sexual harassment cases inside the campus. However, despite the university's efforts to advocate the full implementation of RA 7877, they still haven't reached the security guards. Due to budget constraints, and because security guards aren't directly under the supervision of the university, they aren't given the priority. They could instead be included in the UPCWS' extension or outreach services.

Respondents' Suggestions. The lady guards suggested that the discussion of women's rights and issues be formally included in every training that a security guard has to undergo. The formation of an organization of women guards, a union of security guards in the agency, and a national organization of security guards should be done in order for them to be solid and have a representation in addressing their concerns. The agency should have clear and written rules and regulations about sexual harassment.

CONCLUSIONS AND RECOMMENDATIONS

Due to the nature of the work, being in the security business as a female security guard is not satisfactory. Although there are benefits and the demand for private security workers is high, the pay is low and not enough to support a family, how much more for single female parents who work as security guards.

There is no chance for career advancement, and because work is scarce, female security guards who are eventually hired do not wish to move on and find other work. For these women, there is no choice, since they at least have a stable job for now, than have nothing at all.

There is no security of tenure, since security agencies bid for the right to operate in the campus on a yearly basis. With every change of agency, the security guards hope to be absorbed by the next agency. The guards constantly worry that they might not be absorbed and will therefore be forced to look somewhere else for a job.

Most of the lady guards experienced a harassment of some sort, although one respondent claims not to be a potential sexual harassment victim because of her older age. There are also misconceptions on the indicators of sexual harassment although the

respondents know when they feel uncomfortable with certain actions done by the harassers.

There seems to be a low level of awareness among the respondents about their rights as women, and of gender issues that could be affecting them. However, it was agreed upon by all that a union or a group representing the security guards would be very helpful. The Security Agency studied has the best reputation so far among the lady guards, because of its management style and the way it treats its employees.

The agency does not have standard guidelines or policies for the workplace, however. Neither does it incorporate women's rights during training and seminars. The agency also does not have specific guidelines or policies on sexual harassment. The agency may be aware of the anti-sexual harassment law, but its employees have little or no knowledge about it.

Since the possibility and feasibility of forming unions among security guards needs to be studied, the guards should be allowed to form organizations within the agency, such as a core officers, etc. This should be a yearly standard procedure for the guards, whether or not they are still under the previous agency. This will serve as a venue for future organizing work among themselves.

In its contracts with security agencies, the university should require that all agencies have implementing rules and guidelines regarding the RA 7877, or the anti-sexual harassment law. The contract should also require that all security agencies include gender and development issues in their trainings of security guards.

Students from the College of Social Work and Community Development taking up gender and development courses in the undergraduate and graduate levels can assist and be partners with the university by initiating, volunteering or holding

gender awareness activities among the security guards such as seminars, workshops, etc. as part of their class outputs.

The researchers suggest more studies on the possibility, applicability, and relevance of forming representing groups for the security guards such as unions.

The researchers also suggest more in-depth studies among male and female security guards' level of awareness, their knowledge and perception about and towards gender issues. Further studies may want to focus on female security guards belonging to a younger age bracket who are vulnerable to sexual harassment. Another focus for further studies might also be more specific sources of harassment such as by students, UP employees or co-security guards.

The researchers also suggest finding a less intimidating way of introducing the topic of sexual harassment, as it is still taboo among some circles. Introducing the issue through a different channel such as labor practices or work environments is recommended.

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