

**PROJECT SEXUAL AND MORAL HARASSMENT IN THE  
WORKPLACE**

**STUDY TOUR TO PORTUGAL LISBON | 27-28 JANUARY 2015**

# **Harassment: research results and recommendations across countries**

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# Goals

- Nature of (sexual) harassment
- Sexual harassment prevalence trends
- Profiling victims and perpetrators
- Awareness of harassment across countries and cultures
- Solutions and recommendations out of the box

# Sources

Australia:

**Working without fear (2008, 2012)**

European Union and Europe:

**European Commission (1998) | Eurofound, european working conditions survey (2010) | FRA (2014)**

Singapore:

**AWARE (2008)**

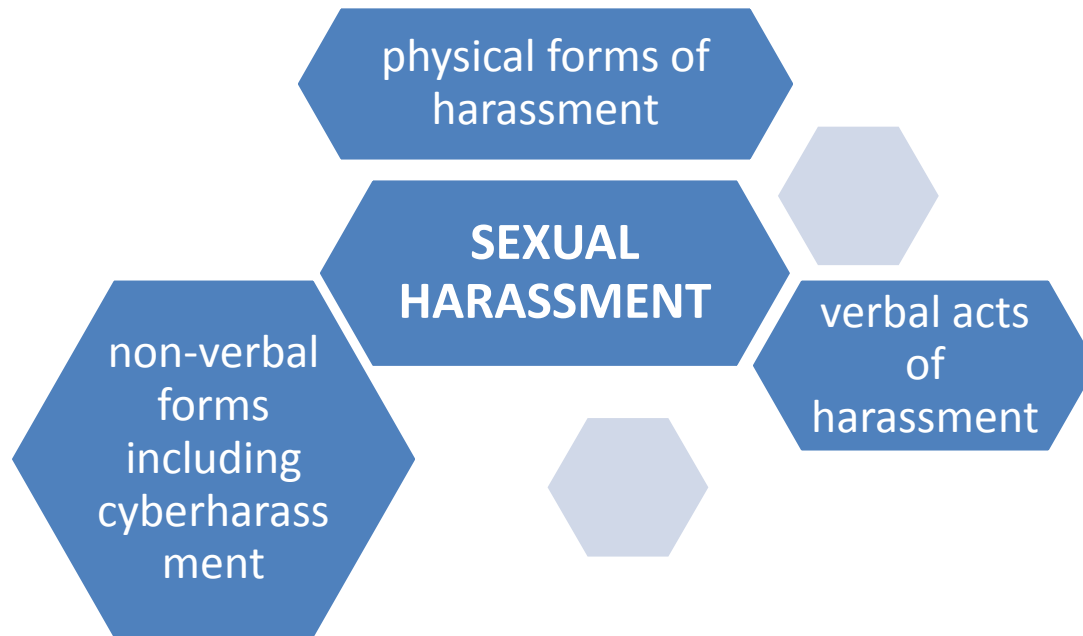
# Nature

Physical sexual harassment

Non-verbal sexual harassment + CYBERharassment

Verbal sexual harassment

**SEXUAL HARASSMENT CONSISTS ON BROAD RANGE OF BEHAVIOURS AND OCCURS TROUGH DIFFERENT MEDIUMS**



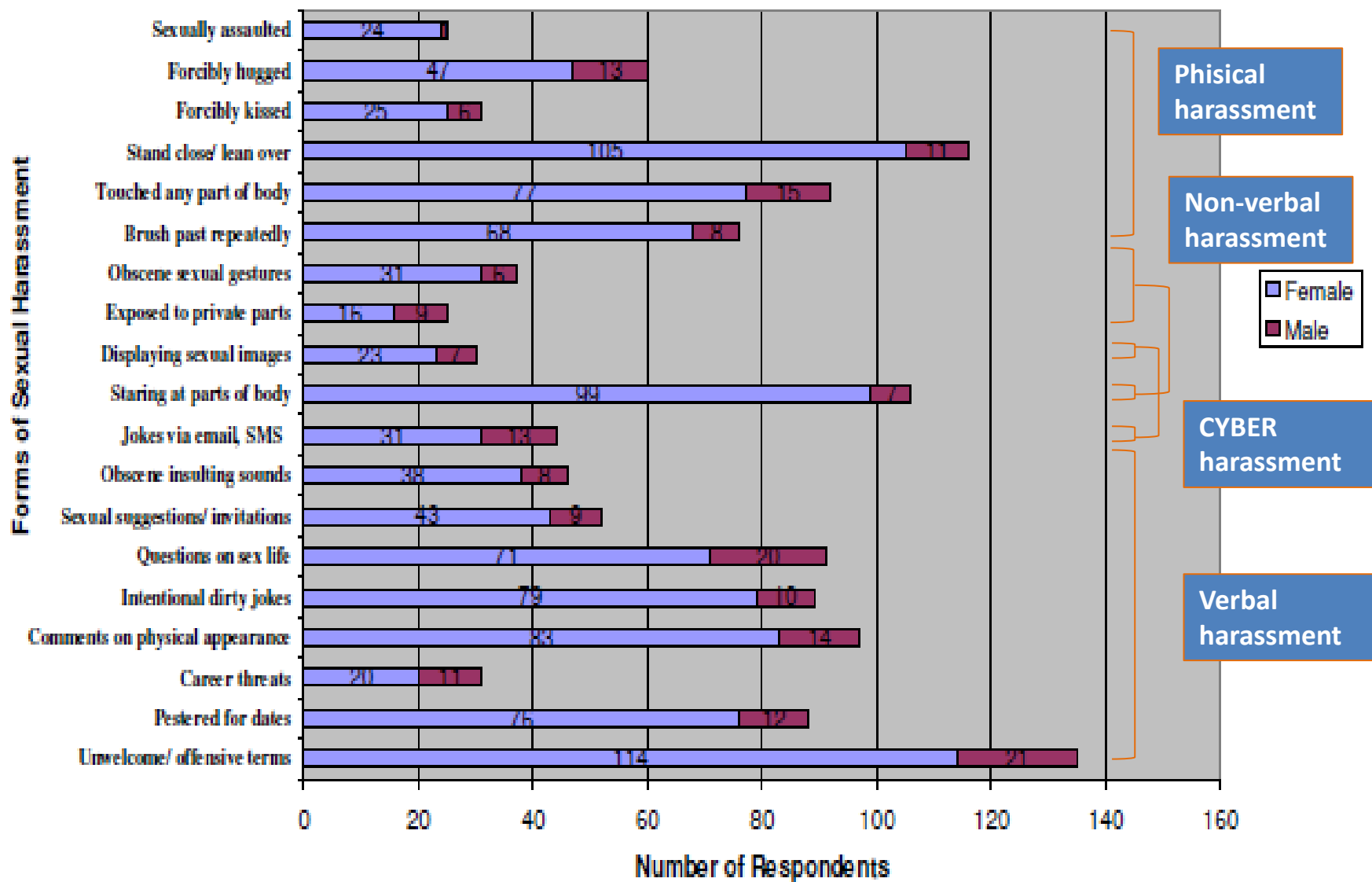
# Prevelence

Sexual harassment ongoing and commum (Australia and EU)

Data across Europe

Singapore

# FORMS OF SEXUAL HARASSMENT (SINGAPORE)



## AUSTRALIA

### Physical harassment

\_| Inappropriate staring or leering (31%)

### Non-verbal harassment

### Verbal harassment

\_| Sexual suggestive comments or offensive jokes (55%)

Source: Working without fear (2012)

## EUROPEAN UNION

\_| 29 % of women in the EU-28 have experienced unwelcome touching, hugging or kissing since they were 15 years old

\_| Cyberharassment – 11 % of women have received unwanted, offensive sexually explicit emails or SMS messages, or offending, inappropriate advances on social networking sites.

\_| 24 % of women have been subjected to sexually suggestive comments or jokes that offended them

Source: FRA, 2014



# Sexual harassment is an ongoing and common occurrence

## Sexual harassment affects mostly women

\_| In **Australia** 33% of women have been sexually harassed since the age of 15

\_| In **Australia** 68% of those were harassed in the workplace

\_| In **Australia** 9% of men have been sexually harassed since the age of 15

**Source:** Working without fear (2012)

# Sexual harassment is an ongoing and common occurrence

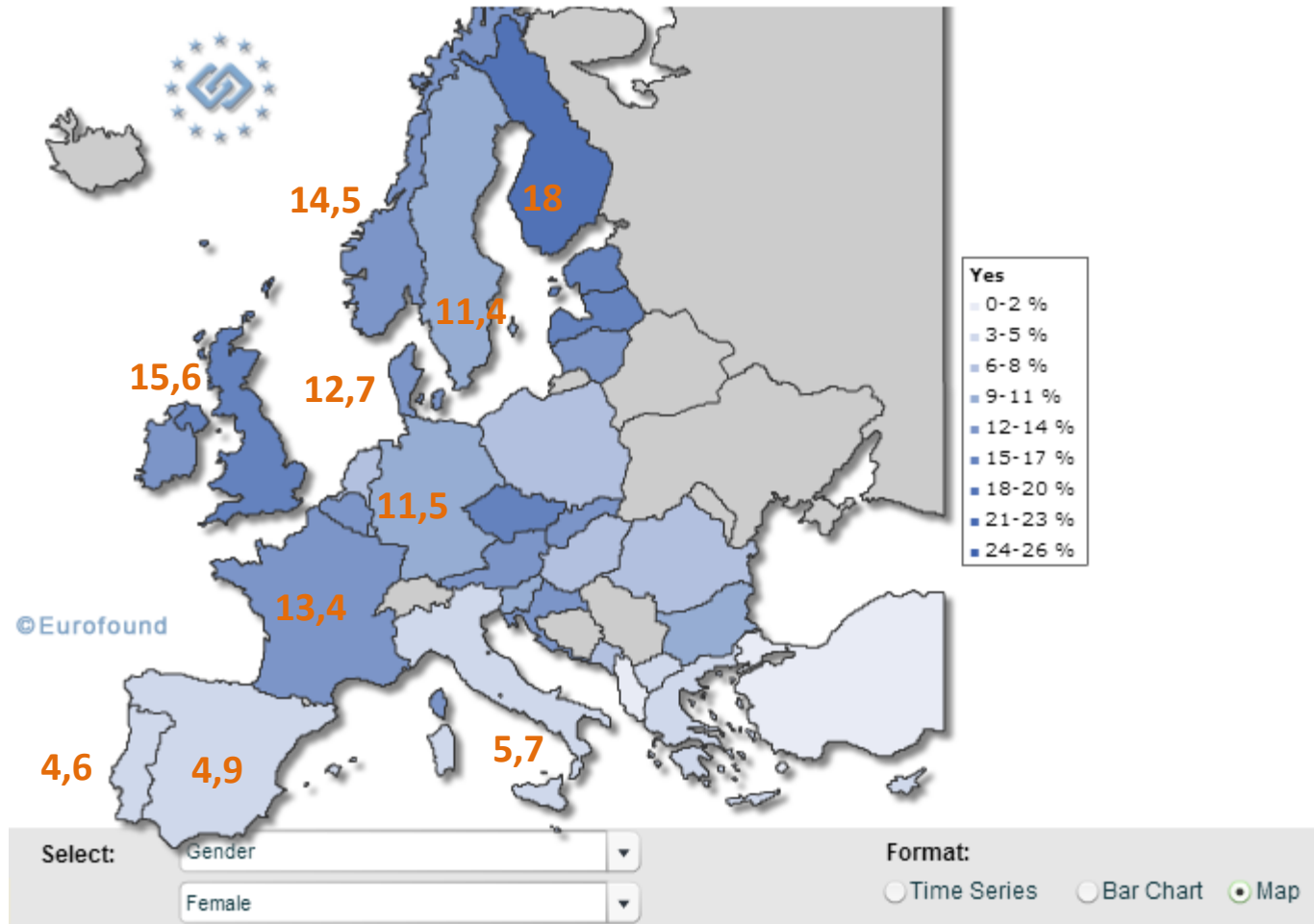
## Sexual harassment affects mostly women (EU)

\_| Estimated 83 million to 102 million women (45 % to 55 % of women) in the **EU-28** have experienced sexual harassment since the age of 15.

\_| Among **EU women** who have experienced sexual harassment at least once since the age of 15, 32 % indicate somebody from the **employment context** – such as a colleague, a boss or a customer – as a perpetrator.

\_| An estimated 24 million to 39 million women (13 % to 21 %) in the EU-28 have experienced sexual harassment in the 12 months before the interview alone.

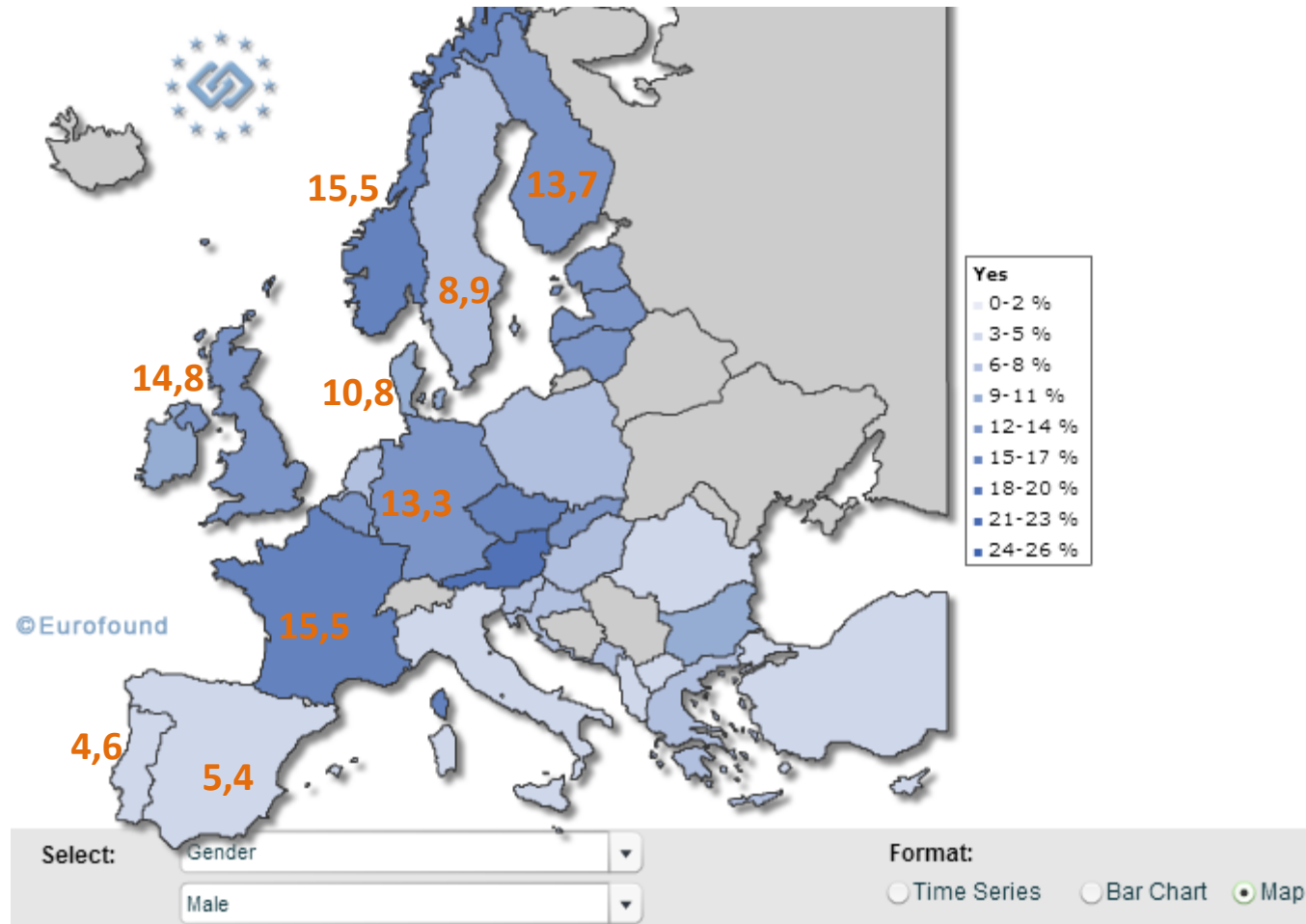
# Have you been subjected to verbal abuse at work in the last month? Percentage of women



Source: Eurofound, *European Working Conditions Survey* (2010).

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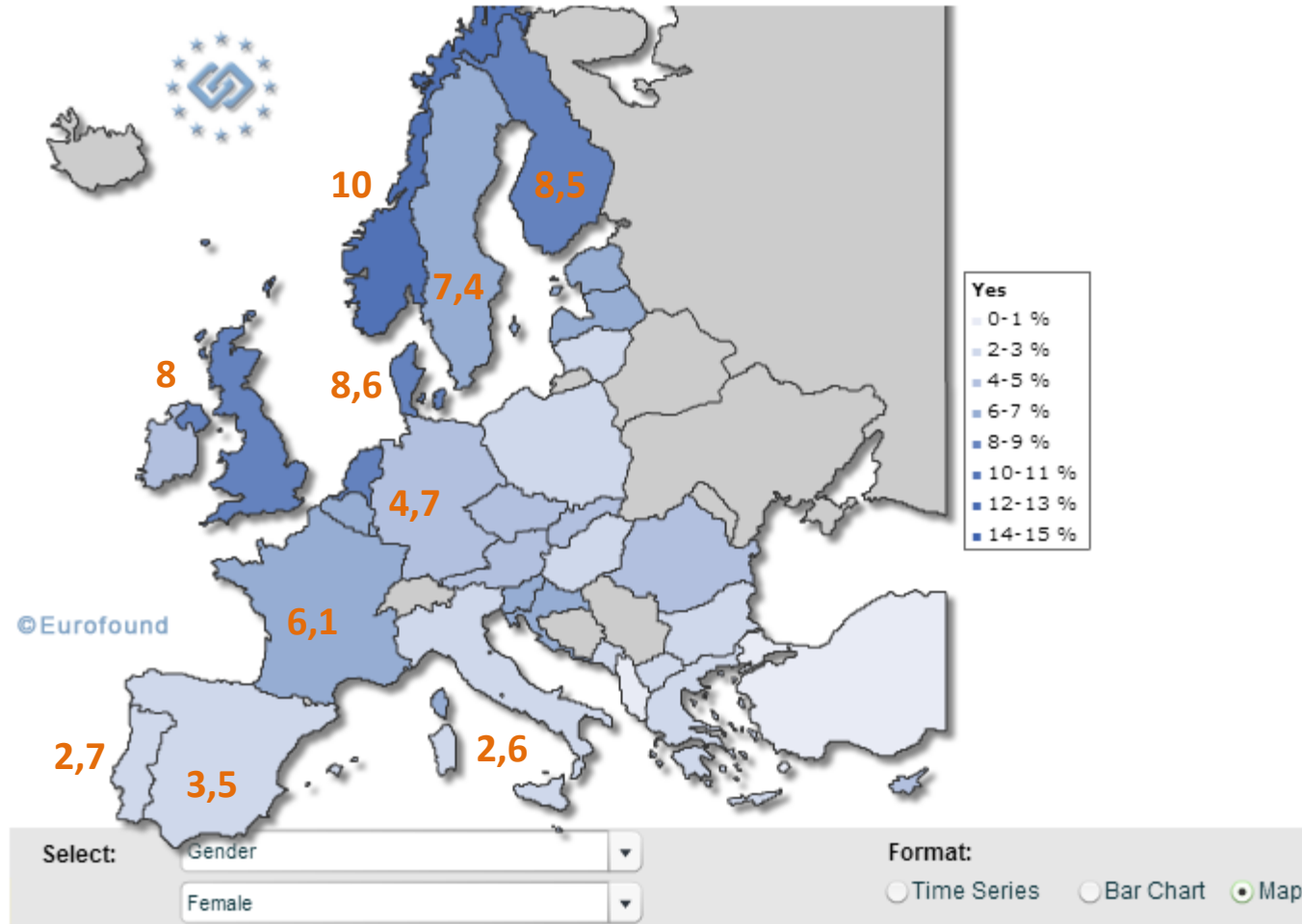
Percentage of men



Source: Eurofound, *European Working Conditions Survey* (2010).

# Have you been subjected to threats and humiliating behaviour at work in the last month?

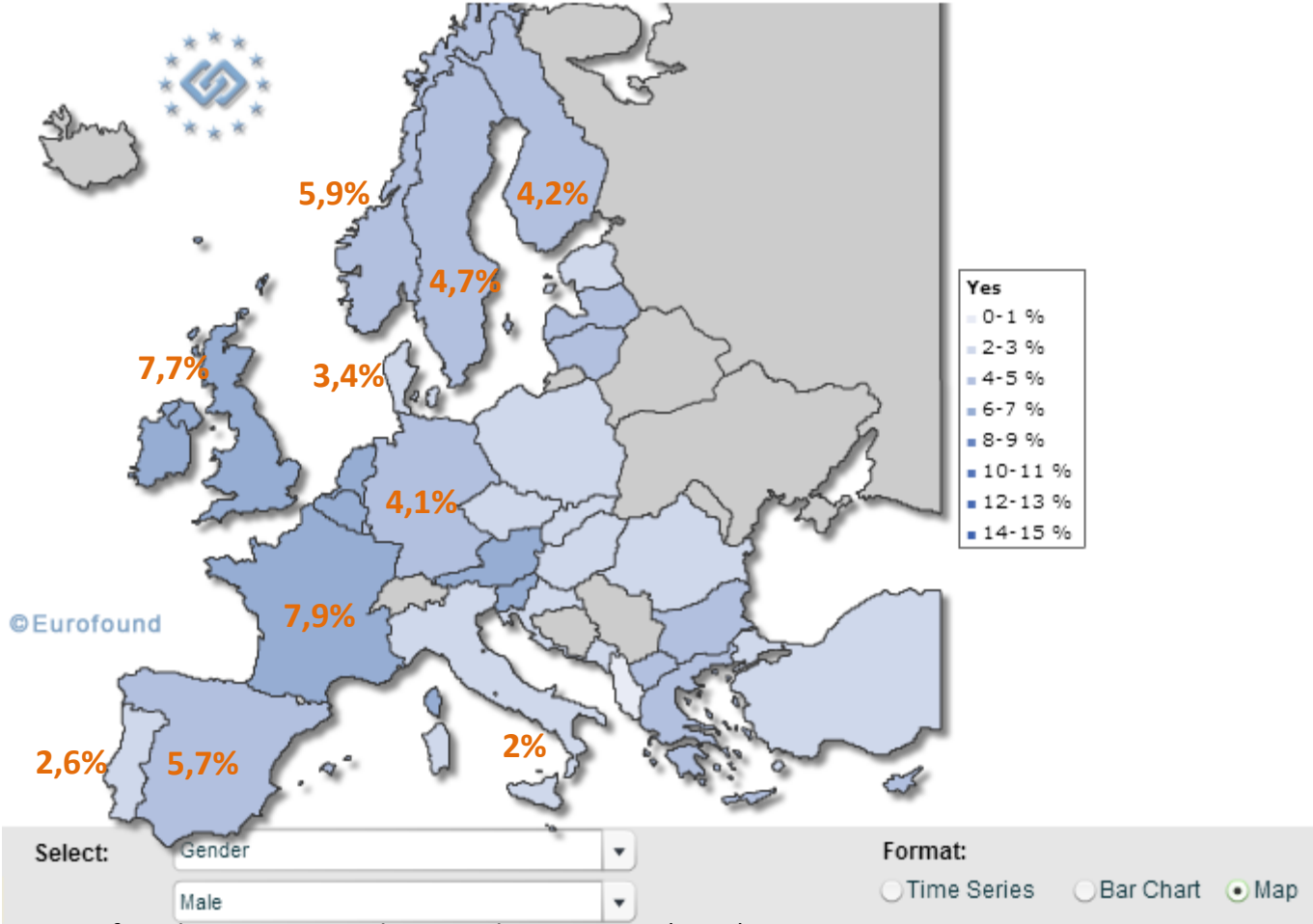
Percentage of women



Source: Eurofound, *European Working Conditions Survey* (2010).

# Have you been subjected to threats and humiliating behaviour at work in the last month?

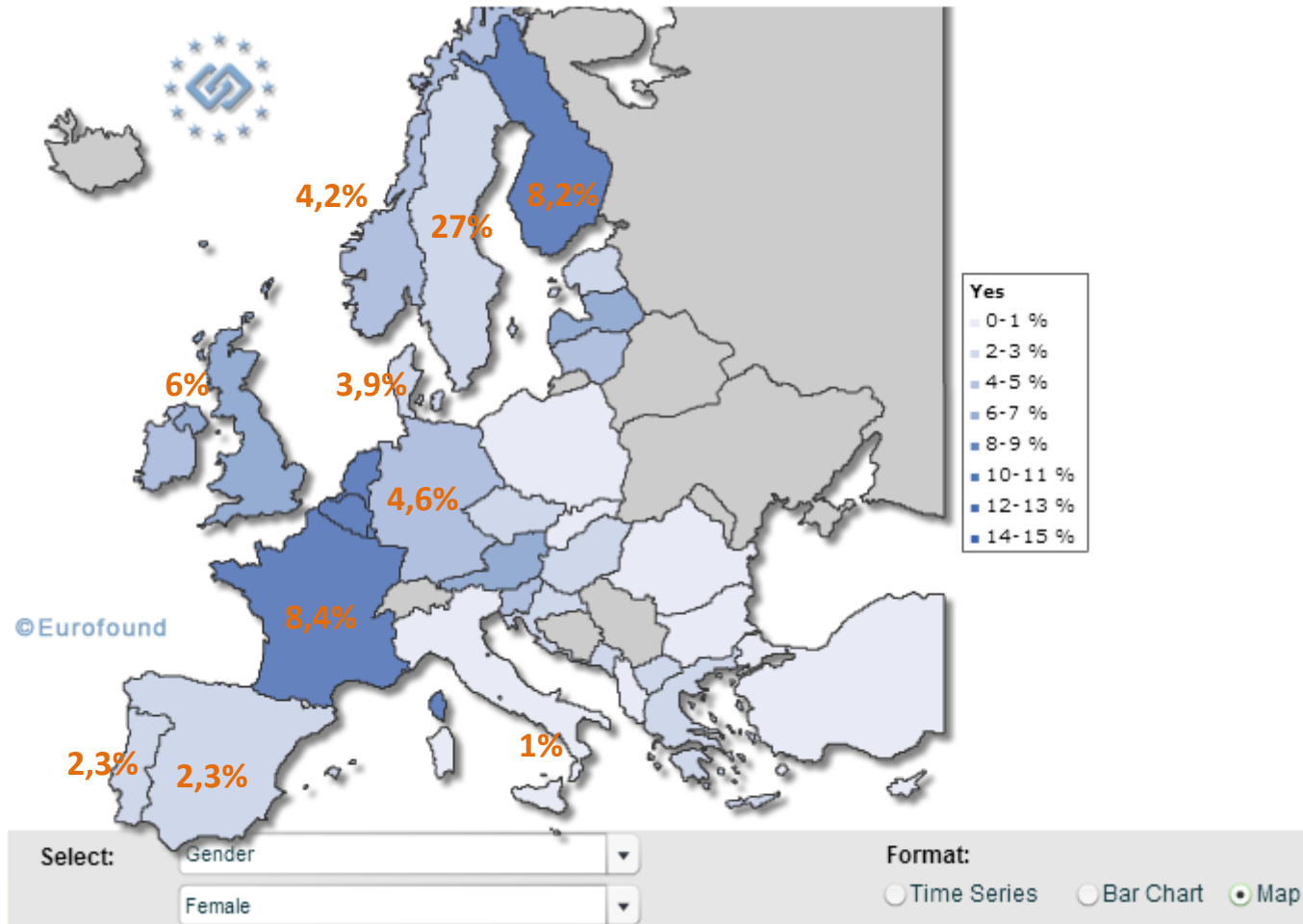
Percentage of men



Source: Eurofound, *European Working Conditions Survey* (2010).

# Have you been subjected to bullying or harassment at work in the past year?

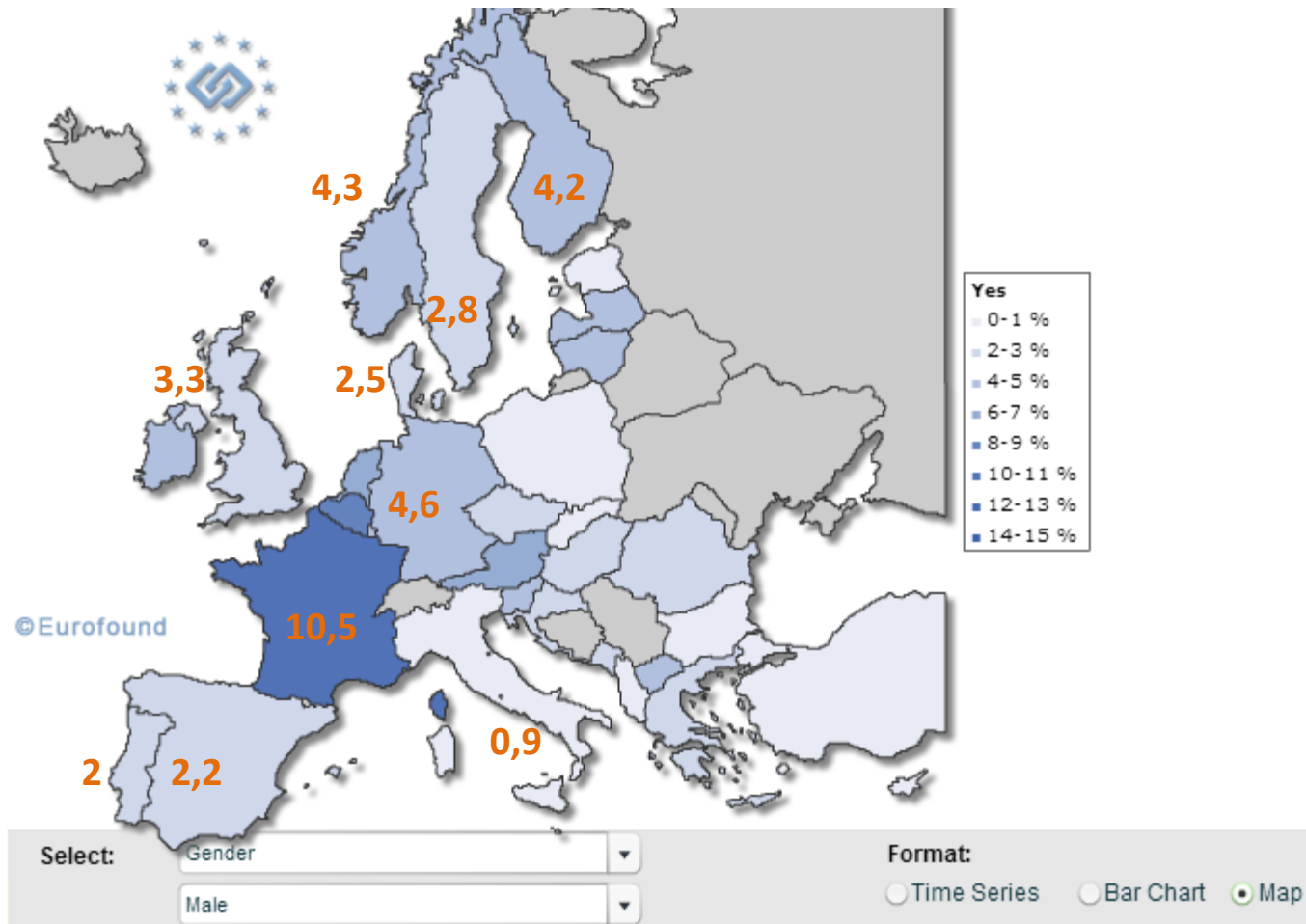
Percentage of women



Source: Eurofound, *European Working Conditions Survey* (2010).

# Have you been subjected to bullying or harassment at work in the past year?

Percentage of men



Source: Eurofound, *European Working Conditions Survey* (2010).



**Awareness**

# **Different perceptions of what constitutes sexual harassment**

\_| reflection of prevalent social and cultural values, norms and attitudes concerning gender roles.

# Differences between northern and southern countries (EU)

## **The importance given to the problem of sexual harassment – EUROPEAN UNION**

\_| Sexual harassment is common in both southern countries and northern countries.

\_| Less importance is attached to the issue of sexual harassment in southern countries and the level of awareness is not very high.

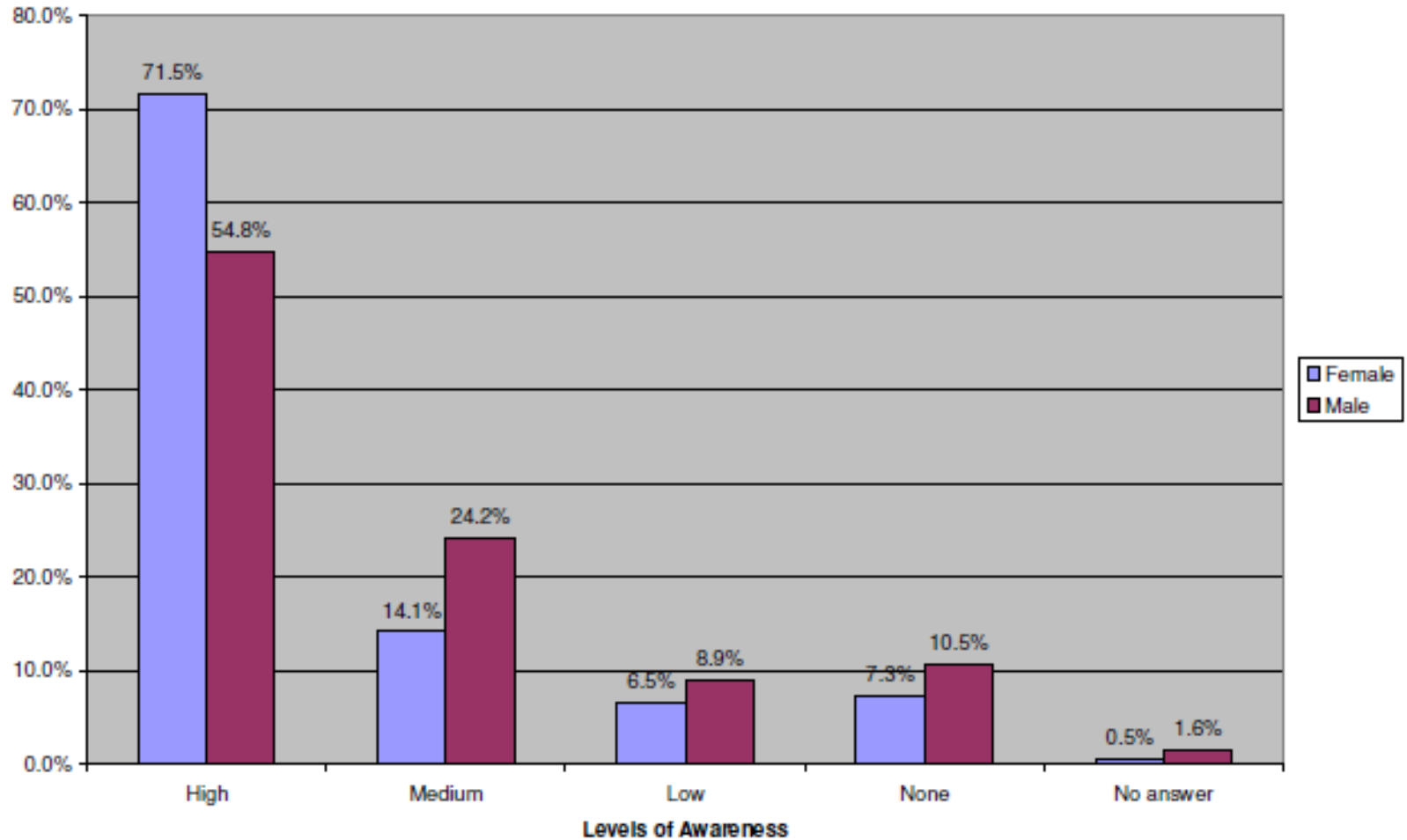
## **How sexual harassment is perceived by female employees –EUROPEAN UNION**

\_| Women in southern countries tend to consider that sexual harassment is something they have to put up with because it is part and parcel of being a woman.

\_| Such a feeling is in particular induced by the attitude of men who do not perceive their behaviour as constituting sexual harassment.

# High levels of awareness of sexual harassment in the workplace

## Levels of awareness of sexual harassment in the workplace



Source: AWARE, 2008:22

# Profiling

Victims and perpetrators

# Profile of the harassers

**Sexual harassment is mostly perpetrated by men**

\_| In **Australia** 79% harassers were men

\_| in **EU** harassers are overwhelmingly men

\_| In **Australia** men were more likely than women to perpetrate same-sex harassment and be targets of same-sex harassment

## Harassers = co-workers + superiors

\_| In **Australia** harassers were mostly co-workers of the person harassed

\_| In **Australia** boss or employer 11%

\_| In **Australia** supervisor or manager 11%

\_| In **EU** perpetrators of sexual harassment are mostly colleagues or superiors. Far behind, are patients or clients and finally subordinates.

\_| In **Singapore** 26,8% of the victims were harassed by their colleagues.

\_| In **Singapore** 27,3% of the victims were harassed by their superior .

# Profile of the harassed

## Young adults were most affected by sexual harassment

\_| In **Australia** women and men aged 18-24 more likely to be harassed (21%)

\_| In **EU** women who are between 30 and 40 years of age, single or divorced, lower level of education are more likely to experience sexual harassment.

**Men were more likely than women to be targets of same-sex harassment - AUSTRALIA**



# Out of the box

Solutions and recommendations

## **What you can do if a friend/loved one is being harassed:**

\_| Provide a listening ear and acknowledge his/her feelings – do not judge or minimize his/her feelings or suggest that you doubt what he/she is saying.

\_| Be patient - give them time to address their fears and emotions; do not rush them into making a hasty decision on what action to take.

\_| Emphasise that no one asks to be harassed and that they are not to be blamed for any unwanted and unwelcome attention.

## **What you can do as an employer:**

\_| Extend the definition of workplace sexual harassment beyond the physical office space, and beyond staff directly employed by the company

\_| Protection should be provided for any work-related incident of sexual harassment, no matter the time or place it occurs, and whether the harasser is a co-worker, client, customer or vendor.

Source: AWARE, 2008:22