SEXUAL AND MORAL HARASSMENT IN THE WORKPLACE

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Principles of CIEG

- Gender, women and feminist Studies
- Cross-disciplinary knowledge
- Cooperative work and critical mass
- Interdisciplinarity

CIEG was officially launched in an international conference 24/25 May 2012
CIEG’s intervention areas

1. **Research:** since 2013 already **six projects** (some of them international and most of them won through public competition). Links to international projects like COST, Femicide in Europe and CEINAV.

2. **Education:** Post-graduate education.
   - Master’s on *Family and Gender* with 8 masters thesis on-going.
   - A doctoral program on Gender studies in preparation.

3. **Publications:** already several articles in international scientific peer-reviewed journals, chapters of books and books.

4. **Dissemination:** conferences, debates but also foreseeing training courses on equality.
In two years we were able to gather:

- **43 researchers** from various research centres and universities: http://cieg.iscsp.ulisboa.pt;
- **3 annual conferences**
- **A cycle of Debates on** issues related to Gender studies involving researchers from different areas and journalists.
- A book presentation
- A Book (on print)
- 3 newsletters

- Applying for being recognized and funded by our National Scientific Research Foundation (FCT). In the first stage we had excellent grades. Second phase 20 October.

- Links to international research centres working on gender issues. Partnerships with Universities and Research Centres in Europe (UK, Sweden, Spain), Africa (Cape Verde), Brazil (Rio de Janeiro, Rio Grande do Sul and Canada (Toronto).
What we know:
Fundamental changes in 25 years on labour market, attitudes towards sexuality, social structure.

What we do not know:
The impact of these changes on practices and perceptions concerning harassment?

Analitical scope:
Sexual harassment survey in Portugal (1988/89)

2014

Analitical scope:
Only working women
Only sexual harassment

SEXUAL AND MORAL HARASSMENT IN THE WORKPLACE surveying men and women
Sexual harassment in Portugal | Some results from 1980’s

• In late 1980’s working women in Portugal shown lack of collective conscience about sexual harassment in the workplace.

• Sexual harassment was perceived as something that happened *naturally* to other women (moral judgement of women harassed).
• In the late 1980’s sexual harassment was more commum among co-workers than hierarquical.

• However, women perceived hierarquical harassment has something more serious.

• Sexual harassment among co-workers frequently hapened in the context of personal relations based on trust and friendship.

• Gender inequalities about (sexuality, morality and labour market) frequently silenced harassment victims (women).

• Friendship and trust between women victim of harassment and men was also a reason for silencing the situation.
New analytical scope:
- Men in workplace and harassment
- Sexual + moral harassment

Describe and characterize
Compare
Explain
Disseminate
Knowledge transfer
Replicate
Understand changes on harassment (sexual)

Analising change
Inovation
Information to promote intervention
Knowledge
<table>
<thead>
<tr>
<th><strong>Inovation</strong></th>
<th><strong>Analytical scope</strong></th>
<th><strong>Mixing methods</strong></th>
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<tbody>
<tr>
<td></td>
<td>Sexual harassment.</td>
<td>In-depth interviews with women and men victims of moral and/or sexual harassment.</td>
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<td></td>
<td>+</td>
<td>Workers of large, medium and small companies.</td>
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<td>Moral harassment.</td>
<td>Public sector workers.</td>
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<td>All economic sectors.</td>
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<td>Identify and assess changes in sexual harassment in Portugal.</td>
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Knowledge

Sexual harassment
- Sexual insinuations
- Not intended sexual attention
- Not intended physical contact
- Inappropriate behavior
- Sexual coercion and professional intimidation

Moral harassment
- Professional persecution
- Personal humiliation
- Social isolation
- Intimidation
Disseminate research results and transfer knowledge (informing:
  . intervention,
  . public debate and
  . public policies).

• Resume and adequate research results (making the information clear for general public, specialists and policy makers).

• Produce contents for specific instruments to prevent harassment (different target groups).

• Workshops with different target groups

Knowledge appropriation

• Do training based on the results obtained, updating them to prevent mismatches in relation to reality

Monitorization of harassment in Portugal.

• Develop sustained cooperation with partners getting updated and empirically supported information and contributing to good practice