

## Abstract

The qualitative study on “Sexual Harassment of Male Workers” aims at studying the phenomena of sexual harassment of male workers by employers or supervisors, problems, obstacles and limitations in providing legal protection. The researcher used snowball sampling technique in gathering the data.

The findings were as follows:

Among 10 male workers as the sampling group of case studies, 2 were self-employed, the rest were employees. The youngest age was 21, the highest 34. Five workers had Bachelor's degrees, 1 had a vocational certificate, the rest finished grade 4. Three each workers had a salary of Baht 5,000-8,000, four had Baht 8,000-10,000, one had over Baht 10,000 and the rest did not specify. Seven workers experienced sexual harassment from their male employer or supervisor and three workers were sexually harassed by their female employer or supervisor. Eight workers had no knowledge and understanding of the Labour Protection Act, and two workers understood some of the Act. While being sexually harassed, seven male employees were in a threatening situation and unable to avoid it, for fear of not passing the probationary period. The 10 workers did not demand or file a case against the employers or supervisors because of feeling ashamed, did not think they were abused, the situation of sexual harassment was not serious, and some felt that they were well compensated for.

The researcher suggested that the male workers should avoid being in a private place with the employer or supervisor and must exercise their rights. Those who are self-employed should choose the premise carefully to avoid risks and be tactful to resolve the situation. The employer and supervisor should consider gratifying their sexual needs through other suitable means. In addition, the Government should improve and modify the Labour Protection Act of B.E. 2541, Article 16 by using these words “Prohibit employers or chiefs, supervisors, inspectors from sexually harassing the employees”, increase punishment for offences, and enhance male workers’

understanding of the process or steps in exercising their existing legal rights, and make an amendment to the criminal law relating to sexual offences applying to both genders equally. Currently the matter of male sexual harassment at work is treated less fairly than female sexual harassment at work.