

Sexual harassment is use of power

Per Olav Hernes

Communication Adviser

Norwegian Labour Inspection Norway



Sectors – most exposed

- Health and social sector
- Hair dressers
- Public administration, social services,
 - Teaching
 - Hotel and restaurant
- Transport, such as taxi, bus, tram, metro and train



Sexual harassment is use of power

- Statistics Norway's living conditions survey for 2013.
- According to the bureau every tenth young Norwegian woman is regularly sexually harassed. In the total population, the number is five percent.
- Sexual harassment at work is a particular a challenge for employees, management, and those who work with work environment (HR).



http://www.vg.no/nyheter/innens/leserne-forteller-om-sex-trakassering-jeg-grat

VG NYHETER

Leserne forteller om sex-trakassering: - Jeg gråt hver dag på vei til jobb

Arbeidstilsynet: Dette bør du gjøre dersom du blir sjikanert

”fordi vi skal være vennlige og høflige imot alle

FRISØR (30), fra Akershus

En mann hadde bestilt hodemassasje av spesielt meg. Jeg hadde lang kunder:

Sto å gjorde jobben min, og tenkte på neste kunde skulle skylle

Da jeg plutselig ser ned på kunden min, som sitter i kappe.

Jeg ble kaldt fortalt kvinn

Det er ...

”Kunde ville ”finne på noe”

Magnus (30), fra Oslo

Jeg var 19 år og jobbet som budsjeller. Da jeg skulle levere hos en tilsyn.

... skulle levere hos en tilsyn.

... skulle levere hos en tilsyn.

”Uten grenser

Anonym (27), fra Sør-Trøndelag

Når en jobb som fatterapeut og hudpleier, er man som regel alene i pasientens/kundens på rommet i en god stund. Når den lukkes bak en kropp, kunder som tar på seg selv både innenfor og utenfor buksa, på rommet for å utføre massasjen.

”Nesten hundre år, men fortsatt ikke mett av dage

Sykepleierstudent (23), fra Østfold

Jeg hadde sykepleierpraksis på en sengepost på sykehuset, og var inne for å gi en massasje i 90-åra et morgenstell. Dette innebar jo også nedentilvask, og da jeg hadde vasket fe "kronjvelene" kom det en kommentar fra mannen: "Det er jo synd at den ikke vil funks når en så flott dame tar på den. Huert er jo med, men..."

Jeg bar rett og slett satt ut, hadde alle forventet den kommentaren i det hele tatt...

DELER ERFARINGER: En rekke lesere har delt historier om seksuell trakassering i VGs protokoll på nettet.

Foto: FAKSIMILE

Av MARIA MIKKELSEN

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A young woman writes online about a prolonged annoyance from a colleague.

"I worked as a waitress when I was 19-20 years old. In the kitchen there were the only male chefs and one of them fell in love with me.

Finally he began touching me in an unpleasant way. I tried to stop him, but he denied everything. I cried every day on my way to work. I did not know what to do. Finally I stood up with courage to tell the management. I received full understanding.

Eventually I was set up at different shift so we would not see each other at work. "



Sexual harassment at work



- In the 80'ies Henki Hauge Karlsen worked as a bartender
- The employer found out that he was hiv-positive
- He got fired from his job
- The case was taken to court all the way up to Supreme Court
- Henki won the case and got his job back
- Sadly, he died few months after the final judgement



Young female electrician sexually harassed by male colleague

- Young girl 17 yrs old
- Male dominated job, electrician
- Didn't realize she was being harassed..
- Other male colleagues were told to avoid her to solve the problem
- Reported the case to the Ombud. (70 cases since 2005, 4 taken to court. New ombud want to strengthen sanctions in order to be able to punish employers)





Female police student forced to watch porn movies in the police car

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- Female rector of police academy will handle the case asap
- Female police officer: negative culture in the police





Mayor harassed young girl

- Rune Øygard served as Mayor in Vågå from 1995 – 2012 representing the Norwegian Labour Party,
- He was granted leave following his indictment for child sexual abuse in a much publicized case, the so-called Vågå case.
- On 17 December 2012, he was found guilty of child sexual abuse, including sexual intercourse with a 13-year old girl.
- Sentenced to 4 years imprisonment. The same day, he resigned as Mayor¹



What to do?





The Norwegian Labour Inspection Authority



The Norwegian Labour Inspection Authority

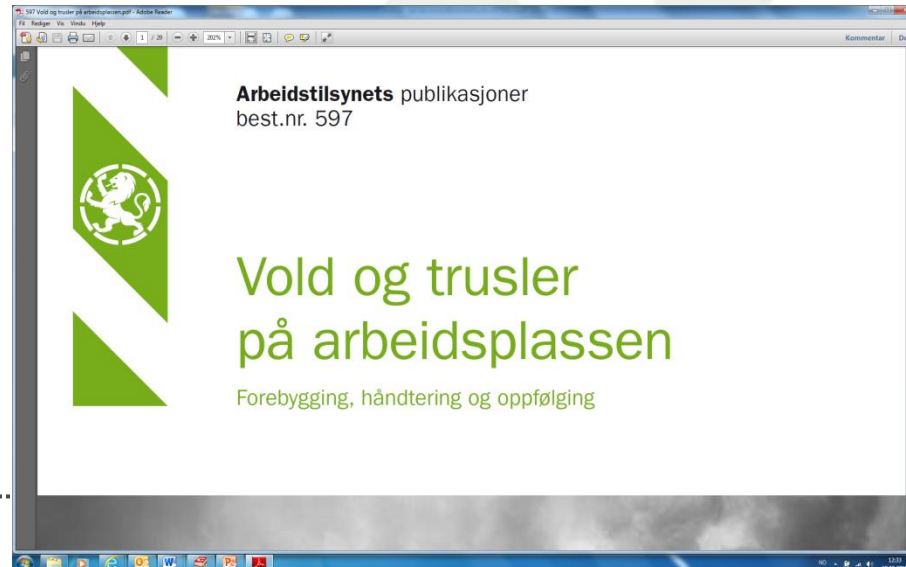
- The overall target is a healthy working environment for all, safe and secure employment conditions and meaningful work for the individual.
- We work to ensure that the enterprises work systematically and in compliance with the working environment laws and regulations.
- The Working Environment Act applies to all land based operations with employees





Guidance and Information

- In addition to providing advice and guidance according to The Public Administration Act, the Labour Authorities publishes a large amount of guidelines and brochures and participates in several Internet sites.
- The agency also prepares information material in connection with campaigns and other projects. Like this guidance:
- www.arbeidstilsynet.no





Thank you for your attention