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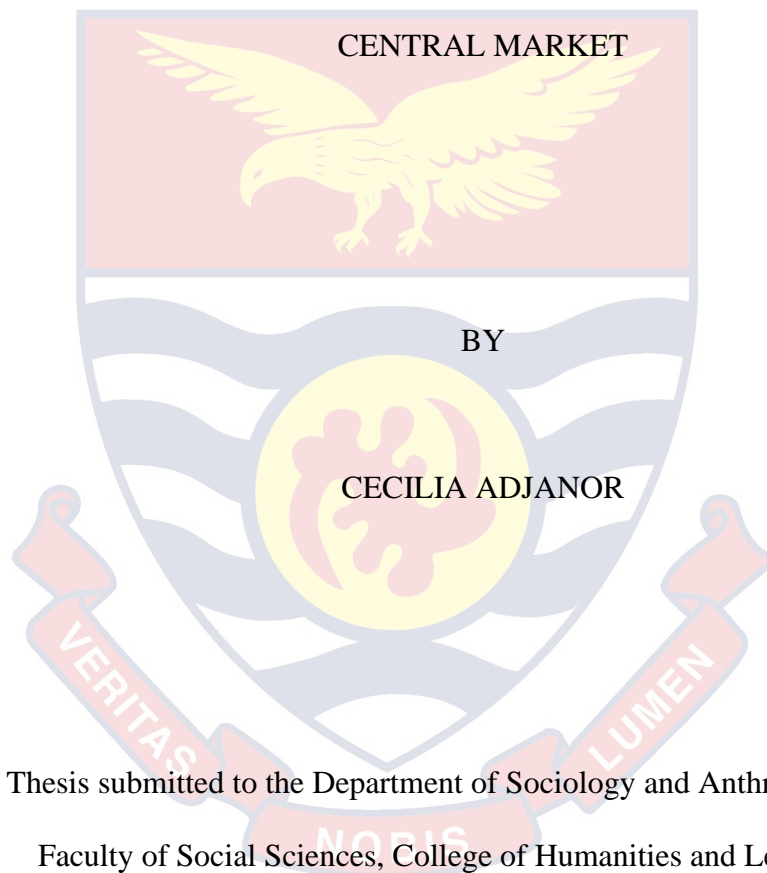
THE EXPERIENCES AND COPING STRATEGIES OF HARASSED AND
ABUSED MIGRANT FEMALE HEAD PORTERS IN THE KUMASI



2020

UNIVERSITY OF CAPE COAST

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ABUSED MIGRANT FEMALE HEAD PORTERS IN THE KUMASI



Thesis submitted to the Department of Sociology and Anthropology of the
Faculty of Social Sciences, College of Humanities and Legal Studies,
University of Cape Coast, in partial fulfilment of the requirements for the
award of Master of Philosophy degree in Sociology

OCTOBER 2020

DECLARATION

Candidate's Declaration

I hereby declare that this thesis is the result of my own original research and that no part of it has been presented for another degree in this university or elsewhere.

Candidate's Signature Date

Name:.....

Supervisors' Declaration

I hereby declare that the preparation and presentation of the thesis were supervised in accordance with the guidelines laid down by the University of Cape Coast on supervision of thesis.

Supervisor's Signature..... Date

Name:.....

ABSTRACT

The influx of young women from northern Ghana to cities in the south to work as head porters has accounted for the continuous increase in internal migration. Although, this livelihood strategy contributes to an improvement in the living conditions of these young women and their families, they face multiple risk factors such as harassment and abuse. Using a qualitative research approach, the study explored the experiences and coping strategies of harassed and abused migrant female head porters in the Kumasi Central Market. The transactional model of stress, appraisal and coping provided the theoretical framework for the study. Further, purposive and snowball-sampling methods were used to sample 22 participants for the study. Face to face, interviews were used to collect data. The data was analysed by cohesively presenting themes related to the study objectives using thematic analysis. The study revealed that institutional failure and lack of decent accommodation made female head porters externally vulnerable to perpetrators who used their ignorance and helplessness to often harass and abuse them. In addition, participants had experienced various types of violence but insult was found to be the most common form of abuse porters experienced in their line of work and this greatly affected their psychological wellbeing. It was discovered that majority of female head porters in dealing with these abuse and harassment tend to rely much on what Lazarus and Folkman (1984) refer to as Emotional based coping. In particular, most of them draw on the strategies of self-control and positive reappraisal. It is recommended, among other things, that both governmental and non-governmental agencies help in spearheading the awareness creation on harassment and abuse and educating female head porters of their rights and privileges as citizens.

KEY WORDS

Coping Strategies

Migration

Physical Abuse

Sexual Abuses

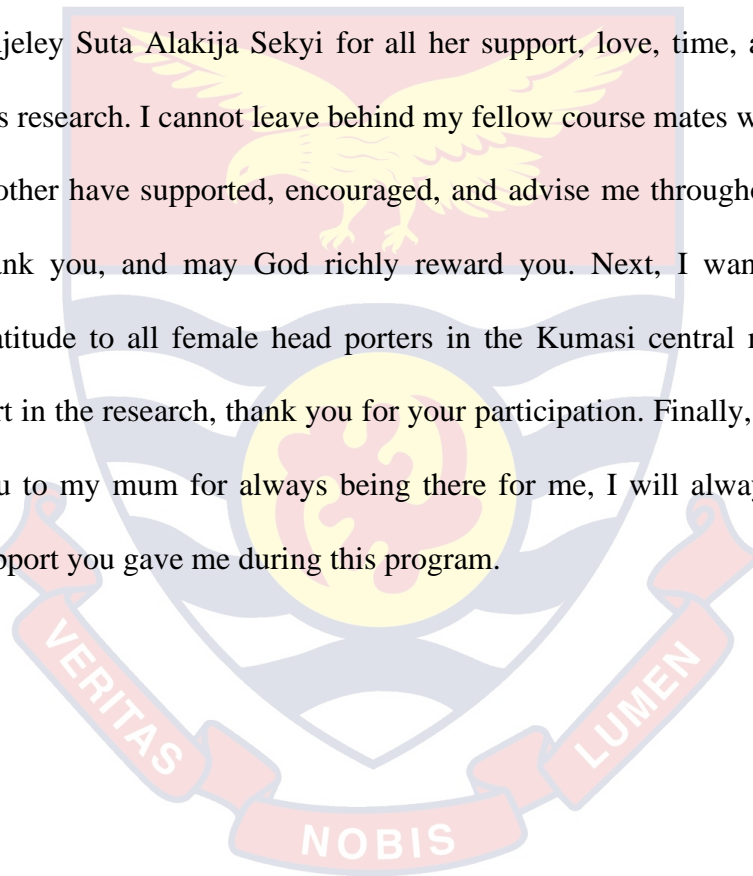
Sexual Harassment



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DEDICATION

I dedicate this work to my late father Mr. Emmanuel Adjanor and my mum Mrs. Comfort Adjanor; I will continue to love you both until the end of time.



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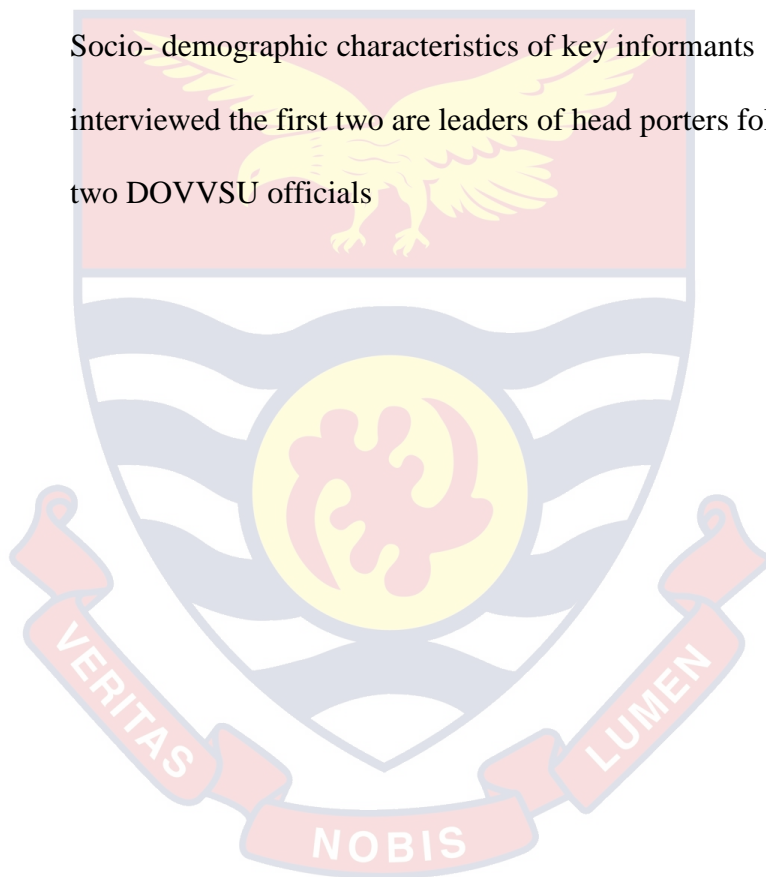
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LIST OF ABBREVIATIONS

DFID	Department for International Development
EEOC	Equal Employment Opportunities Commission
EU	European Union
FBOs	Faith Based Organizations
GAS	General Adaptation Syndrome.
GWH	General Workplace Harassment
HIV	Human Immunodeficiency Virus
ILO	International Labour Organization
IMR	International Migration Report
IOM	International Organization for Migration
IWLC	International Women's Law Centre
MSIG	Marie Stopes International Ghana
SA	Sexual Abuse
SH	Sexual Harassment
STD's	Sexually Transmitted diseases
STOPVAW	Stop Violence Against Women
UK	United Kingdom
UNCF	United Nations Children Fund
UNDESA	United Nations Department of Economics and Social Affairs.
UNICEF	United Nations Children's Educational Fund
UNPRB	United Nations Population Reference Bureau.
VAW	Violence Against Women
WHO	World Health Organization

CHAPTER ONE

INTRODUCTION

Background to the Study

Each year, countless women and girls travel from their homes up north and embark on an unpredictable journey to cities down south in Ghana, often seeking to find work to change their lives and that of their families. Movements that follow a shift in the present settlement of a person to another or from one geographic area to another can be described as migration. There has to be a movement in any migration but not all movement can be considered migration. The movement may be coerced or voluntary, seasonal or permanent, internally or externally varying in nature (Agyei, Kumi & Yeboah, 2016). It may also be intercontinental, interregional, regional, and continental (Asare, 2012).

Migration is a dynamic and multidimensional phenomenon that has much to do with growth, stability, health and culture with significant impact on the well-being and livelihood of the people (Murrugarra, Larrison & Sasin, 2011). Economic, social, environmental, and political problems around the world are some of the push factors that drive people to the perceived destinations from their origin (World Bank, 2018).

Migration as a human activity may also be regarded as the source of problems; such as social and political unrest, environmental depredation, health issues and brain drain. Without the need of a question, the fact is, the expansion of transportation and communication networks has resulted in higher rates of movement within and across continents. Globally, the number of people living in the diaspora is estimated at 231.5 million compared with a

global population of 7.1 billion (UN Population Reference Bureau, 2013). There has been a steady rise in the number of international migrants worldwide looking at the estimates of 173million since 2000, rising to 220 million in 2010 and hitting 258 million in 2017, demonstrating how people are increasingly engaged in migration as a survival strategy in recent times. (International Migration Report 2017). The international migration study further shows that the number of foreign migrants worldwide has risen faster than the global population, with the overall migrant population increasing from 2.8 in 2000 to 3.4 per cent in 2017.

Africa cannot be left out when the dynamic issue of migration is discussed, as it has a long history of both internal and international migration (United Nations Department of Economics and Social Affairs [UNDESA], 2015). In 2015, (UNDESA) reported that 14 per cent of the world's foreign migrants come from the continent of Africa. In the same year, 12 per cent of foreign migrants in Europe was reported to have originated from African countries (UNDESA, 2015). Worldwide the number of internal migrants was estimated at 740 million as of 2010 (International Organization for Migration [IOM], 2010). In a recent survey, World Bank researchers have predicted that by 2050 there will be 86 million internal migrants from environmental change alone in Africa (World Bank, 2018).

West Africa is considered a part of the African continent, where there is large-scale human migration (IOM, 2017). Via survey data from Burkina Faso, Côte d'Ivoire, Mali, Niger, Nigeria, and Senegal, the number of people who would migrate if the means and resources were available varied considerably across these countries of Western Africa. This was because most

West Africans did not have Europe as their main destination goal (Kirwin & Anderson, 2018). Much of the African migration is typically intracontinental. For example, many people leave Burkina Faso to pursue job opportunities in neighbouring Côte d'Ivoire. In addition, the Nigerian diaspora population in other West African countries is huge (IOM, 2017).

According to the Ghana Statistical Service (2012), internal migration in Ghana far outnumber international migrants and women in some migration patterns, including cross-border, seasonal, or circular, and short-term migration, are increasingly seen dominant. Ghana Statistical Service data shows that about 90 percent of Ghana's overall migration is internal (Ghana Statistical Service [GSS], 2013). Over the last 40 years, there has been a steady rise in women migrants. Women make up more than half of the world's migrant population and are increasingly recognized as not only passive followers but active agents in migration processes as well (IOM, 2009). Single female migration is aimed at gaining economic freedom through self-employment or wage earnings, thus according to studies on female migration in Zimbabwe, Uganda, Nigeria, and Mali across the continent (Adepoju, 1995).

The steady rise in the number of women in Ghana's migration streams is largely due to single female and child migrants from the northern regions to southern cities such as Accra, Kumasi, and Sekondi-Takoradi (Iddrisu, 2001; Litchfield & Weddington, 2003; Whitehead, Hashim & Iversen, 2007; GSS, 2012). The truth is, unlike in earlier days when female migration was discouraged and frowned upon by families, now young women are encouraged by their families and friends to migrate because of the perceived advantages

associated with it (Awumbila, 2015). Nevertheless, to add to this, gender differences in resource access and control in most developing countries have a greater effect on women's lives and have contributed to the increase in female migration (Yeboah, 2008).

Such young women and girls, mainly from rural communities, migrate to urban centres where they work as head porters, a low-scale and unqualified occupation since most of them lack basic formal education (Opare, 2003; Awumbila & Ardayfio-Schandorf, 2008). As Adom and Williams (2014) rightly pointed out, most people who migrate internally in Ghana and other developing countries do not have the skills required to work in the formal sector and, as a result, the informal sector is the only way they can obtain job opportunities. Migration can be regarded as an intentional act and a deliberate effort to improve lives by growing household income through remittances sent home, personal growth, and improving ways of living in rural areas for these young women with a strong emphasis on their livelihood (De Haas, 2008). Awumbila (2015) suggests that internal migration contributes enormously to reducing poverty and thus fostering people's well-being, given the occasional negative consequences. Accordingly, she noted that the real impact of internal migration on poverty depends on a set of social, economic, and political factors and their continuous interconnection.

Migration can also entail risk, Winkles (2004) as cited in Agyei, Kumi, and Yeboah (2016) argues that migration as a means of improving people's wellbeing has both a risk gaining and a wealth-gaining element that have various effects on individuals and households. Migrant women are increasingly exposed to a range of risks due to their vulnerability. Physical

and sexual abuse\harassment happens to women all over the world irrespective of their educational and socioeconomic levels, it can also happen at any stage in one's life. The World Health Organisation report in 2013 indicated that nearly one in four women experience sexual violence by intimate partner while one in fifteen women (7%) experience sexual violence by a non-partner. A more recent study conducted by the University of California's Gender Equality and Health Centre, San Diego (2018), revealed that 81 per cent of women and girls face violence at some point in their lives. The study further revealed that 77 per cent of women witnessed verbal and sexual harassment, 51 per cent were sexually abused without consent, 41 per cent were sexually assaulted, and 27 per cent escaped sexual assault.

Physical and Sexual abuse have severe impact on mental and physical health of victims (Fergusson et al., 2013). Physically, victims may suffer from injuries, headaches, chronic pains, sexually transmitted diseases and gastrointestinal disorder (Mahony, Jacob & Hobson, 2011). Psychologically, anxiety, depression, trauma, suicidal thoughts and extreme stress effect such as panic reactions and sleep disorders have been found (Agger 1994).

According to Torres (2008), the living and working conditions of migrant workers, especially women, are very difficult and this is because they are most frequently faced with issues of poverty, violations of human rights, such as non-payment of salaries, physical abuse, and sexual harassment. Moosa (2012) also reported that those experiencing violence, especially sexual violence, are at higher risk of contracting HIV and sexually transmitted diseases, and are faced with long-term poor physical and mental health challenges that limit their choice of education and employment. Head porters

play important roles in facilitating trading activities in the cities but most times their efforts are unrecognized.

Agyei, Kumi, and Yeboah (2016) suggested that porters play significant roles in day-to-day operations in our markets but happen to be victims of most unfortunate circumstances (Anzagra & Yeboah, 2012). From a business perspective, they help to address big transport challenges and help the market exchange networks, raise revenue for themselves, and encourage local economic growth as well. They suggested, however, that these head porters' working conditions and living standards make them vulnerable to harassment and abuse (Agyei, Kumi & Yeboah, 2016).

Yeboah & Appiah-Yeboah (2009) have discovered, through their study, that porters are mostly found living in four different groups; firstly, those who are lucky enough to rent kiosks mostly in slum areas and at the end of the day come together to contribute to pay the rent; secondly, those who live as squatters in unfinished buildings in and around the cities; and thirdly, those who sleep in front of stores, lorry stations and on city pavements at night and the last group consisting of a handful of porters who live with their family members or kinsmen in the cities.

The biggest obstacle facing migrant head porters in the city is proper and adequate lodging (Yeboah & Appiah-Yeboah, 2009). Looking at the number of loads these porters bear on their heads on a regular basis, one would assume they make enough money but that is not the case because most of the time they are abused by vendors, shop owners, shoppers, and the market women for whom they work. That is why Yeboah and Appiah-Yeboah have found out that porters are highly at risk of sexual abuse and harassment

because they barely earn enough money to find decent and quality accommodation on their own.

Due to their low earnings, most of these female porters have no choice but to sleep in front of supermarkets, bus terminals, and places in the markets (Kwankye et al., 2007). Lack of decent shelter, which is a basic requirement, exposes these female head porters to many dangers. To Shamsu-Deen (2013), due to their exposure to poor weather and mosquitoes, these girls are often vulnerable to all kinds of diseases, such as malaria. Female head porters are also vulnerable to sexual harassment and abuse that may result in unintended pregnancies, HIV contractions, and illegal abortions.

Based on the above results, Schenk is in the right direction when he argues that the origin and destination conditions may contribute to poverty, which may also lead to increased exposure to many vulnerabilities (Schenk, 2007). In addition to the above, Rafique, Massey, and Rogaly (2006) claimed that migrants experience malpractice, injury, physical exhaustion, unguaranteed salaries, poor housing, and poor shelter conditions of employers in manual work. Due to lack of shelter, the dangers faced by the head porters in their line of work is a major issue.

The lack of proper accommodation, according to Azumah & Onzaberigu (2018), renders these head porters externally vulnerable to cases such as rape, teenage pregnancies, and high risk of contracting STIs. It is not shocking that their research revealed that teenage head porters do have babies as early as 12 to 13 years, sometimes because of rape. Anzagra & Yeboah (2012) added that porters suffer a whole lot of abuse including sexual violation and as vulnerable as they are, self-medication seems to be more of the norm

for them, particularly female head porters in Kumasi. These findings corroborate that of Opare (2003) who found that head porters are faced with the problem of harassment and abuse.

Statement of the Problem

Increasingly, female migration has become a current response and means by which women avoid climate, cultural, social, political, agricultural, and economic threats by searching elsewhere for alternative life options (Van der Geest, 2011). It is done deliberately to help migrants and their entire families handle and control adverse economic challenges and living conditions (Van der Geest, 2011). Similar to other migrants, however, young women migrants face various difficult and hazardous circumstances in their migration cycle, adjustment processes, and even adaptation to the new world in which they find themselves (IOM, 2014).

Previous researchers have raised awareness of how young female girls are gradually moving from the north to towns in the southern part of Ghana with the sole purpose of improving their lives and that of their families up north (Opare, 2003; Yeboah & Appiah-Yeboah, 2009; Afriyie, Abass & Boateng, 2015). Different collections of literature discussed this topic from a number of viewpoints.

The first set of scholarly research investigated the cultural and socio-economic conditions of the origin and destination of head porters and had findings showing that young women migrants are faced with problems of accommodation and become very vulnerable to sexual assault and violence (Deshingkar & Grimm, 2004; Yeboah & Appiah Yeboah, 2009; Zimblim, 2013; Afriyie, Abass & Boateng, 2015). The next set of scholarly works

researched on migration & gender relations. Examples are the perceptions of intimate partner violence among female head porters and female head porter family size preferences (Dzandu, 2013; Brenyah, 2016; Kissiedu- Addi, 2017).

The last set of research focused on head porters' health issues. For example, Eto (2014) focused on the nutritional status of head porter children, Adu-Amankwah (2016) focused on the awareness and screening of cervical cancer among women head porters (Kayayei), and Shamsu-Deen (2013) examined the relationship between kayayei migration and health.

Most of the studies done tend to dwell on the vulnerabilities of the porters instead of their capabilities and strategies of survival after they have been sexually harassed and abused. Relatively, there is little empirical research on how female head porters manage or cope after they become victims of physical and sexual harassment\ abuse. This means the dimension of coping strategies they employ to secure their stay and enhance their livelihood when they encounter serious problems like sexual assault, defilement, and rape, physical, psychological, and verbal abuse have been addressed limitedly. Thus, this study seeks to fill the vacuum by examining the experiences and coping strategies adopted by female head porters.

Objectives of the Study

The General objective of the study is to examine the experiences and coping strategies of physical and sexual harassment\ abused of migrant female head porters in the Kumasi Central market. Specifically, the study seeks to;

- Explore migrant female head porters in the Kumasi central market experiences of physical and sexual abuse\harassment.

- Investigate how physical and sexual abuse\harassment affects the lives of migrant female head porters in the Kumasi central market.
- Interrogate the coping strategies migrant female head porters in the Kumasi central market use to address the physical and sexual abuse\harassment they face in their daily lives.

Research Questions

- What are the experiences of physical and sexual abuse\harassment migrant female head porters in the Kumasi Central Market encounter?
- How does physical and sexual abuse\harassment affect the lives of migrant female head porters in the Kumasi Central Market?
- What are the coping strategies used by migrant female head porters in the Kumasi Central Market to address the physical and sexual abuse\harassment they face in their daily lives.

Significance of the Study

Migrant female head porters are vulnerable, as a result, they are exploited by shoppers, traders, market women, and shop owners. However, the important role migration is playing in the change in lives of these women, girls and their families back home (Northern regions of Ghana) cannot be underestimated, since research has made it known how families are increasingly benefiting from this livelihood strategy (Awumbila & Ardayfio-Schandorf, 2008). The migration of these young females has drawn the attention of government, non-governmental agencies and organizations, and stakeholders at both the origin and destination areas.

Researchers and scholars have similarly developed the interest to investigate all possible aspects of it; this research will therefore most

importantly contribute to knowledge about the experiences and coping strategies of physical and sexual harassed \abused migrant female head porters in the Kumasi central market. It will serve as a source of reference for future researchers and will be useful for scholars interested in Gender and Migration studies.

The outcome of this study is expected to provide a better understanding of the rural-urban migration phenomenon. Through the findings of this study, government will become well informed on how best to curb or manage the migration of young women to urban areas in Ghana. It will also serve as a guide for policymakers who are particularly concerned about the migration of these female head porters to specifically direct their policies, programs, support strategies and introduce initiatives that will cater for the basic and actual needs of these vulnerable head porters. In addition, it will be important for advocacy work by groups such as Ark Foundation and can serve as the basis for programming that the Ministry of Gender, Children and Social Protection can undertake.

In addition, for porters to personally benefit from this research, it will be used as a means through which these female porters would be educated and encouraged to seek help from the right places when they become victims of sexual harassment and other forms of abuse because of their vulnerability. It also targets and addresses SDG 5.2: which seeks to eliminate all forms of violence against women and girls in the public and private spheres, including trafficking, sexual and other types of exploitation. This then justifies why it is prudent for this research to be undertaken.

Delimitations

Female head porters from other major cities in the country like (Accra and Takoradi), and even other markets in Kumasi were not within the scope of this study. Head porters from the Kumasi central market were specifically selected for this study because the central market also known as the Kejetia market is the biggest in Kumasi and hosts the majority of these female porters.

Limitations of the Study

There are some factors in the research situation that might affect the results, the researcher must do well to recognize and acknowledge such factors. It should have been ideal to have the inputs of other more individuals and institutions like the social welfare, Ministry of Gender, Children and Social Protection (MOGCSP), and other non-governmental agencies with a similar mandate to deal with victims of sexual and physical harassment\ abuse because this could have enriched this thesis and discussions. Unfortunately, the time available for this research was short for all this contact to be made. However, such contacts can be a reference point for future research to augment the findings in this research. It is important to acknowledge that a qualitative study also comes with its own challenges. Given the relatively small size of the sample, a generalization of the findings to the general population of Ghana will be a challenge. However, the research is credible as most of the findings in this study corroborate those of other researchers who had earlier conducted studies on sexual and physical harassment\ abuse.

Operational Definition of Terms

Coping strategies: measures employed by victims, be it internally or externally to manage as well as alleviate the impact of their situation. It is an

intervention employed by victims, whether they are handling their condition internally or externally, as well as alleviating its effects.

Sexual Abuses: situations in which unwanted physical acts of sexual nature happen, these acts easily detectable and punishable by law. Examples are rape and assault.

Physical abuse: any deliberate physical behaviour that causes harm and discomfort to victims, and endangers their safety and well-being. Symptoms may include bruise, fractures, cracked or broken bones, burns, swelling, cuts, muscle sprains, etc.

Sexual harassment: any act or behaviour that intimidates and induces fear in a person, these actions and behaviours can harm a person by endangering his or her health, well-being, and safety, and can affect his or her privacy, reputation, dignity, and protection. Examples include unwelcome, improper and offensive physical or verbal sexual advances to gross sexual harassment, initiation or intimidation of sexual activity and stereotypical patriarchal remarks and actions that express derogatory, disrespectful, and discriminatory attitudes (Fitzgerald, Drasgow & Gelfand, 1995; Cortina, 2001).

Migration: movement that induces a shift in the present abode or settlement of an individual or group of people to another country, but this migration may be forced or voluntary, seasonal or permanent, internal or external.

Kayayei: (female head porters) the combination of two words 'Kaya': an Hausa word meaning load or luggage and 'yoo' a Ga word which means woman, so it simply a woman who carries loads and wares on the head for traders or shoppers at market areas in the cities for a fee (Opare, 2003). The plural is 'kayayei' and the singular is 'kayayo'.

Internal migration: refers to the movement of people from one place to another place within the same state or country.

Organization of the Study

The study will be organized into Six Chapters. The First Chapter consists of the background to the study, statement of the problem, objectives of the study, research questions, significance of the study, delimitations, limitations of the study, operational definition of terms, and the organization of the study. The Second Chapter conceptualizes sexual and physical harassment \abuse. In addition, it consists of the literature on some forms of abuse and harassment. The effects of abuse and harassment on victims and coping strategies employed by victims who have been sexually harassed and physically abused is reviewed, then lastly theoretical justification of the study.

Chapter Three consists of the methodology for the study. This focuses on the research design, study area, target population, sample and sampling procedure, data collection instrument and procedure, data source, data analysis, and ethical issues. Chapter Four presents the results and discussion of the data. Chapter Five presents findings on the various coping strategies employed by female porters who have been sexually and physically harassed\abused. In the Final Chapter the summary, the conclusion of the findings and then recommendations are given.

CHAPTER TWO

LITERATURE REVIEW

Introduction

This chapter presents a review of the literature on the experiences and the coping strategies of sexually and physically harassed \abused migrant female head porters in the Kumasi Central market. The review of literature focuses on the objectives of the study and dwells on the concept of sexual and physical harassment\ abuse, laws on sexual abuse and harassment in Ghana, empirical issues of physical and sexual harassment\abuse or forms of sexual harassment and abuse. Also female head porter's human rights and vulnerability to abuse, experiences of abused and harassed female migrants, effects of sexual and physical harassment\ abuse against migrant women and girls, coping strategies adopted by sexually and physically harassed\ abused female migrants and the transactional model of appraisal, stress and coping were also reviewed.

The Concept of Sexual Harassment and Abuse

The term "sexual harassment" is widely defined as any kind of inappropriate oral, non-verbal or physical activity of a sexual nature with the intent or result of violating the privacy of an individual, particularly when establishing an environment that is threatening, hostile, derogatory, humiliating or offensive. (Department for International Development [DFID], 2018). It includes any unwanted sexual advancement, request for sexual favour, verbal or physical action or gesture of a sexual nature, or any other conduct of a sexual nature that may reasonably be anticipated or interpreted to cause offense or embarrassment to another, when such action interferes with

work, becomes an employment requirement or creates an intimidating, hostile or offensive work environment.

Under the Convention on Discrimination (Employment and Occupation) (No. C111), the International Labour Organisation (ILO) has defined sexual harassment as a prohibited form of sex discrimination. Similarly, the EU Commission describes sexual harassment as inappropriate sexual behaviour or other sex-based activity that affects the dignity of women and men at work. This involves physical, verbal, or nonverbal unwanted actions (The Human Rights Activists, 2003). The 2003 Government of Ghana Labour Act (Act 651) describes sexual harassment as any sexual advances or demands made by an employer or superior officer or co-worker, whether the worker is a man or woman that is unwanted, offensive, or imported.

The term “unwelcome behaviour” is crucial. Unwelcome does not imply “involuntary”. Even though it is offensive and inappropriate, a person may consent to or assent to such behaviour and participate actively in it. Hence, sexual activity is unwanted if it is considered unacceptable by the person subject to it. If the person actually accepted a date order, remarks that are sexually related or joke based on all the overall situations (BNA Communications, 1992). The International Women's Law Centre (2016) positions that sexual assault does not include any physical conduct whatsoever.

Sexual harassment in many organizations, including universities in Ghana, Africa, the United States of America, and Europe, is a social issue and a public health concern. Many studies have documented sexual assault in the United States, Europe, and most recently in Faith-based Organizations (FBOs)

in Ghana, among the military and police services. Words such as "unwanted," "non-consensual," "violent," "unwelcome" sexual behaviour appeared in the discussions in a recent analysis of SH at FBOs in Ghana. Other words used by respondents to demonstrate understanding included "... forcing sex on another," "searching for sexual favours," "offering unwanted gifts or dates." The way victims measure SH is important in determining whether such behaviour has happened or not (Norman, Aikins, & Binka, 2013).

Although sexual abuse and harassment can be committed by and against both genders, women and girls continue to suffer the most from these offenses (Achampong & Baidoo, 2011). From their studies, Harris and Firestone (1997) indicated that women were likely to experience sexual abuse somewhere in their lives. Women are far more likely to be victims of sexual assault that may lead to sexual violence simply because they lack authority as compared to men, are fragile, insecure and lack self-confidence, or are trained to suffer in private (The Human Rights Advocates, 2003).

What is Violence against Women (VAW)?

Violence against women (VAW) is defined by the United Nations as any act of gender-based violence that causes or is likely to result in physical, sexual or psychological harm or distress to women, including attacks, harassment or unconstitutional deprivation of rights, whether in public or private life (United Nations, 2017). It is known that violence against women involves, but is not limited to, the following:

- Family physical, sexual and psychological brutality, including battering, household sexual harassment of female girls, dowry-related violence, marital rape, female genital mutilation and other cultural

women-damaging activities, non-spousal violence and exploitation-related violence (United Nations, 2017);

- Within the general population, physical , sexual and psychological brutality, including rape , sexual assault, sexual exploitation and coercion at work, in educational institutions and elsewhere, trafficking in women and forced prostitution (UN, 2017);
- State-induced or condoned physical, sexual, and psychological abuse, anywhere it exists (United Nations, 2017).

Violence Against Women (VAW) is violence committed by intimate partners and other members of the family or individuals in our societies, which is expressed by physical, emotional, psychological, and economic abuse, according to the United Nations Children's Fund (UNICEF, 2000). Nevertheless, whether it results from unequal power relationships between men and women, physical, psychological, and sexual abuse may be considered gender-based (WHO, 2009, p.3). Sexual violence and harassment are prominent aspects of the lives of workers, especially women workers around the world and the most widely documented form is sexual harassment (WHO, 2009).

Laws on Abuse and Sexual Harassment in Ghana

It is important to note that there are no clear sexual harassment laws in Ghana so far but only laws that refer to sexual harassment. The 2003 Government of Ghana Labour Act (Act 651) mandates that employers take action on workplace sexual harassment. This requires companies to have policies on sexual harassment and abuse. Such policies, however, are rarely reviewed, and are neither evaluated (Labik, September 2018). Again, the

Government of Ghana Labour Act 2003 section 15a requires a worker to terminate employment on grounds of ill-treatment or sexual assault.

In Ghana, the word “sexual offenses” is used in Chapter Six of the Criminal Offenses Act, 1960 (Act 29) and includes “any immoral abuse of a woman by abduction, defilement, and in the case of improper carnal awareness, the victim may be either a man or a woman, indecent assault (male or female) and again, incest” (Archampong & Baidoo, August 2011, p. 3). The Criminal Code, 1960 (Act 29) provides for indecent harassment that involves improper physical contact with another person without the consent of the victim or improper violation of that person's body in any way that does not amount to carnal or unlawful carnal knowledge. Perpetrators found guilty face up to six months in jail (Labik, 2018). Ghana’s Criminal Offenses Act, 1960 (Section 29) sets out the following sexual offenses: abduction, defilement, carnal or abnormal carnal knowledge of mentally challenged people, indecent abuse, and incest (Archampong & Baidoo, 2011).

The Domestic Abuse Act 2003 (Act 723) has sexual assault clauses, too. Specifically, Section 42 sexual harassment means "sexual contact without the consent of the individual with whom the contact is made, repeatedly making inappropriate sexual advances, repeatedly following, pursuing or facilitating an individual or having continuous, improper contact with a person." Section 1 of Act 723 also describes sexual harassment as the heavy involvement of another person in sexual contact involving sexual activity that exploits, humiliates or degrades the other person or otherwise violates the sexual dignity or sexual contact of another person by a person who is conscious of being infected with the human immunodeficiency virus (HIV) or

any other sexually transmitted disease. Both sexual harassment and sexual abuse are considered a domestic violence offense under Act 723. Section 3 (2) & (3) of Act 723 provides as follows:

- A crime is committed by a person in a domestic relationship who engages in domestic abuse and is responsible for a fine of not more than five hundred penal units or a period of imprisonment of not more than two years or both, on summary conviction.
- In addition to imposing a fine or a jail sentence, the Court may require the defendant to pay restitution to the victim in the event of domestic abuse, as the Court may decide.

Moreover, most institutions in Ghana have policies aimed at preventing, mitigating, and punishing acts that can directly or indirectly pose sexual harassment as one of the worst types of personality, dignity, and human integrity violations, with constitutional provisions mandating the enforcement of relevant agreements and international treaties guaranteeing rights and freedom.

Forms of Sexual and physical Harassment \ Abuse

Sexual abuse can take a number of forms, according to Advocates for Human Rights (2003). It entails both physical and more indirect acts of aggression, such as bullying or the development of a hostile workplace. For example, where the survivor is not assigned to important commissions, does not obtain knowledge about training opportunities, or is not eligible for advancement because of family commitments, a hostile work atmosphere involves circumstances. This type of sexual harassment is difficult to

document but still can significantly affect women's work and career paths (The Advocates for Human Rights, 2003).

U.S. law describes two different forms of sexual harassment: (a) quid pro quo, and (b) hostile work environment.

(a) Quid pro quo

Quid pro quo is Latin for “this for that” or “something for something” and refers to an exchange. In this situation, the trade between workers is where sexual favours are given in exchange for something else, such as preferential care in job assignments, salary or promotion. When job decisions and terms are focused on whether an employee is able to grant sexual favours, quid pro quo sexual harassment exists. Any of the workplace rewards that may be based on sexual favours include recruiting, raises, pay raises, shift or task duties, and success requirements. (The Advocates for Human Rights, 2003). In the case of these migrant head porters, they face an array of socioeconomic difficulties in addition to violence, assault, verbal abuse, sexual harassment, and exploitation by customers (ILO 2005). Many migrant head porters are forced to exchange sex for shelter (Ziblim, 2013a). Yeboah and Appiah-Yeboah (2009) pointed out that the problem of accommodation sometimes exposes young girls to be tempted into prostitution or forced to exchange sex for basic necessities.

(b) Hostile work environment

One in which unwanted behaviour of a sexual nature causes an unpleasant work atmosphere for certain workers is a hostile work environment. Sexually suggestive speech, sexually offensive images, foul or

hostile words or inappropriate contact are examples of this behaviour (The Advocates for Human Rights, 2003).

Harassment does not have to be physical, but it can involve derogatory comments about the sex of a victim. By making negative remarks about women in general, for example, bullying a woman is unconstitutional (U.S. Equal Employment Opportunity Commission (EEOC), 1990, 2010). Other studies have also identified five other types of sexual harassment. These are:

- Gender harassment tends to do with generalized sexist comments and actions that express views towards women that are disrespectful or degrading. Insulting comments, insulting vandalism, bad jokes, or satire about sex or women in general are examples.
- Seductive conduct has to do with sexual advances that are unwelcome, improper, and offensive. Repeated unwelcome sexual invites, insistent dinner orders, drinks or dates, repeated emails, phone calls, and other invitations are examples. Sexual Bribery – has to do with solicitation of sexual activity or other sex-linked behaviour by the promise of reward; the proposition may be either overt or subtle.
- Sexual coercion-has to do with the possibility of retribution for sex-linked behaviour; examples include unfavourable performance assessments, retention of promotions, and threat of termination.
- Sexual imposition has to do with sexual impositions that can occur during intercourse or sexual assaults during heavy impositions.

In addition, according to Britz and Elmarie (2007), three (3) forms of sexual harassment exist namely:

- Verbal – Sexual observations, lewd remarks, sexual jokes, sexual advice, or sexual warnings that contain phrases like honey, sweetheart, nice, etc.
- Non-Verbal – Suggestive sexual objects or photographs, graphic comments, suggestive or disturbing sounds, leering, whistling, or inappropriate gestures. This includes others looking at the body, chest, rear, etc. of another, even pursuing others (men or women), blocking the path not to make another walk by, secretly offering presents, using sexual body language, etc.
- Physical – Unwanted physical contact, including rubbing, pinching, brushing the body, forced sexual intercourse, or abuse, including grasping the buttocks or hair, caressing, neck or hands cuddling, massaging the neck and shoulder.

Labik's(2018) work on the “Public Perception and Knowledge of Female Sexual Harassment in Accra”, observed that the most common form of sexual harassment for female respondents was verbal, followed by physical, cyber, or electronic and coercion. All females had experienced verbal forms, with the commonest being catcalling, sexual comments, and jokes (Labik, 2018). The high prevalence of indirect forms of sexual assault was reported in a survey of 20,249 men and women in the US military. At any point in their lives, about 60 percent of women and 15 percent of men were the subjects of sexual jokes. Worse still, more overt forms of abuse, such as fondling, phone calls, and obscene messages, were endured by about 48% of women and 10% of men (Harris & Firestone, 1994).

Ganu and Boateng (2013) identified sixteen (16) forms of sexual harassment frequently encountered by male and female employees in their research “examining sexual harassment experiences in the Ghanaian work environment: behavioural responses and effects on both women and men”. This included sexual assault, offensive words, career threats, comments on physical appearance, dirty jokes, questions on sex life, sexual suggestions/invitations, sound to incite lust, sexual jokes via email, staring at a body part, displaying sexual images, exposed to private parts, sexual gestures, touched parts of the body, standing too close and forcibly kissing (Ganu & Boateng, 2013). They observed that male and female employees experienced these forms of sexual harassment at different degrees. Female migrants are no exception.

In addition, Guruge et.al 2012, study assessed the history of violence and impairment of physical and mental health among 60 immigrants and refugee women from Iranian and Sri Lankan Tamil communities in Toronto Canada. Findings revealed that participants had experienced various types of violence throughout their lifespan, with psychological abuse by a spouse/partner occurring most frequently in the past 12 months. Commonly reported types of abuse included insulting, criticizing, and intimidation by partner (psychological abuse); slapping, hitting, and shoving (physical abuse); and forced sexual intercourse and sexually degrading acts (sexual abuse) by a partner/spouse. The study again found that a substantial proportion of the participants also had experienced physical and mental health impairment.

Goodson et al (2020), study discussed the experiences of forced migrant sexual and gender based violence survivors originating in sub-Saharan

Africa who have sought refuge in the UK. Based on the analysis of data from interviews with survivors of SGBV, respondents reported having experienced and/or witnessed a wide range of human rights violations, including restriction of movement, physical and verbal abuse, humiliation, torture, starvation, human organ trafficking and slavery, sexual violence, labour exploitation, blackmailing, deprivation of possessions including medicines and official papers. The study again found that these incidents occurred either in the country of origin, transit and refuge countries. In addition, majority of perpetrators were reported to be men with some few cases being women. In addition, reasons for migration varied, as did the types of abuse to which survivors were subjected.

Also, Iyakaremye and Mukagatare (2016), study examined the link between forced migration and sexual abuse, with a special focus on adolescent girls who were Congolese refugees in Rwanda Kigeme camp. Findings of the study revealed that rape, unwanted physical touching, sexual exploitation, commercial sex, early marriage and girl trafficking were the main forms of sexual abuse. This however negatively affected girls' reproductive health, social integration and mental health.

Deps et al (2021), conducted examinations to corroborate refugees' skin lesions and other signs of injury with self-reported histories of physical violence and torture to provide evidence for asylum applications. Physicians assessed 240 asylum seekers in a multidisciplinary team between October 2016 and September 2018. Majority were male (89% (213/240)) with median age 29 years (IQR 26–34 years) and originating from north and West Africa. Almost all attendees (94%) presented with scars. The most common

mechanisms of injury were beatings (84%), burns (32%) and cuts/stab wounds (15%). Sexual violence was reported for 37% of women (10/27) and 4% of men (9/213). The study found that corroboration of lesions with patients' histories of physical violence and torture was affirmative in 93% (224/240) of cases.

Head Porters Human Rights and their Vulnerabilities to Abuse

Korboe, Dogbe, and Marshall (2011) identified head porters between 9-22 years as actively engaged in the head portage business. These findings corroborate findings of Azumah and Onzaberigu (2018), Brenya (2016), Kissiedu (2017), Dzandu (2013), Kwankye (2009), and Opare (2003) that majority of young women and girls are engaged in the head portage business. As clearly stipulated in both the 1992 constitution of Ghana and the children's Act, 1998 (Act 560), the minimum age for a child to engage in active work is 15 years. However, Awumbila in her study "Migration, Gender and Vulnerability of migrants also revealed that girls as little as eight years old were found in the head portage business. It must be stated clearly that people who employ the services of these minors violates the children's Acts (560) and the Government of Ghana Labour Act, 2003. In addition to the above, any act that infringes on their human rights becomes a more serious offense. The children's Act 560 prohibits any form of exploitative labour that deprives a child of his or her education, development, and health. The children's Act 560 section 87 states clearly on the protection of the child that:

- No one shall engage a child in form of labour including works that are exploitative of the child.

- Any form of labour that is detrimental to the child's health, development, and education is a form of child labour.

In 2015, cabinet also approved the child and family Welfare Policy. This policy was an improvement on the relatively comprehensive legal framework for child protection, which was guided by the constitution and the Children's Act 1998 (Act 560). The main aim of the formulation of this policy was to introduce and implement child and family programmes that will effectively prevent and protect children from all forms of violence, abuse, neglect, and exploitation.

Looking at the magnitude of loads these head porters carry on their heads, the distance they sometimes go with these loads and the risk of finding their way through vehicular traffics and human congestions there is no doubt the nature of their work is full of risk. (Yeboah, 2008).

Sexual Harassment and abuse constitute gender discrimination and affect the dignity and rights of victims (Article 5 & 17 of the 1992) constitution. Female head porters are faced with harassment and sexual abuse, this is mainly due to lack of decent accommodation and the nature of their work they suffer sexual abuse, physical and verbal abuse (Awumbila, 2007, Yeboah & Appiah-Yeboah, 2008; Azumah & Onzaberigu, 2018). These findings corroborate that of Opare (2003) who found that head porters are faced with the problem of harassment and abuse. Also, a survey conducted by the Centre on Housing Rights and Eviction (2008) indicated that the head porters revealed, sexual assault was a common occurrence in their daily lives, and they were hesitant to report it.

Due to lack of accommodation, many of these female porters are left with no choice than to sleep outside because of this they become exposed to people especially men who take undue sexual advantage of them. Some are also caught in abusive relationships where their partners most often abuse them and sexually exploit them and because they are dependent on these people, they are forced to endure the abuses meted out to them. In the long run, this results in unwanted pregnancies which leads to porters engaging in unsafe abortions and the contracting of sexually transmitted infections (STI's), (Yeboah & Appiah-Yeboah, 2008; Azumah & Onzaberigu, 2018).

In addition, head porters are often exploited of the monies they hardly earn through their work this is also a violation of their human rights as the 1992 constitution article 24 stipulates. The most common is the exploitation of porters by people who employ their services. Most often after working for people, they are paid fees they did not agree on and are forced to accept or forfeit it because there is nothing, they can do to people they had rendered their services to (Yeboah 2008: p82). In addition, friends, family members or relatives, Susu collectors, and people who travel up north to recruit these girls to work as head porters in southern cities, sometimes exploit them of their hard-earned monies (Yeboah, 2008). The majority of studies on these female head porters revealed that most of them lack basic education (Kwankye, 2011; Anzagra & Yeboah, 2012; King & Amponsah, 2012). With their low educational background and their lack of education on their human rights as enshrined in the constitution migrant female porters are bound to experience various forms of harassment and abuses that infringe on their rights as humans.

Effects of physical and sexual abuse\harassment on the lives of Migrant Women and Girls

Previous studies have examined the unicity of effects of physical and sexual abuse psychological outcomes, however finding have been incongruous. Some studies found that both physical and sexual abuse prognosticate anxiety, depression and suicidality in adulthood (Fergusson, Boden, & Horwood, 2008; Gibb, Chelminski, & Zimmerman, 2007; Joiner et al., 2007). Meanwhile, other researchers have suggested that sexual abuse can strongly predict depression and anxiety than physical abuse (Cogle, Timpano, Sachs-Ericsson, Keough, & Riccardi, 2010, Brown, Cohen, Johnson, & Smailes, 1999). On the contrary other researcher also found that physical abuse can strongly predict depression and also affect the well- being of victims than sexual abuse (Ney, Fung, & Wickett, 1994; Widom et al., 2007).

Women who have been harassed regularly complain that their actions and trust are impacted, they feel trauma and anxiety, and society tends to dwell on the actions of victims and not on the offenders (Beates, 2015 as cited in Labik, 2018). The effects of sexual harassment on female respondents can be grouped into psychological, emotional, and social effects (Labik, 2018). Sexual abuse sufferers go through trauma and, ultimately, long-term work-related outcomes, including loss of job performance effort and worsened desire to quit, financial difficulties, and various emotional responses, including extreme depression. Sexual assault is characterized as a significant stressor associated with greater depressive symptoms (Mushtaq, Sultana, & Imtiaz, 2016).

Experiencing harassment and abuse are accompanied with multiple responses. Symptoms may include changes in appetite, sleep habits, or participation in everyday activities for young people, a reduction in commitment to schoolwork or involvement in other activities, and increased expressions of depression, frustration, or loneliness (Fineran, 2002). A Euro fund survey (2013) found that, following physical violence, workers were three times more likely to experience depression and twice as likely to report stress. Survivors of abuse and harassment experience extreme depression and psychological distress (Ever Safe, 2015). Women who experience sexual violence at early ages may go through emotional distress, including shame, guilt, self-blame, regret and low-self-esteem (Moore & Davidson 1997).

Physical abuse experienced in a long or short term can altogether influence the total direction of a person's life; abuse alters the perception of one's self and the world around them with far reaching implications for self-esteem, physical and mental growth, as well as social feelings. Moreover, it is also linked to a rise in gloomy and negative thinking, sorrow, social avoidance and isolation (Schulz et al, 2017).

Powers et al. 2009 found that adding to psychological abuse, experiences of neglect of victims was a more grounded indicator of grown-up misery and depression as compared to both physical and sexual abuse.

Self-esteem and self-worth are negatively affected by both psychological and physical maltreatment. Several studies have found that physical, mental, and sexual abuse have a deleterious impact on the nervous and immune systems' development especially if the abuse happens on a regular basis (Karakurt & Silver, 2013). Also emotional abuse-related health

problems gotten because of psychological maltreatment account for a significant share of the worldwide illness.

In many cultures, verbal abuse, which involves the use of words to injure and belittle another, is considered normal. However, this could produce emotional distress and long-term injury. In reality, emotional abuse leaves wounds that endure significantly longer and are far deeper than those left by physical abuse for many victims (Karakurt & Silver, 2013).

"In economic terms, sexual abuse and discrimination are a barrier to women joining and staying in the workforce, thereby "undermining women employees' long-term earning potential and adding to the gender pay gap" (Equal Rights Advocates, 2014, p. 7).

Coping Strategies adopted by sexually And Physically Harassed\ Abuse Female Migrants

Laura (2010) observed that female migrants who experience partners' abuse used numerous strategies to survive in an abusive relationship. This included wishing for the best and believing that the relationship would improve. The research showed that, through prayers, female migrants sought the protection and security of God and obtained affirmative and emotional assistance from family members in Africa. Some women have suffered violence and conveyed the recognition of their destiny as women in the patriarchal society ruled by men with the assurance that men had the power to rule them, and it was best not to combat them.

Some abused female migrants have sought personal methods to deal with the violence and have not reported the nature of the abuse to friends and family. They struggled to survive, to sacrifice themselves, and to pray for

intervention from Heaven. The research showed that after privately dealing with relationship violence for many years, participants later turned to the service of doctors for assistance (Farah, Natasha, Mary & Donna, 2009).

Akinsulure-Smith et al. (2013) discovered some coping mechanisms adopted by West African immigrants in the USA. The study showed that female victims of intimate partner abuse sought support from their family members and their spouses, but were unable to do so and were forced to stay in aggressive relationships. The research showed that victims obtained advice from elderly or religious authorities within the group while families gave no remedies. External services, such as the police or support groups was always the last resort.

Head porters' survival techniques differ by gender, age, and marital status. In order to cope with the physical and sexual abuse\harassment, female head porters have developed different methods of survival. These consist of a range of techniques including the use of communal credit schemes (susu), the carving out of ethnic spaces, and the carving out of survival spaces, such as sleeping on exposed slabs to reduce rape attempts (Awumbila & Ardayfio-Schandorf, 2008).

Osmanoğlu (2019) researched on Child Abuse and Children's Strategies to Cope with Abuse and identified three main coping strategies adopted by children in the case of abuse. These are *Active cognitive strategies* where the victims of sexual abuse make every effort, such as calming down or reaching a compromise, to adjust effectively; *Active behavioural strategies* where the abused victims take some type of action, such as talk to a family member/friend/teacher or call the police, to improve a problem situation and

Avoidance strategies where the victims keep stressful circumstances out of awareness (Osmanoğlu, 2019). Such protective mechanisms have been the establishment of semi-permanent conjugal relationships and intimate relations for security and financial assistance. And to prevent physical and verbal violence without taking any action that raises their feelings of powerlessness. (Awumbila & Ardayfio-Schandorf, 2008).

Pendragon (2010) examined the Coping Behaviours among Sexual Minority Female Youth, focus groups and individual interviews were used to collect data from fifteen sexual minority females who were in their late adolescent stage. The focus of the interview was on the participants perceptions of the problems, the impact those stressors have on their life, and the coping mechanisms they employ to deal with them. Resistance and avoidance, finding support in relationships, rebellion and deferment and, pursuing education and activism were the most common coping responses used by participants to deal with harassment and violence, isolation and lack of acceptance they encounter.

Danyoh et al 2018 also examined the coping approaches of the elderly to abusive experiences in the home. One hundred and eighty four (184) respondents were sampled for study using convenience and snowballing sampling techniques. The study found that many elderly persons relied on prayers as a coping strategy to abusive experiences from their caregivers, some also kept the feelings to themselves while others talked to people about their feelings.

Furthermore, Scarduzio et.al 2017, qualitatively examined problem-focused, active emotion focused, and passive emotion-focused coping

strategies employed by sexual harassment victims across multiple settings. Conducting 26 in-depth interviews with victims of sexual harassment, the study found that victims of sexual harassment across multiple settings employ emotion-focused coping strategies more than problem-focused strategies. The study found 16 types of coping strategies with only five problem-focused and a total eleven emotion-focused coping (five active emotion-focused, and six passive emotion-focused). The Problem focused strategies were blocking/unfriending, changing online behaviour, formal help seeking, confronting and peer intervention. While the Emotional focus strategies (Active\Passive) were expressing emotion, powerlessness, normalization, blaming others, denial, ignoring, humour, downplaying, Support, face-saving and blame self.

Pathak 2015, study on sexual harassment and coping behaviour revealed four ways harassed victims coped in the study. And these were (1) social coping (seeking advice and emotional support from people they trust), (2) seeking formal support from organizational authorities, (3) confrontation\ negotiation directly and personally making sure that perpetrators desist from such acts, (4) avoidance/denial the harassing situation physically or denying the seriousness of the situation.

The Transactional Model of Appraisal, Stress, and Coping

The study was much interested in the coping strategies of physically and sexually abuse\ harassed female migrants. So, the Transactional Model of Appraisal, Stress, and Coping was adopted for the study (Lazarus & Folkman, 1984). To provide meaningful insight into why sexual harassment and abuse exist in our society and also how it contributes to making the work and lives of

female migrant head porters very stressful and difficult, the Marx's theory of alienation as used by Bartky (1990) was used to complement the transactional model of appraisal, stress and coping.

Stress is an experience that is not new to us, with all the hustling and bustling in our society today it is seen as a modern society's illness, no matter how rich or poor, comfortable and careful we are, we suffer at least short-term distress while going through difficult situations in our lives. Stress impact greatly on a person's well-being, performance, and efficiency. However, effective coping determines the consequence of stress on the individual.

Coping in some way seeks to reduce and manage the impact of stress on the individual. Sacchi (2000) suggested that coping requires the individual's actions and emotions to handle the traumatic situation. According to Hobfoll (2014), coping is one particular sphere of activities for resisting the mutability of stress. As suggested by Conway and Terry (1992) historically the theoretical approaches to the study of coping have taken one of three forms. Conceptualizing coping as an ego process that operates to reduce emotional tension was the first approach. The second conceptualized coping as a trait but most importantly it did not consider the fact that stressful situations are not static events and also individuals do not respond similarly to all stressful events (Lazarus & Folkman 1984).

Lazarus and Folkman (1984) further proposed a conceptualization that viewed coping as a dynamic process not focusing on just the problem but also on the stages of the encounter. Coping, they believe, is not only a mere reaction to tension, but rather, it is influenced by an individual's cognitive assessment of an incident, which then effects emotional arousal. Lazarus and

Folkman (1984) espoused that a potentially stressful event (problem) will result in an individual going through a primary appraisal to assess whether the problem affects the individual's wellbeing personally then followed by a secondary appraisal to find proper measures and ways to deal with the situation to arrive at a positive outcome.

Lazarus and Folkman (1984) stated that coping may take two forms. These are the Problem based coping and Emotional based coping.

Problem based coping occurs when the individual after going through the primary and secondary appraisal realizes that they have absolute control over a particularly stressful situation and knows how to manage the problem to get a positive outcome. Folkman and Lazarus (1984) posited that during this phase of coping one might develop further skills to help cope with other challenging situations in the near future.

On the other hand, **Emotional based coping** is resorted to when the individual realizes that they have little or nothing to do about the problem; this is done by addressing the problem through direct action. Thus, the individual may begin to avoid the situation, distancing oneself from events, seeking support from others around, and developing new ways and means of overcoming the situation.

It must be noted however that, the individual's cognitive appraisal of the stressful situation plays an important role in influencing the coping selection and for Lazarus & Folkman, skills that people need to cope with stressful situations are often learned through experiences.

Eight ways of dealing with difficult circumstances were further illustrated by Lazarus and Folkman (1984), **Emotional Based coping** : (a) Distancing (b)

self-control (c) Positive Reappraisal(d) Accepting Responsibility (e) Escape Avoidance.

Problem Based Coping: (f) Confrontative coping (g) Seeking Social Support (h) Planful Problem Solving.

Confrontation: where individuals face the problem and pressures that come with the stressful event by dealing with it, thereby changing the situation and bringing it back to normal without stress.

Distancing: This is where individuals stay indifferent to all the problems and stressors around them and do well to prevent the problems from controlling their actions.

Self- Control: with this, the individual tries to control their emotions in response to the stressful situation.

Seeking Social Support: This is where stressed out individuals talk to other people, seek social connections, and help to survive in difficult times in their lives.

Acceptance: one very important means through which a person could cope with a stressful problem is by accepting the problem. Where the individual decides to fully and unconditionally accept the situation and personally take responsibility for the problem with the determination of fighting hard to resolve it.

Escape Avoidance: Where individuals begin to avoid situations and deny the existence of stress as a coping response.

Positive Reappraisal: seeking solutions and answers during difficult and stressful moments in life and gradually growing from it. Focusing more on

attaching positive meaning to the problem being encountered and personally try to develop in other to help get out of such situations.

Planful Problem solving: This is where individuals going through difficult problems employ specific solutions, focus strategies to overcome the problem, and redirect actions accordingly.

The transactional model of appraisal, stress, and coping has been very useful in times of stress and how well the individual copes with stressful situations. It emphasizes each individual's role in interpreting the stressful situations from their own perspectives rather than others. It is also a very dynamic and flexible model in that individuals can change their appraisal and responses to the stressor thus it allows for the fact that the stressors and circumstances under which they occur can change over time. It has also enhanced the understanding of the importance of stress- management strategies.

However, the model also has its weaknesses; it is difficult to label factors that determine stress from one person to another, making it difficult to test through experimental research because of its subjective nature. It, therefore, lacks empirical evidence and has been critiqued to overlook the physiological perspective in response to a stressor. It is also seen as a simplistic model that does not account for the social, cultural, bio, and environmental factors that create stressful moments or situations for individuals.

To complement the transactional model of appraisal, stress, and coping, the Marx's theory of alienation as used by Bartky (1990), was adopted to explain how social, cultural, bio and environmental factors contribute to the

harassment and abuse experienced by migrant female head porters in the Kumasi central market. The stress, appraisal, and coping theory applies to the study because physical and sexual harassment\ abuse are detrimental to the health and social functioning of women. Again, when such incidence occurs, for victims, it could be a distressing situation. This theory aided the researcher in comprehending how migrant female head porters evaluated or appraised the physical and sexual abuse\ harassment they encounter and how the appraisal or assessment informed the decisions they made. The researcher was able to understand the types of coping mechanisms migrant female head porters adopted when they went through difficult moments with the aid of this theory.

Marx's Theory of Alienation

The theory of alienation as postulated by Marx was used to describe how factory workers in the early days of industrialization felt about their work. He, therefore, argued that workers were alienated from their labour simply because they had no control over the product and over the means of production therefore, they could not derive any form of satisfaction from their work.

Bartky (1990) draws heavily from Marxist theory in her analysis of alienation. She builds upon the Marxist notion of alienation to describe gender relations and the situation of women in our patriarchal societies.

Bartky (1990) suggests that women in patriarchal cultures are sexually alienated because they are denied the right to evolve and are not given the requisite encouragement to determine what it means to be human. Hashim (2005) observed that parents, family, and peers are more frequently affected by the choice of children to migrate, based on the gains they (parents) are

expected to reap from the migration of their children. These young women and girls migrate at the expense of their education to work to support themselves and their families. Instead of parents supporting and encouraging their daughters to be in school to develop themselves, they are rather pushed to migrate. Again, as rightly indicated by Grabska (2016), escape from oppressive gender-related cultural norms and practices such, as forced early marriages, female genital mutilation, and denial of equal access to education are factors that contribute to adolescent migration. All these factors alienate young women and girls from their own desires and make them feel they exist purposely to fulfil the need of others and not theirs. Moreover, these tend to create many stressful and difficult moments for these female head porters.

Adomako Brenyah (2016) in his research found out that the female migrant head porters he interviewed had been socialized not to report any form of intimate violence they encounter to any institution because first, it is a private affair and must be settled privately. Secondly, it brings disgrace to their partners and husbands, most; unfortunately, children might hate their mums for taking such an action against their fathers. For these reasons not a single female migrant he interviewed reported their cases of abuse to the police rather they had to suffer in silence.

Chapter Summary

In this chapter, a discussion on the relevant literature on the issue of sexual and physical harassment\ abuse has been made. The discussion started with the conceptual issues of sexual harassment and explored the dynamics of the concept. For purposes of this work, however, a working definition of sexual and physical harassment \abuse was provided to set the scope within which the study will be looked at. Among other important issues, a good discussion of theories of sexual and physical harassment/ abuse, in addition to a coping theory was done. Moving on a review of how these theories apply to the concept of sexual and physical harassment\abuse and the coping mechanisms employed by victims were also looked at. The chapter also explored some empirical studies on the theme.

The literature reviewed revealed that sexual and physical harassment/ abuse causes a major psychosocial issue in our mist as humans across the world, and this has been well studied and documented in the developed countries. However, even though much has been done in the African and Ghanaian context especially in the formal sectors, very little research has been done in the informal sectors specifically for migrant workers like these female head porters.

This study, therefore, aims at, among others, providing empirical answers to questions about sexual and physical harassment\ abuse within migrant workers in the informal sector looking specifically at female head porters in the Kumasi central market. This will however add to the pool of literature on the subject from the informal sector and a Ghanaian perspective.

CHAPTER THREE

RESEARCH METHODS

Introduction

This section highlights the following issues: the research design, population, sample and sampling procedure as well as the instruments used to collect data. The data collection procedure and data analysis procedure is explained. It further discusses issues of ethics, reliability and validity, field experience, and challenges and limitations of the study.

Research Design

The total plan for obtaining answers to the study questions is known as the research design (Polit & Beck, 2010). The study was conducted using a qualitative research design. And this is because the qualitative approach helps in producing a holistic understanding of rich, contextual, and generally unstructured, non-numeric data by engaging in conversations with the research participants in a natural setting (Bazeley & Jackson, 2013).

According to Creswell (2013), qualitative research approach is a form of systematic empirical inquiry grounded in the understanding of how people make sense of their experiences. This is why the study primarily lends itself to the qualitative research approach to explore from the perspectives of the participants why they are most often victims of sexual and physical harassment\ abuse.

This research approach was considered appropriate for a phenomenological study like this. Because the study most importantly sought to find out from the participants their inner experiences, the various interpretations they have about their experiences and how these interpretations

inform their choices of action. In addition, find ways through which they cope in managing their situation when they become victims of sexual and physical harassment\ abuse. It also gave the researcher a chance to pose open-ended inquiries, which helped in getting more detailed and descriptive information (Laura, 2010).

Study Area

The Kumasi Central Market, also known as Kejetia Market is located in Kumasi, the capital city of the Ashanti Region of Ghana. Kumasi is approximately 300 miles (480 km) north of the Equator and 100 miles (160 km) north of the Gulf of Guinea and is popularly known as "The Garden City" or "heartbeat" of Ashanti and the Ashanti land Peninsula because of its many beautiful species of flowers and plants. The Kejetia market is the largest single open market in West Africa. It has over 10,000 stores and stalls (Town and Country Planning, 2015). Right in the heart of Kumasi is one of West Africa's largest open-air markets. The Komfo Anokye Teaching Hospital borders it to the north by the Kumasi Cultural Centre and to the North West.

The southern part of the Kejetia market forms a border with Adum, the commercial Centre of the city (Town and Country Planning, 2015). Virtually everything that one wants to purchase from a market can be found at Kumasi Central. Kumasi as one of the economically endowed cities in Ghana, by its proximity to the north and its central location, all road networks linking the Northern and Southern sectors of Ghana pass through Kumasi, resulting in a high daily influx of traders, shoppers, marketers, and travellers. The commercial and administrative status of the market makes it an ideal

destination for female head porters since their job is to carry loads on their heads for a fee. (Ghana Statistical Service, 2005; Kwankye et al., 2007)

The actual number of head porters in the market is unknown since these head porters are highly mobile making it very difficult to capture them in statistical exercises, however, Baah (2007) found about 23,000 Kayayei in Kumasi during the time of his study. Now there is an all year round influx of young girls and women from the northern regions of the country to Kumasi (Opare, 2003). The majority of the studies on female head porters were conducted in Accra (Yeboah & Appiah-Yeboah, 2009; Eto, 2014; Shamsu-Deen, 2015; Adu-Amankwah, 2016) with just a hand full in Kumasi (Baah, 2007; Adoma, 2009; Anzagra & Yeboah, 2012) so the researcher chose Kumasi to increase existing literature conducted there.

Anzagra and Yeboah (2012) identified that more than 50 percent of the child migrants they covered in their study migrated to find jobs in the Kumasi metropolis. Afriyie et al (2015) also in their studies discovered through a focus group discussion with head porters that they preferred to migrate to Kumasi due to the size of the market thus when business is slow at the central market they could move to Adum, Race Course, Aboabo to work. Also because of the stigma attached to the work up North, they preferred to move down South to work instead. Lastly, due to favourable weather conditions and also getting a fair deal free from family ties and known people they preferred migrating to Kumasi to work hence the researcher's choice of Kumasi because of the availability of participants.

Target Population

All the migrant female head porters in the Kumasi central market were the population, and the target population for the study is female porters who have been victims of sexual harassment and abuse. Females are at most times victims of harassment and abuse, hence, the study focused on female head porters. The group leaders of the female head porters association were targeted as well because the leaders serve as caretakers of these porters and play significant roles in their lives (Kwankye, 2012). In addition, Officials from the Domestic Violence and Victims Support Unit (DOVVSU) of the Kumasi central police were also targeted.

Sample Size and Sampling Procedure

Sampling Procedure

For the purpose of this study, a non-probability sampling technique was employed. Creswell (2013) argues that the use of non-probability sampling is most appropriate where the research aims at providing an in-depth understanding of the world as seen through the eyes of people being studied. Under the non-probability sampling technique, snowballing was used in the selection of the participants. Though the study targets head porters who are victims of harassment and abuse, snowballing was appropriate looking at the sensitive nature of the subject matter and the characteristics of the participants.

Snowballing, according to (Biernacki & Waldorf, 1981) is a process where study participants are obtained through referrals made among people who know of others who possess some characteristics or knowledge that are of research interest. During the day, porters are highly mobile and most of them

do not have permanent residences, but in closely linked groups, they live and work together through strong social networks (Opare, 2003).

The snowball sampling technique enabled the researcher to capture most of the head porters at the Kumasi central market who are victims of sexual and physical harassment\ abuse.

Sample Size

The study selected 22 participants, which comprised 18 female head porters and 4 key informants. The four key informants consisted of two women police officials from the Kumasi Central Police Domestic Violence and Victim Support Unit (DOVVSU) office and two women who were group leaders of the migrant female porters in the Kumasi central market.

As postulated by Guest, Bunce, and Johnson (2006) the size was adjusted in the course of the data collection bearing in mind the concepts of saturation and adequacy in qualitative data collection. Though the number was small, Myers (2000) justifies that small sample size is often accurate to offer in-depth and useful data when conducting qualitative research.

The study purposively sampled two group leaders of these young female porters because they serve as caretakers of the female head porters and had information about them that helped in the research. Two DOVVSU officials of the central police station were also sampled because they are charged with the responsibility of dealing with cases that violated the rights of people. Purposive sampling was used by the researcher to select these key informants because it allowed the researcher to deliberately sample study units that were presumed to be in possession of the information the researcher was looking for (Creswell, 2009). Purposive sampling is a technique in which the

researcher deliberately selects a study population due to qualities, such as knowledge and lived experiences, regarding the subject matter and the willingness to participate (Creswell, 2009). Scholars like Bryman (2012) and Creswell (2009) assert that, 15-30 participants are sufficient for a research-based on qualitative inquiry and that, each unit in a qualitative study produces so much information, therefore to undertake thorough and meaningful data analysis, sample sizes need to be kept reasonably low.

Recruitment Procedure of Participants

As indicated earlier, some participants were purposively selected while others were gotten through snowballing for the study. However, even though the above sampling procedures were used, participants in the study were also selected based on some criteria/ characteristics. For the female head porters inclusion criteria were head porters who were matured and of sound mind, someone who could narrate her ordeal without any hindrances. Secondly, porters who had migrated to Kumasi for at least over a month or more. This was because after a month stay in the city, a porter would have gradually adapted to the system and would have personally experienced any of these forms of violations being physical, sexual, emotional, or psychological abuse. This will enable them give accurate information rather than give information based on what they have been told or what they have heard from others. Thirdly, porters who have been victims of sexual and physical harassment\ abuse and are willing to participate in the study and those who have suffered multiple sexual cases of abuse and harassment. It must be noted that the harassment or abuse could be physical, psychological, emotional, and sexual.

For the DOVVSU officials, the inclusion criteria were officers who have been working in the department for a year or more while that of the leaders of the head porters were those who have been working with these porters for two years or more and have had practical experiences dealing with the female head porters. This was to make sure they really knew the people under study (female head porters) and had real experiences managing them to give credible information about them.

Data Collection Instrument

A semi-structured in-depth interview guide was used in the data collection. Bryman (2012) states that in an in-depth interview, the interviewer is interested in the context and content of the interview, thus this approach allowed much more space for the interviewees to answer on their own terms than structured interviews.

Data Collection Procedure

Data for the study was collected through in-depth interviews with participants. This was done at convenient periods when the head porters interviewed were individually having their respite during working days and when they had finished their work. The interviews were conducted on a face-to-face basis with the use of an in-depth interview guide which contained semi-structured questions categorized into sections such as demographic information, some experiences of harassment and abuse of head porters, effects of the harassment and abuse they encounter and the coping strategies employed by the female head porters in the Kumasi central market thus interview guide was structured into sections based on the research objectives. Face-to-face interviews was appropriate because thoughts, feelings, abuses,

and intentions are not things you can look at one's face and deduce unless there is a form of conversation to know what is really happening. This was why the face-to-face interview was used by the researcher to delve deep into the female head porter's worldview and perspective about the sexual and physical harassment/ abuse they suffered as migrants through asking questions that required answers about their experiences, these questions were in line with the research objectives. The data was collected from 26 July to 16 August 2020.

On the first day, the researcher interacted with a head porter after engaging her service. Through the conversation it came out that, she had been a victim of several forms of harassments. The researcher took her phone number, called her, and scheduled a meeting with her two days after meeting her on a Sunday. She preferred Sunday because it was not a busy day for her. Before our second meeting, the researcher had called her several times to check up on her and to find out how she was doing. This was done to establish a friendly relationship between both of us and give her the benefit of the doubt to trust the researcher with her personal information. After interviewing her, she turned out to be the researcher's lead participant who led the researcher to other porters who had gone through similar and different ordeals. Thus through her and subsequent porters, the researcher was able to reach all the porters who were interviewed for this study.

The participants were given a brief introduction of the purpose of the study and their consent was sought. Each interview lasted between 30 to 45 minutes of which the participants were informed before the commencement of the interview. The interview schedule, which was in English, was translated to

Twi for those who did not understand English. Questions were probed further to explore the individual's experiences and different opinions among participants

The interviews were individually recorded using a digital audio recorder based on the permission of participants. These recordings were saved for further processing and analysis, personal field notes were taken.

Data Analysis

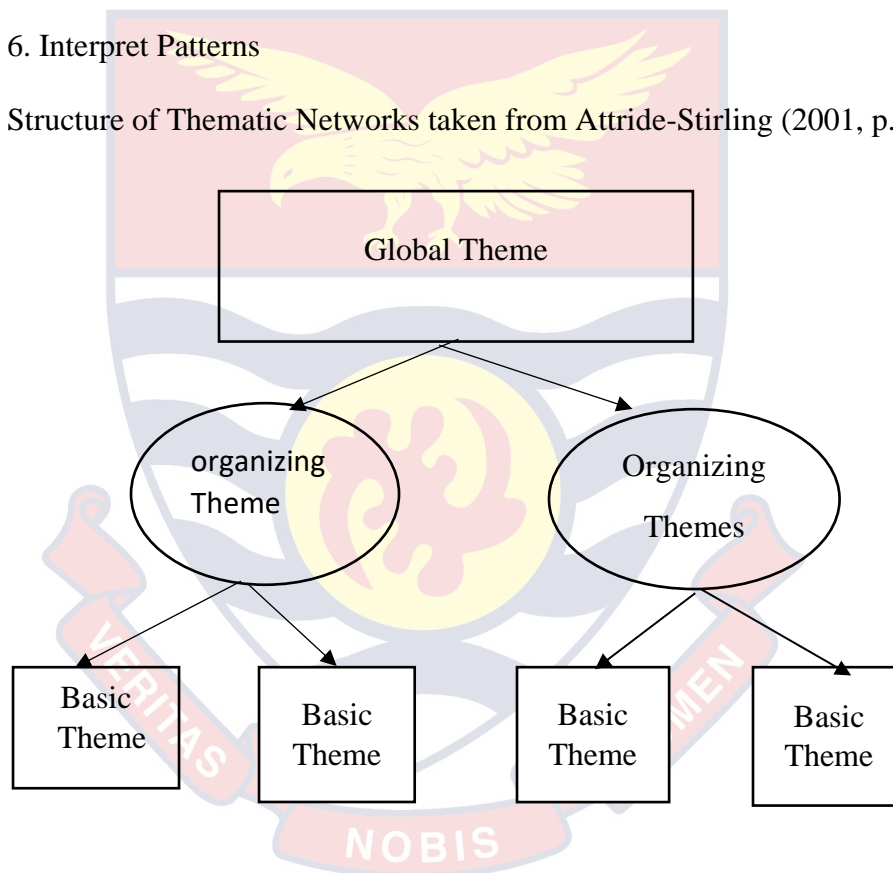
The aim of data analysis is to arrange research data, provide context and evoke meaning (Polit & Beck, 2008). According to Creswell 2009, the method of data processing includes understanding the data obtained from the field, planning it for analysis, comprehending the data, interpreting the data, and analysing the wider context of the data.

Thematic analysis was the main tool for the analysis of data, the researcher jotted down notes continuously as the transcribing went on, this was in support of what Sparkes and Smith (2014) stated that writing is a form of analysis because analysis happens in the process of writing. The researcher analysed data initially by demographic characteristics of participants and then proceeded with conducting a thematic analysis of the data. The thematic analysis is process of developing themes found in the information or data that interprets aspects of the phenomenon being studied and this is done through encoding the information. (Boyatzis, 1998). For Braun and Clarke (2006) it will be very difficult to assess and repeat a research study if information about how data has been analysed, and the assumptions which informed that analysis are not clearly established. For this reason, the systematic methods outlined by Attride-Stirling (2001) was used in analysing data of this research.

According to Attride-Stirling (2001), there are six steps in thematic network analysis and these include:

1. Code Material
2. Identify Themes
3. Construct Thematic Networks
4. Explore the Text
5. Summarise Thematic Networks
6. Interpret Patterns

Structure of Thematic Networks taken from Attride-Stirling (2001, p. 388)



The first step of the thematic analysis process was the development of “coding framework” produced in line with the study’s research questions, relevant issues that reoccurred throughout the research process and the theoretical interest (Attride-Stirling 2001). Secondly, the data was broken down into segments using the coding framework. The next step was the identification of themes. At this stage, all important and common themes were identified through the re-reading of the data located in each code (Attride-

Stirling 2001, p.392). It must be noted that themes were developed manually to help the researcher probe deep into the data. This was followed by the fourth step where themes were arranged into similar groups with each becoming a thematic network comprising of basic themes and organizing themes, once the major themes were clearly identified. All these themes were connected to a global theme. After all the above steps were achieved, the process of exploring the thematic network was done in the next step and this gave the researcher a deeper and clear meaning of the data (Attride-Stirling 2001, p.393). At this point writing of findings began and this was done by taking each network in turns describing its content with reference to the text from which it derived. Finally, referring to the research questions, all the networks were tied together to create a “cohesive story” (Attride-Stirling 2001, p.402).

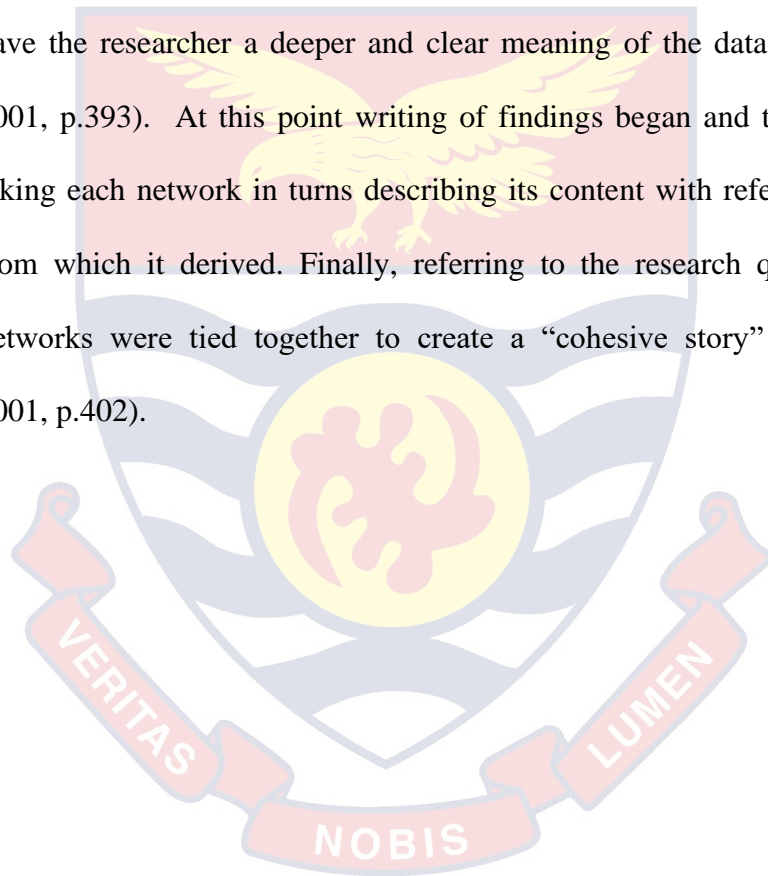


Table 1: Sample Basic Themes and Codes

Themes and codes	R 1	R 2	R 3	R 4	R 5	R 6	R 7	R 8	R 9	R 10	R 11	R 12	R 13	R 14	R 15	R 16	R 17	R 18	Frequency
PERSONAL EXPERIENCES WITH ABUSE AND HARASSMENT																			
Physical Abuse																			
Slaps	x		x		x					x		x			x		x		7
Caning						x		x			x	x							4
Pushing	x			x				x					x			x			5
kicking																			
Physical Harassment																			
Threats		x	x		x	x		x	x	x	x	x		x		x	x		12
Curses			x								x		x						3
Seizing of items			x		x			x		x				x			x		6
SEXUAL HARASSMENT																			
Gender harassment			x		x			x		x							x		5
Sexual Coercion	x		x		x			x		x			x		x	x			8
SEXUAL ABUSE																			
Rape	x														x			x	3
Intimate Partner V				x					x		x	x		x			x		6
PSYCHOLOGICAL ABUSE																			
Verbal derogatory comments, insults	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	18
Intimidation actions\gestures	x		x	x		x			x				x		x		x	x	10
Physical Well-being																			

Table 2 continued

The Impact of Abuse and Harassment on the Lives of Porters

Swollen muscles	x	x		x	x	x	x	x	x	x	x		x	x				10
bruises, deep cuts, Knee injury		x	x	x			x	x	x				x		x			8
fractures, blood clots		x		x	x		x	x	x	x			x		x			9
Psychological Problems		x											x					5
Anxiety	x	x		x			x	x	x	x			x			x		10
depression			x				x	x	x					x		x		7
frustration	x	x		x						x					x			6
confusion				x			x	x	x				x			x		9
Fear, shock, anger, isolation	x	x	x				x	x	x	x	x		x		x			8
betrayal	x		x	x			x	x	x	x	x		x		x			12
Self-blame,	x		x		x					x	x		x		x			9
Low self-esteem		x		x			x	x	x	x			x	x	x	x		11
shame, guilt	x		x	x														5
PHYSIOLOGICAL EFFECT																		
Stomach/head body aches,	x	x	x	x			x		x	x			x	x		x		13
panic reactions,	x		x													x		5
Eye/Sexual problems	x		x	x									x			x		6
JOB RELATED EFFECT																		
Job performance	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	18

Table 3 continued

Coping Strategies	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	Frequency
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	
Self-Control	x	x		x	x		x	x	x	x	x	x	x	x	x	x	x	x	16
Distancing					x	x		x		x							x		6
Escape		x	x		x	x		x		x		x			x		x		9
Avoidance																			
Positive	x	x	x	x	x		x	x		x	x		x	x	x	x	x	x	15
Reappraisal																			
Accepting	x		x		x		x			x	x		x			x	x	x	10
Responsibility																			
Confrontative						x			x	x	x		x						5
Coping																			
Seeking Social	x	x	x	x		x	x		x	x	x		x		x			x	12
Support																			

KEY: R refers to Respondent

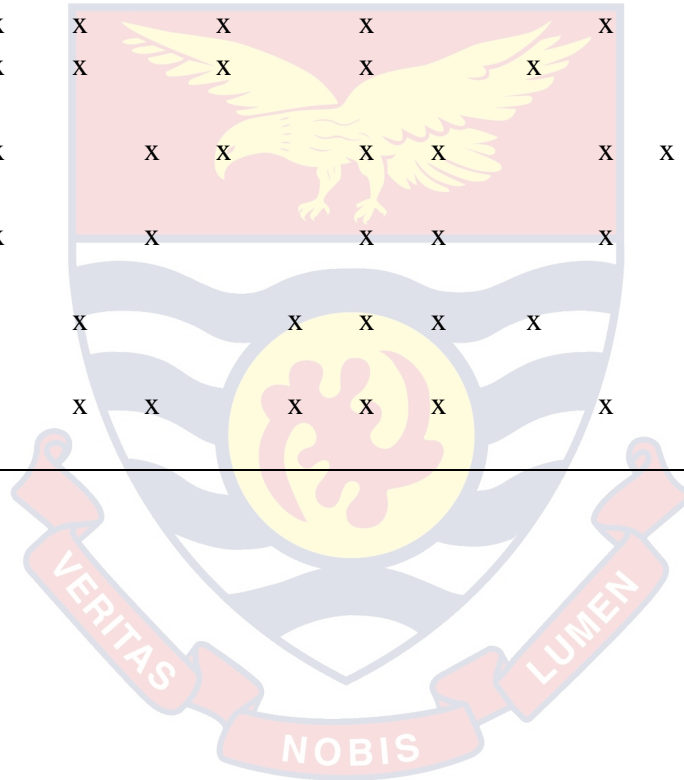


Table 4: Sample coding framework of experiences of abuse and harassment (Attride-Stirling 2001)

Global themes	Organising themes	Basic themes	No of responses	Description	Sample quotes	Coping Strategies	
Forms of abuse and harassment	Physical Abuse	Caning	4	Being hit with an objectOne day I was bold enough to tell one of them am not paying before I ended my sentence he pushed me away, used his cane on me, and asked me to get up and go to my hometown if am not ready to pay tax. (Sakina)	Self –control Confrontative coping	
		Slaps	7	Being hit with the handsI was asked by the shop owner in the shop I work to carry some things to another shop, mistakenly I sent the things to a different shop instead when she found out she was so angry that she gave me some hot slaps and immediately ordered me to go for her things for her.(Fatima)	Self-control Confrontative coping	
Forms of abuse and harassment	Physical Abuse	Pushing and kicking	5	Being push to the ground and kicked with the legsOne night as I was going to buy food five porters, including the one who warned me surrounded me and started beating me. They slapped me, pushed me on the ground, kicked my stomach several times, and one even spat on my face (Talata)	Confrontative Coping	
		Physical Harassment	Threats	12	Being threatened with the mouthShe insulted me and threatened me not to come near her things again if I wanted peace and love my life(Alimatu)	Distancing Escape Avoidance Accepting Responsibility
			Seizing of items	6	Being taking control of their belongings, such as phones	...I accidentally dropped one of the glass set I was carrying and the owner quickly stopped me, seized my phone and took all the money I had on me to replace the broken glass set... (Habiba)	Accepting Responsibility Self -Control
Forms of abuse		Cursing	3	Being utterance	...she gave me the money, but after that, I heard her	Positive	

Table 5 continued

and harassment				intended to invoke a supernatural power to inflict harm	saying “Antoa” should look for her money for her this was a curse, but some few weeks later I heard the woman was dead I was terrified...(Rukia)	Reappraisal Distancing
Forms of abuse and Harassment	Sexual Harassment	Gender harassment	5	Being harass based on one’s gender	...I know a driver who always comments on my breast that they are too big and the day that he will get it, he will suck it until it becomes small. He, therefore, tries always to touch my breast if I complain he will be insulting me. (Alimatu)	Distancing Escape Avoidance
		Sexual coercion	8	Being pressured tricked, forced or threatened in a manner that is not physical	... He gave me money anytime he saw me and selected some dresses for me most of the time. To me, it was like bribing me to accept his proposal. (Fatima).	Confrontative Coping Self- control Accepting responsibility
	Sexual abuse	Rape	3	Being forcefully having sexual intercourse without one’s consent	...I got to his house and went to his room. We talked for a while, and I realize he had started touching me. I told him to stop, or I leave. But he did not because he had his plans the next thing I saw was he making love to me. I felt very helpless at that moment. (Fatima).	Seeking social support Accepting responsibility Positive reappraisal
		Intimate partner sexual violence	6	Intimate partners forcefully having sex without one’s consent	...My partner is the type who want to be intimate with me anytime he is inebriated. He compels me to have sex with him whenever he feels like having sex. Whenever I refuse to comply, he beats me and forcefully has sex with me... (Safiatsu)	Confrontative coping Seeking social support

Table 6 continued

Global Themes	Organising	Basic Themes	No of Respondents	Description	Sample Quotes
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Themes					
The impact of harassment and abuse on victims	Physical well-being	Physical injuries	Knee injury (4) Swollen muscles(10) Bruises\ deep cut(8) Fractures(9) Blood clots (5)	Being hurt, harmed or impaired. Knee injury, swollen muscles, fracture dislocation, deep cuts, bruises, blood clots	This man first pushed me to the extent that I hit my head so hard on the wall, he later took a stick and hit my head and left eye with it. I had a cut on my head and a swollen eye with blood clots on it. For days I could not see properly with my left eye and still, it is the same...(Habiba)
	Psychological problems	Problems relating to one's mental and emotional state	Anxiety 10 Depression 7 Frustration 6 Confusion 9 Fear\shock 8 Anger 12 Betrayal 7 Self-blame 9 low self-esteem 11 Shame\guilt 5	Being going through anxiety depression, shock, fear Anger, self- blame, betrayal, low self esteem confusion, shame, guilt frustration	After I was raped, I became very depressed, anxious, and confused. This was because during that period, I had no one to talk to or assist me. I could not also go back to my hometown because if I did what was I going to tell my family and friends (Adisa)
	Physiological problems	Problems relating to the proper	Eye\sexual problems(6)	Being suffering from stomach, head and	It sometimes feels as if I have fire in my head after the man hit my head

Table 7 continued

	functioning of one's human system	Stomach, head and body pains (13) panic reaction\sleep disorder(5)	body pains, eye\ sexual problems, panic reactions\ sleep disorders	with the stick. I most often experience severe headaches, when it comes, it becomes very difficult for me even to talk or work. I ask myself if I am going mad. (Habiba)
Job related problems	Not being able to work effectively	All 18 respondents	Being losing the interest, zeal, strength, motivation to work	It was very difficult for me to put myself together to start work again. I had so many things going on in my head, which did not make me feel like working again. (Adisa)



Data Source

The source of data for the study was from primary and secondary sources. The primary source was obtained directly from the participants in the field by the use of the In-depth Interview guide. This helped in getting first-hand information about the issues under study. While the secondary source was obtained from related literature, relevant reports, and information from published text such as research journals, government publications, academic periodicals, and published and unpublished dissertations.

Ethical Considerations

Ethical principles are a set of moral rules, which are to be followed strictly by the researcher in order to avoid any form of harm or discomfort to others most important to participants or respondents in the field of research. Due to the sensitive nature of this study, ethical principles such as confidentiality and informed consent were strongly observed. In the undertaking of this study, an introductory letter was first taken from the department and then an ethical clearance from the University of Cape Coast Institutional Review Board (see appendix E).

Informed Consent

The purpose of the study was explained to the participants and they were not forced or coerced to participate in the study. In addition, participants were made aware of the fact that they can freely withdraw and join as participants in the study at any point in time they wish to. It is their right and they could exercise that right without any hindrance.

Pseudonyms and Anonymity

Pseudonyms were used for the participants in order not to expose their identities. All personal characteristics that were easily identifiable were delinked from data to prevent anyone from tracking information back to any of the participants. Because of the very sensitive nature of the subject, participant identities were not necessary for the analysis. In the knowledge analysis, the names and photographs of participants were specifically omitted. This is why, in order to maintain further anonymity, the researchers used numbers to represent the participants to shield their identity.

Confidentiality

Confidentiality is a basic ethical component of every scientific research on human populations; as such, the researcher should ensure that confidential information is protected. Therefore, the information given by participants was managed and treated as the researcher's own personal private information; no one other than the researcher had access to it. Interviews were conducted in conducive and more convenient places, which allowed participants to freely share their experiences without the fear of any third person getting to know what was being discussed. Also, audiotaped information was password-protected, which greatly aided in preventing unauthorized access to the data.

Trustworthiness and Credibility

Guba and Lincoln (1994) suggest that terms and ways of establishing and measuring the standard of qualitative study that has offered an alternative to authenticity and validity should be defined. Through this, two requirements, trustworthiness and validity, were suggested. To them, it should be reliable,

transferable, dependable, and verifiable for qualitative analysis to be trustworthy. Credibility and trustworthiness mean that the conclusions are specific and consistent, which is vital for the credibility of the study to reassure readers (Creswell, 2009). As suggested by Creswell (2009), peer review or briefing was used to verify the results of this report. Reviewers who Creswell called the devil's advocates, who are faculty members of the Department of Sociology, University of Cape Coast, were presented with the conclusions of this report, who had the ability to challenge approaches used for the study, definitions, and perception as well as comments to enrich the study. Also on the field participants were asked the same research questions and at the end of each interview, recordings were played back to each participant to make sure the information given was accurate. Key informants (Group Leaders of head porters association) interviewed also reiterated most of the head porter's experiences of physical/sexual harassment and abuse. This proved the authenticity of the information the female head porters gave. Thus, it proved they were not just speculating but information given was true, genuine and valid.

Plagiarism

The researcher ensured that other person's ideas, results, or words were appropriately and properly credited to them (Singleton & Straits, 2010). The researcher also ensured that data were handled ethically by acknowledging the authors of all information. Both related journal articles and books have been referenced and credited from which secondary material has been derived. With this, in order to prevent some sort of plagiarism, the researcher accepted all

borrowed material from writers by using in-text citations and references in the report.



Field Experience and Practical Challenges

During the fieldwork process, the researcher encountered some challenges related to the data collection process. One of the major challenges that nearly marred the data collection process was the emergence of the deadly COVID-19 virus, which brought the world to a standstill including our dear country. When the researcher decided to go to the field to collect data after the lifting of the lockdown in Kumasi by the President, in fact, the feeling of anxiety and fear got hold of the researcher. This was because the nature of the work of these head porters put them at great risk of getting the virus and getting into contact with them posed a lot of fear, however, the researcher took precautionary measures to enable her to collect data. Social distancing protocol was strictly adhered to, wearing of nose mask and face shield and using of hand sanitizer whenever the need be.

Also getting participants for the research became very tedious because most of the porters were very busy trying to make up for the time lost during the lockdown. Even though the researcher had a hard time recruiting participants, the process was very rewarding and informative. However, some targeted participants refused to take part in the study because they saw it to be a form of media reportage. Others, after agreeing to take part and scheduling a date with the researcher, changed their minds at the last minute this affected the smooth pace at which the data collection went.

Experience from the field was a mixed feeling. It was interesting interacting with participants who were ready to share their experiences. Interactions with the participants most often motivated the researcher to probe further but sometimes the situations and stories became very emotional. The

researcher experienced the feeling of sadness, pity, and sorrow during data collection. Also, she experienced loss of appetite and headaches since doing qualitative research of this nature can be emotionally challenging. For participants most of them were able to control their emotions during the interview sections. There was no crying or breakdown during interview, even though most of them express the fact that their experiences of physical and sexual abuse were very disheartening, unfortunate and most often sad.

In addition, all of the participants were interviewed in the local language specifically Akan. Most of the participants were not fluent in speaking the Akan language therefore the researcher had to use gestures, situations, and descriptions to explain some words/concepts this was sometimes time-consuming. Translating data from Akan to English was very difficult this was because most participants could not speak fluently in Akan therefore there was the possibility that data may be lost because of the back-and-forth translation. That notwithstanding the researcher made sure all information gathered was intact through employing the help of a translator to check for inconsistencies in the data.

Chapter Summary

The study employed one-on-one in-depth interview, as stipulated by researchers like Bazeley & Jackson, (2013) and Creswell (2013) the best way to explore and gather experiential narrative phenomenon is through doing a qualitative study, this, however, gave a detailed insight of participant's experiences and allowed participants to describe their experiences thus allowing them more space to answer questions on their own terms. It is important to acknowledge that a qualitative study comes with its challenges.

Because of the small sample size, extrapolating the findings to the entire Ghanaian population will be difficult. However, the research is credible as most of the findings in this study corroborate those of researchers who had earlier conducted studies on sexual and physical harassment\ abuse.



CHAPTER FOUR

ANALYSIS AND DISCUSSION

Introduction

The analysis and discussion is the presentation of the findings from the data collected. This chapter focuses on answering the research questions guiding the study, which are based on emerging themes from the in-depth interviews conducted. From the data collected there were some main analytical recurrent themes, results are also presented in terms of the demographic characteristics of migrant female head porters, their lived experiences bringing out the forms of abuse and harassment they encountered and how it impacted their lives as migrant female head porters were also looked at. Finally, findings of coping strategies head porters used to address the physical and sexual harassment \ abuse they face in their daily lives was presented.

Demographic Characteristics of Participants

The study selected 22 participants which comprised 18 female head porters and 4 key informants. The four key informants consisted of two female police officials from the Kumasi central police Domestic Violence and Victim Support Unit (DOVVSU) office and two women who were group leaders of the female migrant porters in the Kumasi central market. Five of the migrant female head porters had migrated from the Northern region as far as their origin were concerned, two from the savannah region, five from the Upper East region, two from the Upper West, and four from the North East region. Their ethnic affiliation also was Frafra, Dagaati, Dagomba, Gonja, Mamprusi, Nanumba, Sissala, Wala, Mossi, Kusasi, Grusi, Hausa and Konkomba. Most

of these porters interviewed had migrated to Kumasi for at least eleven months to a maximum of twelve years. Their ages also ranged from 14 to 38 years. However, the majority of these participants were between the ages of 14 to 26, it is pertinent to mention that, this finding is akin to (Kwankye 2012, Yeboah and Appiah-Yeboah 2009, Hashim 2005, Opare 2003) findings that head porters are mostly young women and girls. The finding is also a confirmation of Feigben (2010) claim that child labour persists in Ghana.

In terms of education, 12 of the participants had no formal education, 3 of the participants were able to complete their primary education, and only 3 had also completed junior high education. Almost all participants had experienced harassment in one way or the other with 3 cases being very extreme, that was being sexually abused.

Table 8: Socio- demographic characteristics of migrant female head porters interviewed

NAME	AGE	ETHNICITY	MARITAL STATUS	EDUCATIONAL LEVEL	YEARS AS A MIGRANT PORTER
Fatima	22	Frafra	NO	Primary	2
Mariama	20	Frafra	NO	Primary	2
Habiba	19	Gonja	NO	NO	2
Talata	24	Nanumba	NO	Primary	1
Zuwera	16	Sissala	NO	NO	3
Asana	38	Wala	YES	NO	12
Azara	14	Frafra	NO	JHS	6
Sakina	17	Konkomba	NO	NO	7
Safiatsu	21	Dagomba	NO	JHS	5
Alimatu	19	Gonja	NO	NO	4
Suweiba	26	Mossi	NO	NO	1
Rukia	21	Kusasi	NO	JHS	7
Salamatu	18	Sissala	NO	NO	3
Fauzia	22	Konkomba	NO	NO	2
Amina	25	Gonja	NO	NO	8
Binta	19	Grusi	NO	NO	6

Barikisu	26	Hausa	NO	NO	2
Adisa	20	Hausa	NO	NO	11 months

Table 9: Socio- demographic characteristics of key informants

interviewed the first two are leaders of head porters followed by two DOVVSU officials

Name	Age	Ethnicity	Marital status	Educational level	Years of working with porters
Maame Kaya	45	Mamprusi	Yes	NO	12
Salma	36	Dagaati	Yes	SHS	8
Madam Grace	40	Fanti	Yes	SHS	6
Madam Vero	35	Akuapim	Yes	Tertiary	4

Forms of harassments and abuse experienced by the migrant female head porters

(The lived Experiences of physically and sexually harassed\ abused female porters in the Kumasi central market).

Female migrant head porters spoke about their experiences with various forms of harassment and abuse they faced in their line of work. In addition, key informants vividly shared their views concerning the types of harassment and abuse experienced by the female head porters. Female head porters were physically, sexually, and psychologically harassed and abused in their line of work.

Physical abuse\ Harassment

Migrant female head porters interviewed gave accounts of their experiences of how they have been harassed and abused physically by clients, shop owners, market women, and unknown people they had met since they arrived in Kumasi. Physical harassment is most at times called workplace

violence, and it involves physical attacks or threats. However, in extreme cases, physical harassment may be classified as assault (Straus, 1983).

Some forms of physical harassment and abuse experienced by these porters were physical attacks such as slaps, beatings, hitting them with objects, awful pushing, and overburdening them with loads. Also direct threats of intent to inflict harm, non- payment of approved fee after rendering of their services, the threat of not employing their services again, and destroying their properties to intimidate them.

Physical Abuse

This was how female head porters described how they were physically abused and attacked by clients, shop owners, market women, travellers, and colleague porters.

I travelled from my hometown to Kumasi to work to help my family, we are twelve in the family, and things are hard for us.

I decided to travel with my sister so we can work together to get money home. One day I was asked by the shop owner in the shop I work to carry some things to another shop, mistakenly I sent the things to a different shop instead when she found out she was so angry that she gave me some hot slaps and immediately ordered me to go for her things for her. Fortunately, I got the things back, but she sent me out that she could no longer work with me. (Fatima)

Porter one's sister also gave an account of her experience in their work on how she was also maltreated by a traveller she worked for.

I remember one fine morning I was asked by this woman traveller to carry her things to the VIP station, we were almost there, but the things were so heavy that on my way I felt someone's push, which led to dropping one of the things, the woman hit me from behind, and asked me to put the things down. She then held me by the throat and pushed me back and front, back, and front while insulting me that I have spoilt her things, but it was a traveling bag and was not sure if there was anything breakable in it. She called for another porter to carry the things and gave me two cedis out of the ten cedis we had earlier agreed. I felt very bad and sad for the whole day. (Mariama).

The abuse these women face are perpetrated by not only their client but also some government officials. A migrant female head porter revealed how the tax collector harassed her and other porters some years back before now fortunately for them they have been exempted from paying such tax.

Before this tax payment was taken away, every morning I played hide and seek with the collectors, this was because sometimes I had no money simply because it was too early and I had not gotten any job yet. However, these tax collectors will be chasing us with tickets to pay. One day I was bold enough to tell one of them I am not paying before I ended my sentence he pushed me away, used his cane on me, and asked me to get up and go to my hometown if am not ready to pay tax. (Sakina)

One porter narrated her story of how a group of porters beat her because one of them accused her of snatching her boyfriend from her.

There is a guy who sells phone accessories in the market, he told me he had studied me and wanted us to be in a relationship because he is in love with me. I asked him if he was not in any relationship already, and he said no, so I decided to agree to his proposal. Some week's later one head porter stopped me on my way to work and warned me to stay away from her man or else I was going to smell pepper. I went to ask this guy about her, and he told me he is no longer with her so I should not mind her. One night as I was going to buy food five porters, including the one who warned me surrounded me and started beating me. They slapped me, pushed me on the ground, kicked my stomach several times, and one even spat on my face. It took the intervention of some people passing by, who saved me that day. (Talata)

Similarly, one porter also shared her experience of a gang beating by colleague porters who accused her of gossiping about her to the boyfriend that he was dating another guy and was even pregnant with his child which led to the break-up of their relationship.

One Sunday morning, I was relaxing under a tree near the market, the place was very airy, and so I was even dozing off what I heard was a slap on my face I got up immediately and saw three porters standing in front of me. One gave me another slap, pushed me on the floor jumped on me, and started beating

me. One held my hands, and the other too held my legs, so I was not able to do anything. What the one beating said was next time I should mind my own business because she saw me standing with her boyfriend and suspected I was the one who told him lies about her. Sincerely, I did not know anything about what they accused me of. (Salamatu)

A group leaders recounted how a group of porters mercilessly beat-up a female head porter because they discovered she was the thief amongst them.

On that fateful day, one of them complained of a missing amount of money, and upon a search, they saw the money in the porter's bag. They gave her the beatings of her life, and it took a while for me to calm them down because they always complained to me about their missing items. We, as leaders, are used to solving such problems day in and day out. Sometimes some beatings even end up in the hospital due to just a little misunderstanding, which could have been solved peacefully. (Maame Kaya)

Furthermore, one DOVVSU officer also shared her view on some cases the department had received concerning these female head porters.

As an institution set up by the police service to handle domestic violence, we receive a whole lot of cases, which are sometimes very disheartening. Concerning the head porters, we hardly get reports from them in particular, but I remember we recorded an acid bath by a porter to her fellow porter for snatching her man and early this year stabbing of a porter to death by her

boyfriend for cheating on him. We do not normally get cases from head porters, but those that end up here are mostly severe cases. (Officer Grace).

Likewise, some female head porters also revealed how they trusted some shop owners, kiosk owners, and friends with their monies to be kept for them but were abused physically when they decided to collect their monies.

This is what one female porter said,

When I got to Kumasi, I had no one to help me with how to adjust to the new environment in which I found myself because I came alone from my hometown. However, with time I got some friends who were also porters. I trusted them as the days went by and decided to give the money I get each day to one of them to be kept for me since she was sleeping in a kiosk and it was not safe to carry money on you when sleeping outside each night. A day came when I needed money urgently to be sent to my mum I went to collect my money, and she told me she had used my money because she did not know I would be coming for it. I demanded my money for weeks, but she did not give it to me but rather ganged up with the other friends and beat me up one day for demanding my money. (Azara)

Another porter also narrated her ordeal. She said;

I was working in one of the big shops as an errand girl, they use to send me to buy food and other items they needed in the shop, carry loads for their customers and offloaded goods into the shop when their suppliers brought them. Since it was not

advisable to have money on me at night, I told my boss to keep my money for me. I worked for like six months, knowing that he was keeping my money for me. The fact was sometimes I asked him for money when I needed it, but it was not often because I had little monies from the customers who came to the shop. When the time came for me to collect the money, he gave me just some little money, not even half of what I was expecting from him. When I demanded the rest of my money he slapped me and told me I was joking the money he gave me was all that he was supposed to give me. When I insisted on collecting my money, he ordered the people in the shop to beat me and throw me out of his shop. (Suweiba)

This was how another porter who found herself in a relationship with a kiosk owner also told her story.

A kiosk owner had been telling me he was interested in me anytime he saw me. In fact, I really had no option than to accept his proposal because it was very risky sleeping outside at night. I moved into the kiosk and then started giving him my money to keep for me. But whenever he saw me talking or standing with another man, he became angry. Finally, one day he accused me of cheating on him beat me and used a stick to hit my head and my left eye, and threw me out of the kiosk. When I requested my money, he told me he had no money for me and warned that he would kill me if I come anywhere close to him (Habiba)

From the above, findings revealed that some of these female migrant porters were physically harassed and abused because of some unfortunate mistakes they made like accidentally dropping of loads they sometimes carried, trusting the wrong people with their monies, getting themselves in abusive relationships, and also trying to demand the right fees after rendering their services. The majority of the physical harassment and abuse they encountered boils down to the fact that they are working in an informal environment without any rules and regulations to govern them and the work they do. Also because they were females and vulnerable this confirms Winkles (2004) as cited in Agyei, Kumi, and Yeboah (2016) that migration as a means through which people improve upon their livelihood constitutes both elements of risk and wealth gaining, which has a diverse effect on them. As indicated through a survey by the Centre on Gender Equality and Health at the University of California, San Diego (2018), 81 per cent of women and girls have experienced harassment at some point in time of their lives. This finding is also consistent with Topcu and Beser (2006) who found that the most common health problems among immigrant women living in Turkey were physical violence, followed by sexual violence, which resulted in sexually transmitted infections, infectious diseases, and vaginal infections.

Physical harassment

In addition, some porters gave accounts of how rightly demanding fair payment of the work done landed them in serious trouble as well as the living with fear in the market.

There was a particular woman who comes to buy many things from the market every week. Whenever she came, I helped her

out by carrying her things. Sometimes she could pack the things so much that it became very heavy as if it was not a human being going to carry it but rather a machine. But I realized after all this hard work, she will give me whatever money she wanted without considering my hard work. So one Saturday morning after working for her, she repeated the same thing and this time I was bold to tell her that the money is not enough, but she became angry immediately and said I should go and unpack all the things I packed earlier if I think the money is small. She insulted me and threatened me not to come near her things again if I wanted peace and loved my life, whenever I see her in the market. Whenever she comes to the market, and I see her, I become terrified to go near her because I do not know what else she can do to me. (Alimatu)

Another porter also shared her experience, which has led her to be in a state of fear up to date.

I used to carry plantain and yam anytime the truck brought foodstuff for a woman who sells them in the market, but after working sometimes, the woman will ask me to go and come back later for the money. It happened for some time I knew she had not paid me on three occasions, but when I went to collect my money, she said she owed me only one and that she had paid all the money. I was surprised. I tried to explain things to this woman, but she did not want to hear but instead got angry with me. She talked and talked, and I was not ready to let go of

the money I had worked for. This became a big misunderstanding between us. She gave me the money, but after that, I heard her saying “Antoa” should look for her money for her. This was a curse, but some few weeks later, I heard the woman was dead. I was terrified, but inwardly I knew I was not lying during that incident. Since then, I fear for my life and I am very careful when dealing with the people here, especially when it involves money because they like cursing people. (Rukia)

I remember one Saturday, I accidentally dropped one of the glass set I was carrying and the owner quickly stopped me, seized my phone and took all the money I had on me to replace the broken glass set, I had to look for money for her before she gave my phone back to me. (Habiba).

To add to the above, some porters also gave an account of how their fellow porters also harassed and maltreated them.

I am married, but things were very difficult for my husband, my six children, and me so I decided to migrate to Kumasi to work to support my family. Because I have nobody here to help me, I always made sure I do not do the things that will put me in trouble. Because I am very humble and respectful, most of the market women and shop owners always want to work with me. However, this has become a problem for me because some porters, especially those who are not from the northern part of the country think I am always stealing their customers from

them. Some harass me every day with the threat of making life in this city very difficult for me. This put fear in me because I do not know what they plan to do to me aside, cursing me and threatening me always. (Asana)

This discovery is in line with Kwaku's (2013) findings that the predominant reason for some of these abuses is that, the head porter business is not formalized and organized well even though they pay taxes to the government. Their roles in our market places cannot be denied. Therefore, a formal structure put in place for these porters can help curb some of the abuses they face. For instance, with an organized union group, they can negotiate with all stakeholders, a fair and fixed-wage for goods that weigh a particular unit to a particular location. This will ensure that head porters do not argue with their clients on what is due them.

Sexual Harassment

Sexual harassment is any unwanted sexual advances, conduct, or behaviours. In contrast, sexual abuse is an abusive sexual behaviour frequently carried out with the use of force or by taking advantage of someone without his or her consent. Migrant female head porters described behaviours perpetrated by their boyfriends, husbands, male shop owners, drivers and their mates, male traders in the market, and sometimes-unknown persons as sexual harassment.

Some female head porters revealed that they were often harassed because they were females and vulnerable. This is what one porter disclosed in the interview;

Some of the drivers and their mates like saying nasty things to us. Sometimes it looked as if they are just joking with you, but it really made us feel shy. I know a driver who always comments on my breasts that they are too big and the day that he will get it, he will suck it until it becomes small. He, therefore, always tried to touch my breast. If I complain, he will be insulting me. (Alimatu)

This is similar to what Baah-Ennumh & Adoma, (2012) found when they examined the living conditions of female head porters in the Kumasi metropolis. This harassment seems to be persistent in the line of duty for these head porters, and if the perpetrators are not brought to book, these women will continue to be abused and harassed.

Another porter also complained of how a male shop owner took advantage of his supervisory role by beating her buttocks and touching her breasts always.

I was working in one of the shops here, but my boss really did not make me enjoy working in his shop because he always said my buttocks and breast are too big so he will intentionally wait till I carry load on my head then he will be beating and touching my breast. If I tell him to stop, he will ask me if he was not better than the dirty boys I have been allowing to be touching and having sex with me. This really made me feel uncomfortable. (Amina)

Similarly, another porter also gave her account as follows

There is a guy who sells second-hand clothing in the market. Anytime he sees me he tells me I am beautiful, I have a nice body shape and colour therefore I should give him the chance to befriend me so he can take care of this nice shape and body. In fact, I have been warning him to stop because I have a husband in my hometown just to put some fear in him but he always worries me with my physical beauty. (Fatima)

For some of these female head porter, some perpetrators tried giving them unwanted sexual attention of which some saw it to be very disturbing, and others took it as regular jokes, which were not serious. This is what some participants had to say:

I know a male truck pusher who always tries to discuss nothing but sex with me anytime he sees me. He always asks questions like when was the last time I had sex, did I enjoy it, and what sexual positions in lovemaking do I enjoy most. After saying all these and more, he then tries to convince me to have sex with him so he can show me the differences in lovemaking. I become anxious about some nasty things he says to me, but at times, we just laugh over it. (Sakina)

Similarly, this is what another porter also said,

There have been several occasions that some drivers and some mates in the station have tried to engage me in sexual talks. One mate told me when he gets me in bed he will kiss me very well because my lips are very attractive and give me good sex, which I will always, remember my entire life because his waist

and manhood are very strong. He keeps on repeating it anytime he sees me. Even though he sees it as a joke, inwardly it sometimes scares me and puts an amount of fear in me because I sleep on the pavement at night. (Barikisu)

Again, another porter stated,

I was working in the same shop with a guy who always tried to convince me to be his girlfriend. For this reason, he always talked about sex whenever he was around me. He even had pornography on his phone and tried to show it to me most of the time. The way he was talking about sex and the sex videos on his phone made me realize that he was only interested in getting me to have sex with me. (Zuwera)

Another recurrent theme under the sexual harassment of these female head porters was the issue of sexual coercion. Below are accounts given by some participants;

Aside, worrying me by touching me anyhow my boss who is the shop owner used to threaten me that he will sack me from the shop and bring another person if I am not ready for the kind of sexual relationship he demands from me. He therefore warned that whenever he touches me, I should be ready to play along with him. This, however, results in my first pregnancy which I regret until now because he denied being responsible for the pregnancy. (Amina)

I realized that because this second-hand clothes seller was interested in me, he tried all means possible to get me. He gave

me money anytime he saw me and selected some dresses for me most of the time. To me, it was like bribing me to accept his proposal. (Fatima).

Likewise, another porter said this;

After working for close to a year, I decided to join some of my friends so we could rent a kiosk for my safety because sleeping outside each night was very terrible and unsafe. We were eight in the kiosk. Unfortunately, for me, the kiosk owner expressed interest in me, but I was not interested in him. This became a very big problem for me because not all the girls understood why I was not accepting the man's proposal. They made me feel afraid, treated me badly, some even decided not to talk to me for my refusal to cooperate thinking it could have freed us from paying rent and they could have gotten certain gifts from the man. (Salamatu).

Sexual Abuse

Sexual Abuse is a very sensitive issue to discuss, but the researcher had a few head porters who were willing to share their stories. Some of them intimated as follows;

After some time of showering me with gifts and money, my friend (the second-hand clothes seller) insisted I visited him to know his house, so I also decided to do so. I got to his house and went to his room. We talked for a while, and I realized he had started touching me. I told him to stop, or I leave. However, he did not because he had his plans the next thing I

saw was he making love to me. I felt very helpless at that moment. (Fatima).

Similarly, another porter also revealed how her boyfriend use to force her for sex any time he felt like having sex,

My partner is the type who wants to have sex with me anytime he is inebriated. He forces me to have sex with him anytime he feels like having sex. Whenever I refuse to comply, he beats me and forcefully has sex with me. When I complain, he threatens to quit the relationship. (Safiatu).

In addition, another porter had this to say to buttress the statements above,

Hmmm..... when I migrated to Kumasi, I had no place to sleep and no one to help me, so I slept outside in front of one of the shops in the market because I had no one I slept alone. I got up one morning only to realize that I had been raped. I was later told that some perpetrators use some drugs on you which can make you sleep still they finish raping you. The sad part is I discovered I was pregnant a few weeks later. (Adisa)

From the above narrations, sexual harassment and abuse were found to be a major problem for these female head porters. Perpetrators who were mostly boyfriends, shop owners, drivers, their mates, and petty traders took advantage of these head porters' vulnerability to sexually harass and abuse them. Some porters also indicated that they were harassed because of their physical beauty and their body physique, which the perpetrator always commented on and tried to take advantage of. These findings support Bartky's argument on woman's sexual objectification stating that when a woman's

sexual part or sexual functions are separated from her person, it reduces her to the status of a mere instrument thus when women are often thought of in terms of the body and sexuality, they are reduced to just that, and this increases their chances of being sexually harassed and abused.

The study also found that some perpetrators threatened to sack victims from their shops and kiosks if they did not comply and others used gifts to lure them into having sex with them. On the other hand, those who had boyfriends were also threatened by their boyfriends that they were going to leave them, and this made them endure being abused by them. Though female porters at times registered their displeasure, because they lacked power and were in a vulnerable position with their jobs mostly on the line, some had to endure such abuse and harassment from perpetrators. These findings confirm Rafique, Massey, and Rogaly's (2006) argument that migrants in manual work experience employer's malpractices, harm, physical exhaustion, unguaranteed wages, poor housing, and poor shelter conditions. In the same vein, these findings also corroborate with the Advocates for Human Right (2005) findings that sexual harassment victims are more likely to be women and this might lead to sexual abuse precisely because they more often than men lack power, are in a vulnerable position, lack self-confidence and have been socialized to suffer in silence.

Psychological Abuse

Migrant female head porters reported that their clients, shop owners and boyfriends' behaviours affected their psychological health. Some migrant female head porters received verbal comments, actions, gestures, intimidation, screaming or yelling, shouting and the use of demeaning language which were

often repetitive, hostile, unwanted and affected their dignity, integrity and harmed their psychological well-being. All these forms of abuse constituted violations of their fundamental human rights as stipulated within the framework of chapter 5 of the 1992 constitution of Ghana, which states that no person shall be discriminated against on the grounds of ethnic origin, religion, social or economic status among others. This is to say that all human beings irrespective of their social background or the job they do deserve respect for their fundamental human rights.

One female head porter was insulted for mistakenly dropping the traveling bags she was carrying for a traveller;

I felt a push from the back because the people were many at the market, and one of the bags fell. This woman stopped me immediately took the rest of the things from my head and started insulting me that I have spoilt her things. In fact some of the things she said to me affected me but what hurt me the most was the fact that she called me an animal “Pepeni Aboa” thus a northerner who is an animal and on top of it she asked me if I was a human being. This insult affected me for days, I could not go to work but kept on asking myself whether I am an actual human being and why others are better off than I am. I felt very down, belittled, and lost the passion to even go to work or go near people. (Mariama).

Another porter also got insulted for demanding to be paid adequately from a woman she usually worked for;

This woman always used me like am a machine and not a human being, but after work, she will just give you something small. The day I asked her to pay me adequately, she got angry and insulted me. The things she said to me were horrible. She said I was a greedy person, an ingrate and asked who I think I was to have the courage to talk to her like that. What affected me was that she insulted my upbringing. She said my mother did not give me any proper training or upbringing. This statement really hurt me. (Alimatu).

In addition, one porter who was sexually abused narrated her ordeal, including the psychological trauma she went through;

After I realize I was pregnant from the rape, I thought that was the end of my life. Because first, I did not see the person who did that to me, I had no one to help me and the worst part was the thought of how I was going to cater for the pregnancy, the baby, and myself after delivery. All these issues got me thinking during that time, I had no one to talk to, so all these thoughts were affecting me. I could not sleep, eat, or even work. I was not thinking straight, I remember I thought of even killing myself to end it all. (Adisa).

Summarizing the above narration, it is clear that female head porters were also psychologically abused; this was mostly seen through verbal means such as insults, curses, sexual jokes, comments, and threats. From data, insult

was the most frequent type of abuse experienced by these porters, in the kind of work they do and this is in line with Labik's (2018) observation that the most common form of harassment for female respondents was verbal followed by physical, electronic and coercion. Abuse and sexual harassment are recognized as a form of discrimination on the grounds of sex and, thus, are contrary to the principle of equal treatment between men and women (Numhuser-Henning & Laulom, 2012).

Upon further probing on the head porter's experiences, the study found that porters Lack of decent accommodation has been a big problem for most of these head porters specifically from the data collected just three porters had relatives already in Kumasi who provided shelter for them when they got here. All the rest had to sleep outside for a while before some, later on, got accommodation, which was mostly kiosk in slum areas. However, data revealed that some of these porters still sleep outside, and this contributes to why they are mostly harassed and abused. Below are some sentiments shared by head porters;

Getting a place to sleep in the city is very expensive, and you know this business is not something that fetches us the kind of money needed for decent accommodation here. I have the responsibility of sending money to my parents, so renting a room here will be challenging to do. However, after some time of sleeping outside with a lot of mosquito bites, risk of being robbed, and raped, I decided to join some friends to rent a kiosk for my safety. Sleeping outside put us in great danger.

(Fauzia)

Some guys nearly raped me just after one month of getting here. The reason being that I was sleeping outside a store inside the market... hmmm it was only God who saved me that day I started screaming when they tried to remove my clothes. Fortunately, some porters around heard and came to my rescue they immediately run away (Barikisu).

From the above narrations, it is been clearly established that the issue of accommodation is a major problem facing these female head porters, this was the reason why it kept recurring during data collection. While some have been able to come together to rent kiosk and contributed in paying the rent later, others also slept in the open mostly on verandas of some shops in the market as previous researchers like King and Amponsah (2012), and Azumah and Onzaberigu (2018) revealed, lack of proper shelter make these head porters externally vulnerable to cases such as rape, teenage pregnancies and high risk of contracting STIs. Besides the cases mentioned by the researchers above, this study found that accommodation problems served as major grounds for kiosk owners and boyfriends to threaten and also abuse these porters. Some porters revealed how kiosk owners threaten to sack them if they did not accept their proposals and how some boyfriends threw them out after severely beating them over trivial issues.

These findings are consistent with that of the sexual Harassment Prevention Institute (2012) which states that sexual harassers choose their victims based on characteristics such as, age, perceived passivity, lack of assertiveness, poor education, low self-esteem, and other areas of vulnerability (Sexual Harassment Prevention Institute, 2012).

Negative inbuilt Behaviours of Perpetrators

Some porters also stated that being harassed was not always their making, but sometimes perpetrators negative inbuilt behaviours caused it. They said some were very quick-tempered, lack understanding, respect, love, and affection for their fellow human being, and most importantly, tribal discrimination against them was a significant cause. This is what some had to say;

I sometimes ask myself if people here do not see us porters as humans or what. Because the little mistake you do as a porter will either result in insults, beatings, and even paying for things, you accidentally dropped or not being paid at all. I think most people we work for are most at times very quick in treating us badly and do not respect or have any feelings for us as humans. (Alimatu)

Sometimes we just need people to show you a little affection and love but what you mostly get is an adverse reaction from people. Instead of people understanding our situation, they rather add more problems to our lives. I always think most people here in Kumasi do not like us simply because we are northerners. (Sakina)

Institutional Failure

Moreover, looking at the perspective of DOVVSU officials interviewed, institutional failure was found as a significant factor that contributed to harassment and abuse of these female head porters. One DOVVSU official stated emphatically that their outfit had no specific

programs to deal with the harassment and abuse cases among vulnerable populations like migrant female head porters: these were her words;

Even though we most at times go for programmes to educate people on violence-related cases, harassment and how to deal with it or how to seek help from us, we as a unit do not have specifically laid down programmes for the vulnerable in our communities. The fact is our target has always been the public; this is why we most often go to television and radio stations to sensitize and educate people. However, the truth of the matter is how many of these porters get the chance or have the time to listen to these radio and television programmes to be well abreast with how to handle such issues. I think it is about time we as a unit dedicate more one on one programmes for these head porters to educate them on issues of violence because looking at this issue very well, the vulnerable in the country are those who suffer more from becoming victims of violence.
(Officer Vero)

She further reiterated that for much to be done as expected of them as an active institution the government must furnish their outfit with the needed and necessary logistics and equipment that will help them do effective work. She again revealed that because they sometimes feel handicap in terms of resources, they are left with no choice than to use their own resources like cars, using their monies for fuel, buying call credit, and sometimes providing items for victims. She said when it happens this way; it limits the effectiveness of their work as a unit and personally stresses them up. This finding is in line

with Oweke, Muola and Ngumi's (2014) study, which revealed that the police are exposed to high levels of occupational stress mostly due to poor working and living conditions.

Also, the study found that issues of harassment and abuse were underreported because of ignorance of the fact that they could report any act that affected their wellbeing as humans, some saw being harassed as normal and not that serious enough to be reported. Those who knew they could report also complained of not having time to be going to the police always, also the culture of silence was a factor. However, findings of this study suggest that the issue here can also be based on the rationale that there is a restricted number of options and avenue for these porters to report such incidences. Some had this to say;

He is my boyfriend if not for anything at all he sometimes helps me when am in need, because of him I have a place to put my head at night so reporting him to me will be very unfair. When he is arrested, who will help me? And most importantly from where am coming from issues like this are to be kept on the low and settle calmly without people getting to know so going to the police will be a big disgrace to my boyfriend and me. (Safiatu).

I did not report to the police or go to the hospital for help because these people will ask many questions which I might not have answers to. This is because I did not even see the person who did that to me. I decided to instead keep it to myself, but

when I later realize I had become pregnant, I began to think about how I was going to cope without help. (Adisa).

One key informant also added her voice to this issue by saying this;

When women are socialized to believe that a woman's highest calling is to please men, it becomes tough for them to be independent. Women who see themselves as lesser value than men, unassertive, and dependent on men struggle to deal with harassment or complain. Looking at this issue, these head porters through socialization and culture have been trained to be overly submissive to their male counterparts. Moreover, since they are the same people working to support their families, they become vulnerable, fear victimization and job loss if they decide to be tough. This, therefore, gives perpetrators the chance to always harass and abuse these female porters (Maame Kaya).

The Effect of Physical and Sexual Harassment \Abuse on the lives of Migrant Female Head Porters

We cannot ignore the fact that being sexually and physically harassed/abused had various impacts on female head porters. Evidence presented during data collection showed that it affected their physical well-being, psychological health, physiological health, emotional well-being. In addition, it affected their personal development and business as well.

Physical well-being

Perpetrators of harassment and abusive behaviours injured migrant female head porters physically. Injuries such as knee injury, swollen muscles,

fractures, dislocation, deep cuts, blood clots, and bruises were sustained: This is what some porters had to say after they had been beaten;

Now I feel so much pain in my knee when I am walking or carrying any heavy load because of the way my mates treated me. The one who held my legs later sat on both legs so as I was struggling to free my legs, I felt a sharp pain in my knee. I had a dislocation of the kneecap and a knee injury, which really affected me, and even now, I am still suffering from it.

(Salamatu)

After they had beaten me, I had swollen muscles all over my body, and for days, I was finding it very difficult to raise my hands, let alone go to work to carry loads. My whole body was swollen with severe pains and I was left with a swollen eye.

(Azara)

One porter who also suffered in the hands of a kiosk owner narrated her ordeal concerning the pains she went through after that act;

This man first pushed me to the extent that I hit my head so hard on the wall, he later took a stick and hit my head and left eye with it. I had a cut on my head and a swollen eye with blood clots on it. For days, I could not see properly with my left eye and still, it is the same. I often experience headaches, which affect my work. (Habiba)

Another also gave an account of how a shop owner she worked for ordered his boys to beat her and throw her out of his shop;

My eye was swollen after the slap he gave me when the guys held me and threw me out of the shop I fell on my hand, and later I realized I had a fracture in my hands. The pain was so much that I could not use my hand to do anything for more than a month. (Suweiba)

Migrant female head porters were injured physically by perpetrators harassment, aggressive and violent conducts. They sustained injuries such as swollen muscles, fractures, dislocation, deep cuts, blood clots, bruises and knee injury. All these were because of the fact that migrant female head porters depended on their partners for accommodation since they had nowhere to go and had no choice than to endure being abused over trivial issues by their partners. Others also trusted the wrong people with the care of their monies which demanding proper accounts of their own monies became a problem for them. Whereas their mates for little misunderstandings that ensued between them tortured some, others were thrown out of their shops by shop owners over little mistakes they made, the push and the fall alone got some injured in their hands and legs. These findings confirm a study conducted by Brown et al. (2011) which revealed that general workplace harassment (GWH), job threat and pressure are two relative sources associated with high risks to occupational injuries, illness, and assault.

Psychological Problems

Some female head porters went through a whole lot of psychological problems. Some went through; anxiety, depression, shock, anger, frustration, fear, insecurity, confusion, and isolation. The following views by some of the female porters indicate how the challenges they faced affected their lives;

I became frustrated and did not know what to do the very moment the shop owner threw me out of her shop. What went through my mind was how I was going to survive without that job. The thought of going around to look for another shop got me thinking for days. The fact is since our number keeps increasing each day, getting loads to carry on a normal day becomes very difficult at times. (Fatima).

I was shocked by the way this tax collector pushed me. In fact, when I got up, I felt a lot of anger within to also react. His actions irritated me the more when he added that I should go back to my hometown if I was not ready to pay tax. (Sakina).

...I felt very anxious each time I saw this woman. This was because the kind of warning she gave me made me feel uneasy, worried, and nervous anytime I saw her in the market. (Alimatu)

I feared for my life because the daily threats I received from my mates were becoming too much. It also made me feel insecure. (Asana)

After the rape, I became very depressed, anxious, and confused. This was because I had no one to talk to or help me

during that time. I could not also go back to my hometown because if I did what was I going to tell my family and friends. My problems worsened when I realized I had become pregnant, I nearly went mad out of frustration and depression. (Adisa).

Despite all these, some porters also mentioned that they felt embarrassed, shame, and guilty. Whiles others also experienced the feeling of betrayal, being powerless, feeling of humiliation, self-blame, and low self-esteem.

After the attack, I felt very embarrassed and humiliated by their actions towards me. The main reason being that many people gathered there and were watching us. In addition, after the incident, everyone who heard of it tried to ask me for more information about it whenever they saw me. I felt very embarrassed when people asked questions about it. (Salamatu)

I felt betrayed by what my fellow porter did to me. If someone could do this to me, I least expected it from my friend whom I took as a sister, who knew how we suffer to get the money we make here. Taking my money hurt me but fighting me on top of it made me feel helpless. (Azara)

I blame myself for not collecting my money from my boss each month because of the way he cheated me. If I had taken my money every month, this would not have happened to me. (Suweiba)

Anytime my boss touched any sensitive part of my body, I felt very helpless and powerless because I could not do anything and did not want him to sack me from his shop. (Amina)

I did not see myself as fit to be called a decent woman after the second-hand clothes seller forced himself to sleep with me.

This affected my self-esteem as a woman, and I blamed myself always for allowing such a thing to happen to me. (Fatima)

The above findings revealed that female porters suffered psychological effects of sexual harassment and abuse they experienced, and examples of such psychological effects were depression, anxiety, shock, frustration, insecurity, fear, anger, self-blame, isolation, stress, feeling of betrayal, and powerlessness. Some porters got depressed after they were thrown out of the shops in which they were working, the very thought of how they were going to get other shop owners to trust them again and employ their services in their shops worried them a lot. Also how they were going to get enough money to cater for themselves and to send home was a big problem for them. Some also became very frustrated by how traders, travellers, shop owners, market women, drivers, and their mates maltreated them, and the unnecessary sexual attention made them feel powerless. To add to the above, porters who were threatened by people, they worked for, and their mates felt anxious and feared for their dear lives. Those who experienced being insulted and beaten in public expressed the feeling of embarrassment, shame, betrayal, and powerlessness.

On the other hand, the extreme cases were those who went through psychological trauma because of being sexually abused. One porter revealed she went through a whole lot of stress and trauma after she was raped, and at a

point, she felt like taking her own life, some also blamed themselves for their predicaments. All these findings concur with Norman, Aikins, and Binka's (2013) suggestion that physical injuries, psychological trauma, depression, anxiety, and a loss of trust in authority affect worker's health. In addition, it is in line with Ever Safe, (2015) who found that survivors of abuse and harassment, experience extreme depression and psychological distress. Moreover, women who experience violence, especially sexual violence at early ages may go through emotional distress, including shame, guilt, self-blame, regret and low- self-esteem (Moore& Davidson1997).

It is, therefore, clear that sexual and physical harassment\ abuse have negative psychological effect on victims.

Physiological Effect

Once again, female head porters also complained of having suffered some physiological effect where the pain they had to endure affected the proper functioning of their body and human system. Some complained of sexual problems, headaches, sleep disturbances, eye problems, stomach aches and panic reactions.

I had sleepless nights after I was raped. I could not close my eyes to sleep because I was scared someone else would come and do the same thing to me again. I also had panic reactions, especially at night, when the whole place becomes quiet. (Adisa).

It sometimes feels as if I have fire in my head after the man hit my head with the stick. I most often experience severe

headaches, when it comes, it becomes very difficult for me even to talk or work. I ask myself if I am going mad. (Habiba)

What he did to me has affected me because now I do not feel the desire for sex, and my partner finds it very difficult to get me in the mood for sex. It is also very difficult for me to reach orgasm during sexual intercourse because I feel pains when having sex. (Fatima).

*After they attacked me, I sometimes feel severe stomach ache, I do not know why, but I think it is because one of them was just hitting my stomach with her leg.
(Talata)*

It is clear from the above narrations that some porters also complained of some physiological effects from their experiences. Because of the abuse, some porters complained of not being able to sleep and panic reactions. Some complained of stomach and headaches, while others could not see properly. Sexual problems like painful intercourse, pelvic pains, and disturbances of desire, arousal and orgasm were also mentioned. This finding is consistent with Akanle and Chukwu (2013) who found that the major risk the “alabaru” (head porters) in Bodija market Ibadan Nigeria are exposed to are health risks like (body pains, headaches), road accidents, on-the-job personal injuries and product liability all contribute to the erroneous image that they are useless people. These findings affirm that of Stock and Tissot (2012), who determined that neck pains and unwanted sexual attention had an impact on individuals. Likewise, Nabe-Nielsen et al. (2016) studies also indicated that workplace abuse and stress cause mental health problems, including sleep disorders,

depression, anxiety, post-traumatic stress disorders and symptoms, and psychological distress.

Besides that, one group leader had this to say to buttress the issues raised earlier by the porters;

Most of these female head porters suffer as a result of the harassment and sexual abuse they face here in the city. Some suffer temporary injuries, but others also have permanent ones, which deforms them for the rest of their lives.

I recall one porter who died very painfully because she tried to abort a pregnancy. She was raped and after the rape, I got to know about it I convinced her and took her to the hospital only to be told that she had suffered chronic pelvic pain and above all was pregnant. This woman became very frustrated and was going through a lot of pain. I and another leader tried to advise her not to worry for we were going to assist her in every means possible. Still, she tried to terminate the pregnancy with some drug she bought in the market. She bled throughout the night when the information got to us we tried sending her to the hospital, but she died immediately we got there. Her death really affected me. As leaders, we witness a whole lot of pathetic issues concerning these porters every day. (Maame Kaya)

She further added that concerning those who are sexually abused, medical experts in some of the Non-Governmental Organizations (NGOs) available who support these porters like the Purim Africa Youth Development

Platform (PAYDP), Marie Stopes International Ghana (MSIG), and the Society for Women and AIDS in Africa (SWAA), sometimes come around to help the porters. Through medical examination, they record some gynaecological or perinatal complications amongst female head porters. In addition, according to the leader's statement, these experts say it is because of the fact that most of them do not seek proper medical attention when they discover they have vaginal related problems. They seek help from friends and buy drugs from drug peddlers or drug stores, which further complicate their problems.

Upon further probing, she revealed that some who were able to go through the challenge of being sexually abused ended up with unwanted children which catering for them really becomes a problem.

The second group leader also revealed that;

Some porters also dwell on the fact that they had been abuse sexually to engage in risky sexual behaviour, like having multiple partners and prostitution with the sole aim of making enough money. (Salma)

Findings again revealed that after these porters have been objectified and sexually abused, they get to the point where self- objectification sets in. Some female head porters after such awful experiences tend to view themselves as objects for use with no self-value therefore resulting in some engaging in risky sexual behaviours, which endangers their lives and stresses them out the more.

Job Related Effect

Subsequently, the study also revealed that aside from the physical, psychological and physiological effects, which disturbed the well-being of

these porters, all boils down to greatly, affect their job performance. This is because logically when you are not well, there is no way you can do any effective work. Some porters had this to say;

Just one mistake I made led to losing my job with the woman I was working with. It was a hard time for me because I began thinking of some possible ways to get money to cater for my family and myself. I relied on my sister for a while before I was able to get back to work. (Fatima).

Threats I get from my mate sometimes kill the zeal to continue working and more often this affects the way I work because I did not want any trouble I tried not to even go near places where I sense trouble (Asana).

It was very difficult for me to put myself together to start work again. I had so many things going on in my head, which did not make me feel like working again. (Adisa)

When my headache comes, it is like a big attack on me; I cannot do anything, let alone talk of carrying these heavy loads on my head. It is really affecting my work because I only stop work to find a place to rest for the whole day when I experience it. (Habiba)

It is very stressful having to endure everyday sex with my boyfriend and working with that each day. The fact is by the time I start work, I already feel exhausted and weak, and it affects my work because I do not get to carry the number of loads that will fetch me enough money (Safiatsu).

In addition, one group leader added his voice to how all these harassments and abuse affect the work of the female head porters. This is what she said;

My sister (referring to the researcher) as we know the main reason why these porters migrated to the city is to work to get money to better their lives and that of their families back home. However, if they get here and have to go through all these abuses and violence because they are vulnerable, it becomes unfortunate. Some through no fault of theirs have children which they have no choice but would have to work hard to cater for simply because some irresponsible men took advantage of them by raping them or by promising them marriage and later have left them. This really affects them and their work. (Maame Kaya)

Furthermore, the researcher noticed that porters mostly worked with their children, some around them and some at their backs, this really served as an impediment to their work. During interviews sections, further probing revealed that it affects their work. Moreover, this is because their work is such that the more you carry the more money you get so if the time you get to work is diverted to catering for the child, it limits the money you get. This is why most of the time you see them working with their babies on their backs. The most unfortunate part is that these children have to endure all these hardships with no proper care from their mothers because they are struggling very hard to get money to cater for them.

When asked about how sexual harassment and abuse affect the lives and work of these female head porters Group Leader 2 also intimated:

Most of these girls are too young and naïve that they are easily influenced by their mates to engage in having multiple partners or even prostitution to increase the monies they get here. Through this, some have ended up getting some underlying medical conditions, which really affect their ability to work hard to get money. This is mostly through unsafe abortion and taking of some drugs that are detrimental to their health. Some even in the process lose their lives.

Some female porters also find themselves in abusive relationships and marriages but are unable to do anything because of the little support they get from such relationships.

All these sorts of intimate partner abuse also affect the work of these porters because aside from being physically injured which prevents them from working for some time, some go through a whole lot of emotional stress with no one to share it with. (Salma)

The above narratives indicate that sexual harassment and abuse have negative and harmful economic effects for victims. Findings revealed that it decreased the efficiency and productivity of their work, teamwork was compromised, and victims felt demotivated and demoralized by their experience to work hard. Due to the physical, psychological and physiological effects porters experienced, they were not able to work effectively, and this affected them economically in terms of the monies they made and how much

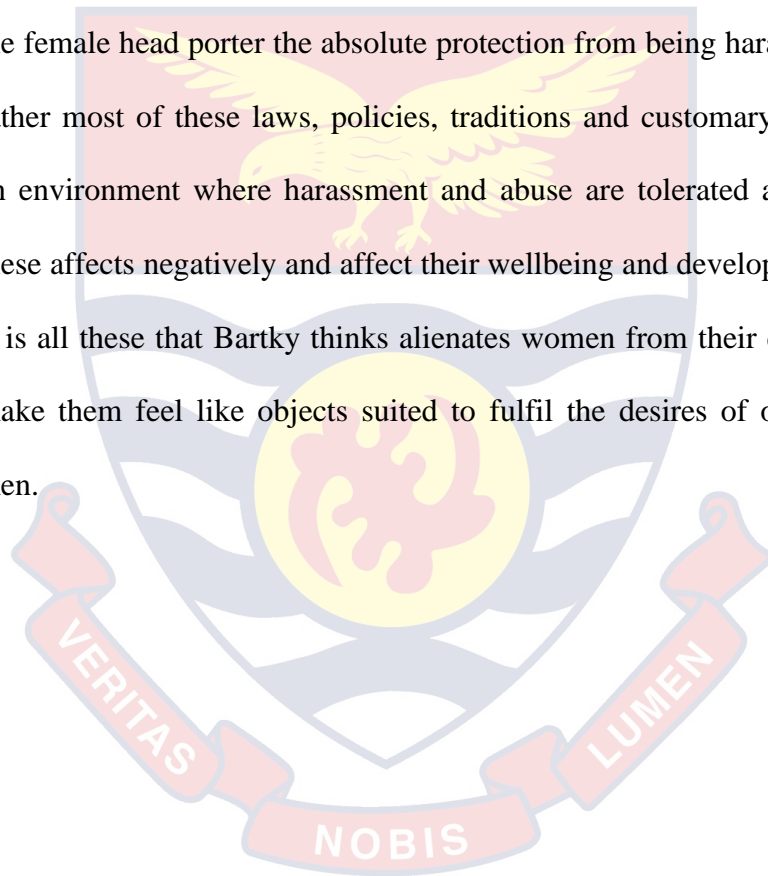
they were able to save for their families back home. This finding corroborates McLaughlin, Uggen, and Blackstone's (2017) claim that harassment and abuse contributed to the financial strain even when women were able to find work immediately after leaving their previous employment.

Findings also indicated that some porters had to stay away from work for a while because of the effect of the abuse and harassment on them. One porter decided to stop working for some time after she was nearly knocked down by a car because she was going through a whole lot of psychological and emotional trauma. This finding resonates with Sugerman (2018) findings that harassment and abuse can lead to increased risk of workplace accidents, mainly because of getting distracted while working in a dangerous environment.

It can be inferred from the above narratives that the severity of harassment and abuse is heavily influenced by the effect it has on the victim. Sexual Harassment and abuse had many destructive consequences on the lives of migrant female head porters. Evidence showed that sexual and physical harassment\ abuse greatly affected the psychological, physiological, and physical well-being of the female porters. All these effects, in the end, had a massive impact on their work, thus affecting their economic status too. These findings corroborate Fitzgerald and Shullman (1993) who found that since women began to provide their labour in the market arena, sexual offenses against them have become a big problem in their working lives.

Finally, the foregoing discussions bring to bear Bartky's theory of alienation. Thus Bartky (1990) drawing heavily from the Marxist theory of alienation, builds upon the Marxist notion of alienation to describe gender

relations and the situation of women in our patriarchal societies. Bartky (1990) argues that women are sexually alienated in these patriarchal societies for they are denied the right to develop, as do men, and are not given the needed support to define what it means to be human. From the discussion, so far it is clear that these female head porters have been given fewer opportunities to develop. Also at the societal level, laws, policies, and practices emanating from the state as well as those from their traditions and customs do not give the female head porter the absolute protection from being harassed and abused rather most of these laws, policies, traditions and customary practices create an environment where harassment and abuse are tolerated and justified. All these affects negatively and affect their wellbeing and development as women. It is all these that Bartky thinks alienates women from their desires and often make them feel like objects suited to fulfil the desires of others, especially men.



CHAPTER FIVE

COPING WITH PHYSICAL AND SEXUAL HARASSMENT\ABUSE

This chapter interrogates the measures and strategies put in place by sexually harassed and abused female head porters to manage and cope with the situation. Victims may respond in so many ways to abuse and harassment. It could be a passive or active means through which victims may defend themselves to seeking help formally from institutions. In this research, how harassment and abuse experiences affected victims was based on the individuals coping responses and her appraisal of the situation. Though the coping skills may not have necessarily solved the problem of abuse and harassment experienced, it made it possible for these vulnerable victims to get on with life and find the value of what life has in stock for them. The research findings clearly corroborate the stress, appraisal, and coping theory by Lazarus and Folkman (1984) which espoused that a potentially stressful event (problem) will result in an individual going through a primary appraisal to assess whether the problem affects the individual's wellbeing personally. Then followed by a secondary appraisal to find proper measures and ways to deal with the situation to arrive at a positive outcome.

Female head porters interviewed used a variety of coping mechanisms that were influenced by their evaluation of the harassment and abuse they suffered. Some participants for this study adopted **emotional based coping** strategies such as self-control, distancing, positive reappraisal, accepting responsibility, escape avoidance while others employed **problem-based coping** strategies like confrontative coping, seeking social support, and playful problem-solving.

Emotional Based Coping

Self-Control

Majority of female head porters interviewed personally adopted coping mechanisms after they were abused and harassed. They tried to deal with the abuse and harassment on their own. The ability to control oneself, particularly one's emotions and desires especially in difficult times is very important. Sixteen (16) participants adopted this strategy in their line of work; these were porters who were insulted, screamed and shouted at, slapped, caned, pushed and kicked, threatened, cursed and those whose items were seized.

Some narrated their story:

I mostly do not react to certain unpleasant situations because it helps me from getting into bigger and more serious problems.

It also helps to reduce interrogations from people. I can never forget the day the woman hit me from behind and order me to put her things down for her because I had accidentally dropped one of her bags, I obeyed. Even though I wanted to reply her out of anger because she kept on insulting me, I decided to control myself in order to bring peace. I did not say a word but rather apologized to her. (Mariama)

I was furious to the extent that I felt like hitting the tax collector's head with a stone lying where I fell after he pushed me, but I controlled myself and temper because I knew I had nobody to support me there. I also know that when I prove to be too stubborn, it will give him a chance to always harass me. (Sakina).

Findings revealed that some migrant female head porters used self-control to deal with the harassment and abuse they were subjected to, this was to avoid getting into serious problems, disgrace and job loss. Below are some statements made:

I felt like staying behind to explain further to my madam to give me another chance, but she was so angry that she was not ready to listen to me. To prevent any additional disgrace and shame, I quietly walked away without saying anything.

(Fatima)

I could not complain to anyone because my job was on the line. He told me clearly that I should be ready to cooperate with him, or else I will lose my job. For the sake of my job, I always controlled myself and did what he wanted me to do.

(Amina)

From the narrations of most of the head porters interviewed, adopting self-control techniques as a coping mechanism helped them to overcome most of their challenges. It is clear that these female head porters were conscious about the fact that where they find themselves now make them very vulnerable therefore being able to control their emotions will go a long way to save them from many unfortunate situations. This is consistent with the findings by Ent et al, 2015. Which indicated people with high self-control strategies use their self-control to create environments for themselves that are in congruence with their long-term goals. Using self-control as a coping mechanism has helped some porters to be in the business for as long as ten years and more.

Distancing

Even though most of the porters controlled themselves as a means of coping with the stressful situations they encountered, some also developed strategies to separate them or keep them away from being harassed and abuse thereby trying to minimize the effect of the problem. Six (6) porters adopted distancing as a coping strategy. Those who were threatened by shop owners, market women, traders and shopper never to come near their shops and goods made sure they distanced themselves from them to prevent being severely harassed\abused since the threats they received were enough burden for them. In addition, those who were sexually harassed made sure they distanced themselves from people who often perpetrated such acts.

Some stated;

The threats I usually receive from my mates really affected me.

However, I tried my very best to stay away from their path. I always made sure I kept my distance from them to avoid getting into trouble with them. (Asana)

I feel uncomfortable because of some sexual comments some drivers and their mates often made about me, to avoid this I most at times stayed away from them and their company.

Whenever they called me to join their conversation, I quickly gave an excuse to go away from them. (Alimatu)

Distancing was also a means through which porters coped with harassment and abuse. Findings revealed that whenever porters perceived a threat, a common approach some used was to physically distance themselves from the threat. Some said when they are faced with anger, which makes them

uncomfortable and stressed; a simple solution was to move away. This they stated gave them time to react should the threat become actual and gave them more control over the situation. This finding concurs with White, Kross, and Duckworth's (2015) proclamation that self-distancing as a mechanism may allow individuals to process negative events in adaptive ways.

Escape Avoidance

Similarly, some of these porters found themselves using avoidance coping instead of facing the problem, the research revealed how some female porters developed behavioural effects to manage and escape being harassed. This research found two main ways in which head porters used avoidance coping to deal with abuse and harassment they faced. One was internal thus controlling their thinking and emotions about the abuse while the other was external, which was ignoring offenders or actions that were intimidating and sexually induced.

Nine (9) female porters adopted this strategy, and it consisted of porters who were mostly sexually harassed and physically abused.

Below are some statements made;

I always made it a point to change the topic of discussion to a more productive one whenever the mates at the lorry station tried to engage me in sexual talks. Doing that sometimes helped me to divert their minds to other healthy talks. However, they sometimes ignored me and went ahead with their nasty talks and this really disturbs me a lot. (Barikisu)

When I recall all that I have been through, I feel very sad, I try to forget and even stop myself from thinking about what happened. After sexually abusing me, he (the offender) tried several times to meet me or get closer to me but I always tried to prevent that from happening. I did not want to meet him because it was just going to remind me of what he did to me.

(Fatima)

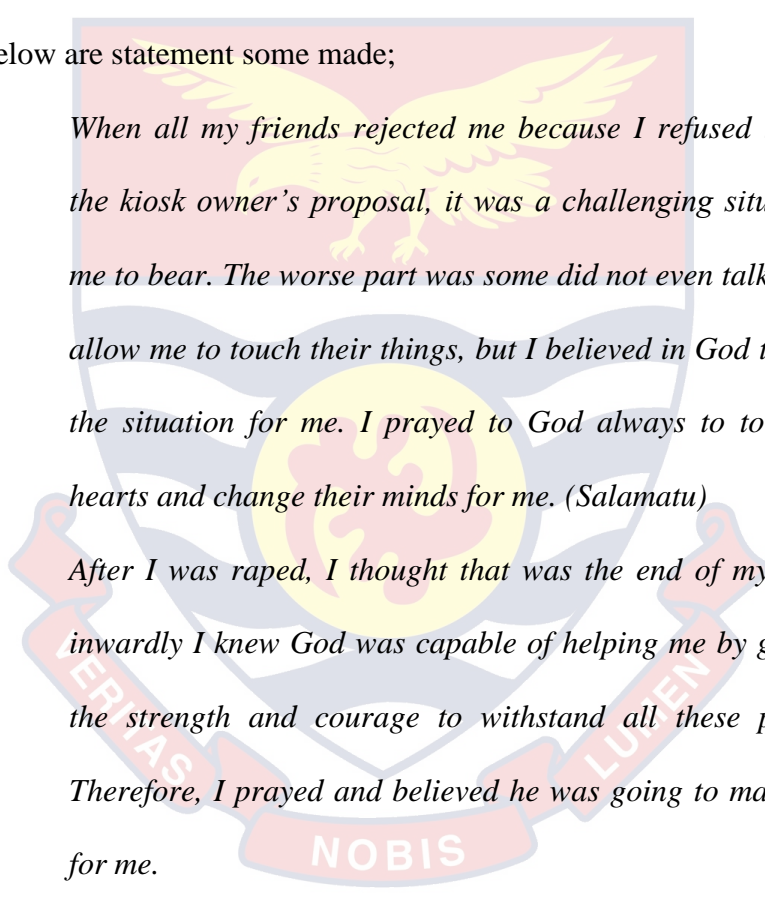
Some porters began to avoid situations and deny the existence of stress as a coping response. The researcher tried to probe further by asking if this coping technique really helped, most of the participants said trying to always avoid unpleasant situations stressed them out and were not easy since they were sometimes not successful rather it ended up creating fear, panic, and feeling of anxiety in them. This means avoiding problems might seem like a great way to become less stressed but it is mostly not the case, rather confronting the problem and dealing effectively with the stressor can be the best way to minimize the stress it causes. This means escape avoidance is a natural mechanism for dealing with a variety of stressors however; it can also be a bit problematic when it is frequently used because it can cause anxiety too. This finding is consistent with the belief that the use of avoidant coping technique typically results in maladaptive behaviours with increase negative emotions.

Positive Reappraisal

In addition, some female porters also resorted to prayers and putting their trust in the Almighty God to help change their situation and also comfort them in their time of need. According to Lazarus and Folkman(1984), positive

reappraisal is seeking solutions and answers during difficult and stressful moments in life and gradually growing from it. Thus focusing more on attaching positive meaning to the problem being encountered and personally trying to develop in order to help get out of such situations. Fifteen (15) porters adopted this coping strategy and it was mostly porters who were robbed of their monies, involved in accidents, raped and sexually harassed, hit with objects, slapped and treated badly by people.

Below are statement some made;



When all my friends rejected me because I refused to accept the kiosk owner's proposal, it was a challenging situation for me to bear. The worse part was some did not even talk to me or allow me to touch their things, but I believed in God to change the situation for me. I prayed to God always to touch their hearts and change their minds for me. (Salamatu)

After I was raped, I thought that was the end of my life, but inwardly I knew God was capable of helping me by giving me the strength and courage to withstand all these problems. Therefore, I prayed and believed he was going to make a way for me.

(Adisa).

From the above narrations, there is no doubt that some of the porters had a feeling of hope and self- reassurance. Most of them positively dealt with their predicament by convincing themselves that it was an occurrence that they need to accept and fight on. Some head porters were found to cope with harassment and abuse by adopting a positive perspective and praying for

God's assistance. Most of them viewed God as a source of strength in their troubled time and held the belief that God was going to see them through. This means some females head porters used their belief in God as a coping strategy. According to Ennis (2011) who studied coping mechanism among East African migrants in Australia, coping skills such as spiritual sources of coping, maintenance of friendship with other Ethiopian women and reassertion of one's cultural identity were used, however, the spiritual source of coping was found to be an important coping mechanism for the migrants. This is also in line with Akanle and Chukwu's (2013) findings, which revealed that head porters in Bodija market in Ibadan Nigeria adopted coping mechanisms such as resignation to their faith in God and the hope that things will improve with time.

Accepting Responsibility

One very important means through which a person could cope with a stressful problem is by the acceptance of the problem. Where the individual decides to fully and unconditionally, accept the situation and personally take responsibility for the problem with the determination of fighting hard to resolve it, is referred to as accepting responsibility as a coping mechanism. Some porters admitted being sexually harassed and physically abused was partly their making. They believed that to get over their worries and problems fully, it was best they took full responsibility for it and worked towards it. Some adopted self-blame as a common cognitive coping strategy and porter's tendency to self-blame showed that they were sometimes partly to be blame for the abuse and threats they had suffered. Ten (10) female head porters interviewed adopted this strategy, it was mostly used by porters who were

coerced and sexually abuse\harassed, those who were abused because they accidentally damaged goods they carried and those who trusted wrong people with their monies.

Some of them intimated as follows;

I always blame myself for allowing such a thing to happen to me. I know if I had been a little careful and wise in handling the situation, it would not have ended the way it did for that man to take advantage of me. I accept my mistake and have learnt from it. (Fatima)

If I had not given him the go-ahead to keep my money for me, my boss would not have gotten the chance to cheat me. I do not blame anyone but myself. I caused it, and I do not think I will repeat such a mistake in my life again. (Suweiba)

I trusted my friend and gave her my money but look at where it landed me. I blame no one but myself, next time I will be meticulous when it comes to trusting people with my belongings or even my secrets human beings are very wicked at times. (Azara)

From the above narrations, it is clear that, coping with situations where perceived control was somehow very low, made some porters reply on acceptance, among other things, rather than direct action. Moreover, acceptance has been found to be associated with less pain, less disability, less depression, less pain-related anxiety, and better work status (McCracken & Eccleston, 2003).

Problem Based Coping

Confrontative Coping Strategy

Some porters also relied on problem-based coping strategies to help them cope with their stressful problems. While others decided to distance themselves and avoid problems, others on the other hand adopted another way of coping where they confronted or faced the problem directly. With this, porters used an aggressive effort of dealing with the problem, which suggested risk-taking and quite a degree of hostility. Five (5) porters adopted confrontative coping strategy and it was mostly porters who experienced intimate partner violence, those who sometimes tried to defend themselves after being physically abused example (slapped, hit, kicked, pushed).

Some participant shared their experiences:

Even though my boyfriend beats me anytime, I refuse to have sex with him when he threatens to leave me for another woman, I also sometimes stand and fight back to defend myself. When it happens this way, he becomes a little sober. (Safiatu)

I think confronting the woman was the best thing I did during that time, the fact is if something is not going on well you have to be bold and let others know rather than keeping it to yourself. Even though it did not go down well with the woman, as for me, I think I did the right thing. (Alimatu)

Seeking Social Support

The study discovered that family members who were also in the city, friends, and members of the head porters association were the only source of social support for participants. Female head porters adopted this coping

strategy for main two reasons, these were for instrumental reasons such as seeking advice, information and assistance and emotional reasons such as getting sympathy, moral support and people to understand them. This finding is in line with Aldwin(2000) who found that victims of abuse may seek social assistance or support for either of two reasons, which were instrumental or emotional.

Those who were fortunate to own a phone communicated with family members back home for advice and encouragement when they encountered any difficulty. Twelve (12) porters adopted this coping strategy. These were porters who were rapped, those who were wounded because of the abuse they suffered, those who suffered severe sexual complications and getting pregnant because of being rapped. Moreover, porters who were sacked from the shops they worked in also adopted this coping strategy.

The first person I turn to when I am in any kind of trouble is my sister. I believe no one can understand me better than my sister does. We migrated together to work in support of your family, but we are also here to help each other when the going gets tough. (Mariama)

When my problems became too much for me to bear, I prayed after that I looked for one of the leaders of our head porter association and told him what I was going through. He talked to me and promised to help me, which she did. (Adisa)

Social support was a major strength for the participants during their worse moments. Consequently, porters who had support from family members and friends were found to be more fulfilled, and it considerably increased their

strength to get over their problems and move on in life. Even though most of these porters did not have any relatives around, some communicated with their families through phone calls for advice, encouragement, and care. Others relied on friends for their support while some who belonged to head porters groups available indicated they sometimes got support from group leaders and members of the group. This finding corroborates Baah, and Adoma's (2012) findings, which indicated that head porters belonged to informal social groups to support one another in times of need.

Likewise, Akanle and Chukwu's (2013) findings revealed that head porters in Bodija market protect themselves by joining associations and make financial contributions to help each other during difficult times and safeguard them from being stranded. This suggests that having enough and appropriate social support continues to be positively connected with these head porter's physical, mental, and total well-being.

In summary, this study corroborate Pathak 2015, study which found that victims adopted; (1) social coping (seeking advice and emotional support from people they trust), (2) seeking formal support from organizational authorities, (3) confrontation\ negotiation directly and personally making sure that perpetrators desist from such acts, (4) avoidance/denial the harassing situation physically or denying the seriousness of the situation to deal with the harassment and abuse they faced.

In all as Raymond et al. (2002) rightly indicated in their study of young migrants in Vietnam, that the decision to move, movement processes, and eventual exploitation of migrants, particularly young women, are

complicated issues influenced by a variety of contextual circumstances and coping techniques both internationally and locally.



CHAPTER SIX

SUMMARY, CONCLUSIONS AND RECOMMENDATION

Introduction

This is the last chapter, and it ends the research by summarizing the research, highlighting key findings, drawing relevant conclusions, and lastly suggest some important recommendations based on the findings of the study.

Summary of the Research Process

This study aimed to explore the experiences and coping strategies of physically and sexually harassed\ abused migrant female head porters in the Kumasi central market. The study explored the lived experiences of harassed and abused migrant female head porters in the Kumasi Central market; investigated how physical and sexual harassment \ abuse impact the lives of migrant female head porters in the Kumasi central market and finally interrogated coping strategies used by porters to address the physical and sexual harassment\abuse they face in their daily lives.

The qualitative research approach informed the work. Purposive sampling and snowballing techniques were adopted in selecting two officials from the Domestic Violence and Victim support unit (DOVVSU) of the Ghana Police service in the Kumasi central police station, two leaders of the head porters association, and eighteen female head porters in the Kumasi central market. In-depth interviews was used to solicit data. The data was analysed manually, using the thematic analysis approach. The themes derived were based on the research objectives.

Key Findings

This is to give a synopsis of the findings of the study. Literature indicates that female head porters are mostly young women and girls, who migrate from underdeveloped rural areas in the Northern part of the country in search of jobs in cities down south, this study finding also confirms that fact, since the ages of participants for this study ranged from 14 to 38 years.

Summary of Findings on Study Objective One: Explore the lived experiences of physically and sexually harassed\ abused migrant female head porters in the Kumasi Central market

The study found that migrant female head porters in the Kumasi central market experienced different types of violence in their line of work, from harassment to the worst situation of being sexually abused. They are harassed and abused in so many ways examples, like being insulted which is the most common, kicks, slaps which sometimes ends up in serious fights, threats of payment of goods their accidentally drop or spoil, non-payment of their worth, touching sensitive parts of their bodies by shop owners, male truck pushers, drivers' mates and other sellers in the markets.

One disturbing finding of this research is female migrant porters who were supposed to live as one people by being each other's keeper sometimes posed as threats to one another. Some ganged up to beat and threaten others over petty issues, and some betrayed their fellow sisters who trusted them with their monies by squandering it.

On the issue of head porters being abused sexually, the study revealed that some found themselves with partners who sometimes abuse them sexually because of the accommodation and monetary support they gave them. Also

due to lack of money to fulfil their shelter needs, which result in the majority of these young women and girls sleeping outside at night, men, use that as an opportunity to take advantage of them by sexually abusing and harassing these female porters.

Summary of Finding on Objective Two: investigate how physical and sexual harassment \ abuse affect the lives of migrant female head porters in the Kumasi central market

Furthermore, the study found that physical and sexual harassment\ abuse had negative impacts on migrant female head porters. Some of these effects were physical, psychological, physiological, and economical.

Physically, female porters who got slaps, kicks, and beatings because of accidentally damaging goods they carried and those who fought over the right payment of their work done were left with injuries, which were sometimes very serious.

Those who were insulted and sexually abused went through a lot of depression and psychological trauma. Sexual abuse experienced by these porters psychologically affect them in so many ways, their self- esteem and self- confidence becomes shuttered therefore resulting in some of them keeping their predicament to themselves.

Economically, sexual abuses that resulted in pregnancies also disturbed their work and brought an additional burden of catering for these children on them. One group leader revealed that some of these female head porters lose their lives in attempts to abort pregnancies because of the dangerous medications they use.

The study revealed that some porters who have been sexually abused become sexually terrified and harboured a lot of fear in them. On the other hand, some porters also after such an experience decided to engage in prostitution and having multiple partners to help them survive in the cities.

Summary of Findings on Study Objective Three: Interrogate the coping strategies used by porters to address the physical and sexual harassment\abuse they face in their daily lives.

In addition, the study discovered that migrant female head porters used a variety of techniques in dealing and coping with the numerous forms of physical and sexual harassment\ abuses, they encountered. Migrant female porters saw themselves to be vulnerable without adequate social support as migrants, so the majority of them relied mostly on emotional-based coping to help them in their daily routine.

To begin, most tried as much as possible to control their temper and anger to protect themselves from getting into serious trouble, they talk to each other and advise one another to stay calm in provoking situations, and this was using self-control as a coping mechanism.

Some tried to distance themselves from situations that will lead to more serious problems, by doing so they most often avoided or escaped bad situations. In addition, some positively appraise themselves by encouraging each other to trust in God for better days and times ahead. Others also accepted responsibilities for their problems and fought back, through confrontative coping, some faced the problem squarely making sure they got positive outcomes.

The study found that there were a few who were led by leaders of these head porters association to seek support from Non- Governmental Organizations (NGO) available in support of these potters examples were the Purim Africa Youth Development Platform (PAYDP), Marie Stopes International Ghana (MSIG) and the Society for Women and AIDS in Africa (SWAA).

Conclusion

Migration is a complex phenomenon that has become increasingly important in today's society. The increasing feminization of labour migration has created a continuous awareness, which calls for, immediate action to combat workplace violence and harassment against women.

Due to a lack of education and other structural inequalities, female migrants are often limited to working in the informal sector. However, the increased acknowledgment of the gendered aspect of migration patterns, as well as the fact that female migrants, in particular, suffer distinct and specific vulnerabilities, which includes a greater risk of exploitation, abuse, harassment, and trafficking has been brought into sharp focus at the global level. In addition, has resulted in the recent adoption of the 2030 Agenda for Sustainable Development which targets ending “all forms of discrimination against women and girls everywhere”; eliminating “all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation”. The study, therefore, concludes that:

- Sexual and physical harassment/ abuse are social problems. This is because as migrants, these female head porters lack the needed social

support and family support resulting in them being affected heavily by this problem. Moreover, due to a lack of formal education and knowledge about sexual harassment and abuse, they are most at times faced with such problems without seeing the magnitude of it and even how to go about handling it.

- Most of these female head porters are faced with various forms of harassment and abuse. The most disturbing part was the fact that sometimes they served as threats to each other. They fought each other due to petty misunderstandings amongst themselves and most often due to the betrayal of trust.
- Findings revealed that female porters were sexually harassed in so many ways as people cracked dirty and sexual jokes about them, commented on their physical appearance, used offensive words on them. Those who were very beautiful and attractive had people staring at their body parts lustfully and made sexual gestures to them, some deliberately also touched sensitive parts of their bodies like their breasts and buttocks.
- Other factors combined to contribute to the harassment and abuse experienced by these vulnerable female head porters. Individual factors like lack of decent accommodation, negative inbuilt behaviours of perpetrators, poverty, and institutional failure were found.
- Discrimination against these women and girls based on age, gender, and ethnicity was a key factor and reason why these porters were mostly harassed and abused.

- The study, therefore, confirms that sexual harassment and abuse have negative effect on migrant female head porter's health and wellbeing, and proved to be a stressful and challenging experience for victims. This is because it affects them economically, emotionally, physically, and psychologically.
- Even though porters saw sexual harassment and abuse as a very disturbing experience most of the acts in the form of harassment were considered less serious by a number of these female porters because of lack of education on what constitutes harassment and the various effect it had on them.
- Porters employed various coping strategies to survive during difficult moments, some confided in friends since the immediate social support they knew was help from other women and girls with whom they migrated.
- In addition, some positively reappraised themselves by hoping for the best and praying to God to help them while others also took the bold initiative by accepting the responsibility of their problems and confronted their problems to get positive results.

Recommendations

- The Government, particularly the Ministry of Education, should work towards educating and creating awareness of the importance of girl child education especially in the northern regions of the country. This will encourage parents to send their girls to schools rather than motivating them to migrate to cities down south to engage in the head portering business.

- The Gender Ministry should give young women the needed support to develop themselves in the patriarchal society in which they find themselves. Women and girls in the northern regions of Ghana must be given access to resources, especially land, they must also be given a voice in the decision making process in their villages and towns.
- To deal holistically with this issue, the government should provide adequate support mechanisms for female migrants in both formal and informal employment. This should also include a redress mechanism where female migrants like the female head porters can seek support in cases of harassment or abuse. Existing migrant information centres in the regions located in or near our major markets can be used for this purpose. Through this, the gender ministry, Ghana Police (DOVVSU), the Department of social welfare and other non- governmental agencies can help to educate and inform female migrants of their rights and other important issues that affect their wellbeing like harassment and abuse.
- Concerning violence against the female head porter, the government should put in place specific measures such as awareness-raising activities regarding their human rights, gender equality, and the right of women to be free from violence. However, the effectiveness of this initiative will be based on the fact that government makes it a point to provide state agencies like the DOVVSU, Ministry of gender, children and social protection, and social welfare with the needed logistics to help them in the performance of their responsibilities and duties.

- In addition, the government and other stakeholders should create programmes that are responsive to the migrant female head porter's different backgrounds and needs, as well as those that will reduce stigma and social exclusion, must be organized for them. Besides that, any information concerning these migrants must be designed in the languages that migrant female head porters feel most comfortable with to help them make the right decisions about their health and personal behaviour.
- DOVVSU, National Commission for Civic Education (NCCE), and the Department of Social Welfare must encourage female porters and take them through public sensitization programmes on the effects of harassment and abuse and the need for them to seek help when the need arises.
- For female head porters who are not yet members of head porter's association, I will encourage and recommend that they join one as soon as possible since these groups serve as great social support for porters. Thus through these groups female porters get a lot of health benefits, financial support and also learn how to protect themselves and be there for each other. This is mostly through the help of non-governmental agencies and their own contributions as a group.

Suggestions for Further Research

The difficulty in generalizing the findings of this study implies that there is room for further research to be carried out. First of all, a replication of the study with a larger and representative sample size would be helpful to discover if similar results would be found because the larger the sample size

the greater the credibility and generalizability to the target population. In addition, areas like psychological and depression disorders among female head porters can be studied.



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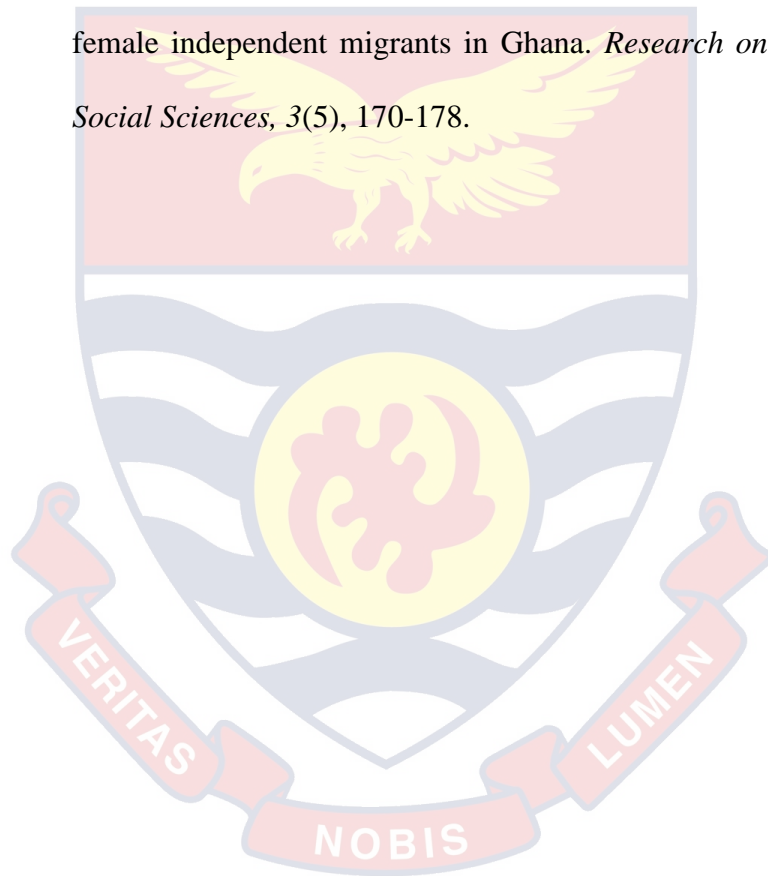
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APPENDICES

APPENDIX A: INTERVIEW GUIDE FOR FEMALE HEAD PORTERS

This academic study seeks to examine the experiences of sexually abused and harassed migrant female head porters in the Kumasi central market. It is part of the requirement for the award of Master of Philosophy in Sociology, University of Cape Coast. All data collected will be used for academic purposes only, and information from participants will be kept private.

Demographic Characteristics

- How old are you?
- Educational background
- Which part of these regions is your place of origin, Upper West, Upper East, Savannah, North East, and Northern?
- How long have you stayed in Kumasi?
- What motivated you to migrate to Kumasi?
- After working all day where do you sleep at night and what are some of the challenges you face?

Explore female head porter's experiences of physical and sexually abuse\ harassed.

- Have you been receiving sexist comments and behaviour that convey insulting, degrading, and sexist attitudes in your line of work before?
- Have you been coerced to have sex or have someone forcefully had sex with you before?
- Can you share with me your experience?

- Have you ever been treated badly by someone you worked for? For instance, have been hit, slapped, kicked, pushed, insulted, shouted at, and threatened before?
- How did that act made you feel about yourself?
- Tell me what you think makes others; especially men take advantage of you by sexually abusing you?
- Is there anything you do personally that makes men and people you work for abuse and harass you?

Investigate how physical and sexual abuse\harassment impact the lives of Migrant Female Head Porters in the Kumasi central market

- How does sexual harassment and abuse affect your physical health?
- Tell me how the abuse affects your economic life (e.g. Work, finances)?
- In your view, how does sexual abuse affect your reproductive health?
- How does sexual harassment and abuse affect your self-image and everyday life?

Interrogate the Coping Strategies adopted by Migrant Female Head Porters to address the physical \sexual abuse and harassment they face in their daily lives.

- What kind of strategy do you normally adopt to handle the situation before or after you were abused or sexually harassed?
- What are the reasons for using such a coping strategy?
- Did you get the courage to report to the police, seek proper medical attention or confine in any group leader you know?

- Is there something that caused you not to tell anyone about your situation?
- How did you cope with pregnancy and the responsibility of childbirth with your work?
- Do you have anything else you want to share that has not been addressed?



APPENDIX B: INTERVIEW GUIDE FOR DOVVSU OFFICIALS

Sexual harassment and abuse against Migrant Female Head Porters

- Do migrant female head porters report the incidence of sexual violence and physical abuse to your institution?
- Can you tell me the forms of sexual violence normally reported by female head porters?
- Why do you think these forms of violence are pervasive among migrant female head porters?

Factors that Contribute to sexual harassment and abuse experienced by Migrant Female Head Porters

- Tell me more about how your institution handles sexual violence and physical abuse among female head porters.
- What is your perception of sexual violence against women?
- How do community members perceive sexual violence and other forms of abuse among migrant female head porters?
- What is your institution doing to reduce the incidence of sexual harassment and abuse against women, especially female head porters?

APPENDIX C: INTERVIEW GUIDE FOR GROUP LEADERS

- In your opinion what are some of the factors that lead to the sexual harassment and abuse of migrant female head porters?
- What is your perception of violence against women?
- What are some of the negative impacts of sexual and physical violence on the female head porters?



APPENDIX D: INFORMED CONSENT

Dear Participant,

I would like to invite you to participate in my research on the topic “The experiences and Coping Strategies of harassed and abused female head porters in the Kumasi central market”.

Before agreeing to join this study, I want to explain the following statements about the study to you. Please you are free to seek further clarification regarding the study, before signing this form.

The purpose of this study is to gain in-depth knowledge on the experiences and coping strategies adopted and employed by sexually harassed and abused female porters in the Kumasi central market. Your participation in this study will involve a face-to-face discussion lasting approximately forty-five minutes. The emphasis of the discussion will be on your experience and how you were able to cope when you were harassed and/or abused.

Though there are no known physical risks for taking part in this study, some emotional discomforts are anticipated. That is some of the questions may be sensitive and uncomfortable, in particular talking about unpleasant experiences. If you feel uncomfortable, you may refuse to answer any question or discontinue the discussion at any time. Nonetheless, every precaution will be made to ensure your safety and comfort during the interview.

As a participant, you may not immediately profit from this study, but your participation is very important because findings from this study may benefit other women and girls particularly those in the head portage business already and others who have the intention of migrating for that purpose.

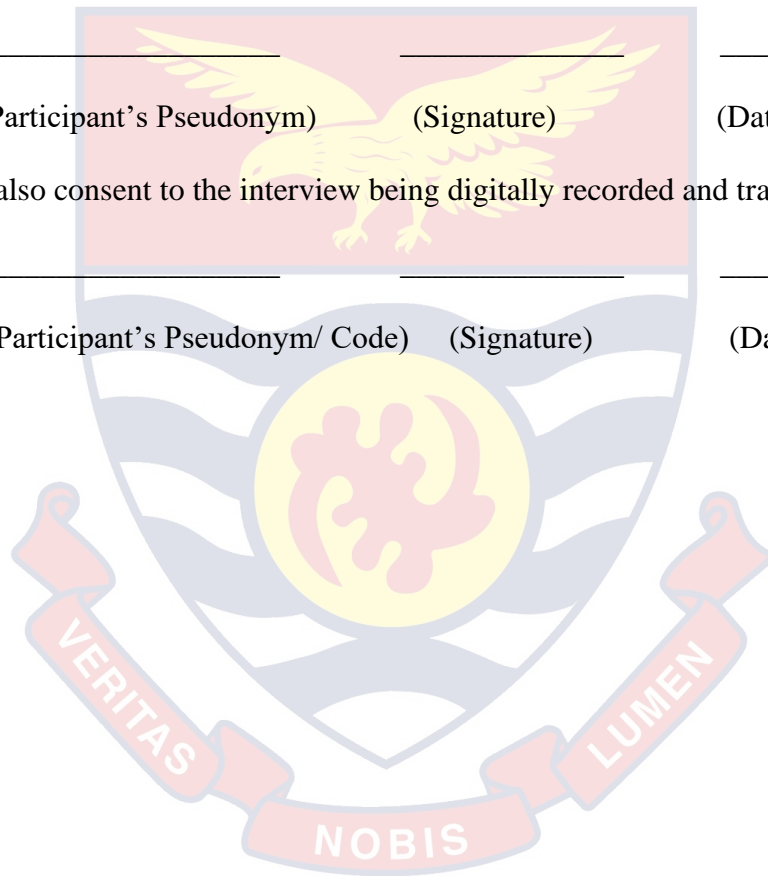
All data gathered for this study will be kept strictly secret. It will only be used for educational purposes and research reasons. Your identity will not be disclosed thus; you are encouraged to take a pseudonym or identification code.

Please be aware that your participation in this study is optional.

Thank you.

The above information about the study has been conveyed to me, and I understand it. As a result, I agree to take part in the research.

_____	_____	_____
(Participant's Pseudonym)	(Signature)	(Date)
I also consent to the interview being digitally recorded and transcribed.		
_____	_____	_____
(Participant's Pseudonym/ Code)	(Signature)	(Date)



APPENDIX E: ETHICAL CLEARANCE – IRB

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20TH JULY, 2020

Ms. Cecilia Adjanor
Department of Sociology and Anthropology
University of Cape Coast

Dear Ms. Adjanor,

ETHICAL CLEARANCE – ID (UCCIRB/CHLS/2020/19)

The University of Cape Coast Institutional Review Board (UCCIRB) has granted **Provisional Approval** for the implementation of your research protocol **The Experiences and Coping Strategies of Sexually Abused and Harassed Head Porters in the Kumasi Central Market**. This approval is valid from 20th July, 2020 to 19th July, 2021. You may apply for a renewal subject to submission of all the required documents that will be prescribed by the UCCIRB.

Please note that any modification to the project must be submitted to the UCCIRB for review and approval before its implementation. You are required to submit periodic review of the protocol to the Board and a final full review to the UCCIRB on completion of the research. The UCCIRB may observe or cause to be observed procedures and records of the research during and after implementation.

You are also required to report all serious adverse events related to this study to the UCCIRB within seven days verbally and fourteen days in writing.

Always quote the protocol identification number in all future correspondence with us in relation to this protocol.

Yours faithfully,

A handwritten signature in blue ink, appearing to read 'Samuel Asiedu Owusu'.

Samuel Asiedu Owusu, PhD
UCCIRB Administrator

ADMINISTRATOR
INSTITUTIONAL REVIEW BOARD
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