

SEXUAL AND MORAL HARASSMENT IN THE WORKPLACE

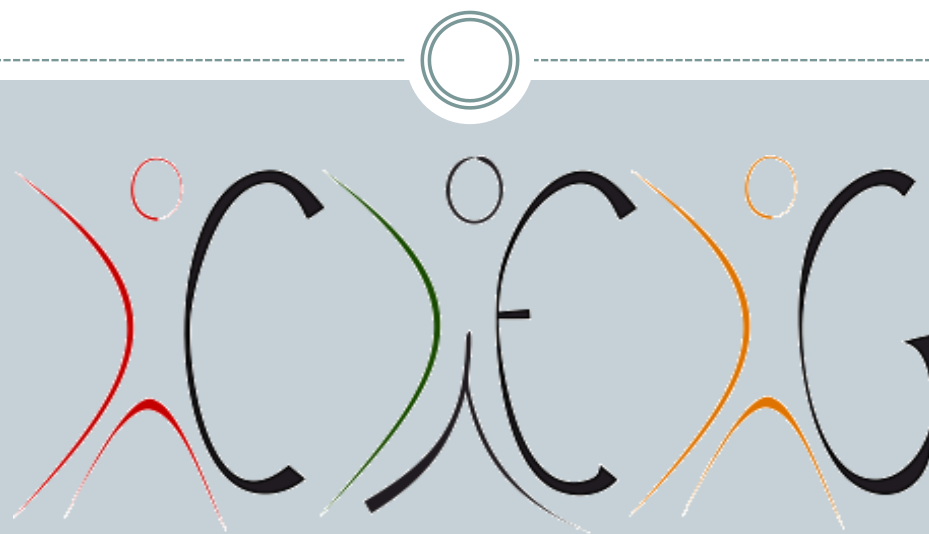
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The Founders...

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Principles of CIEG

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

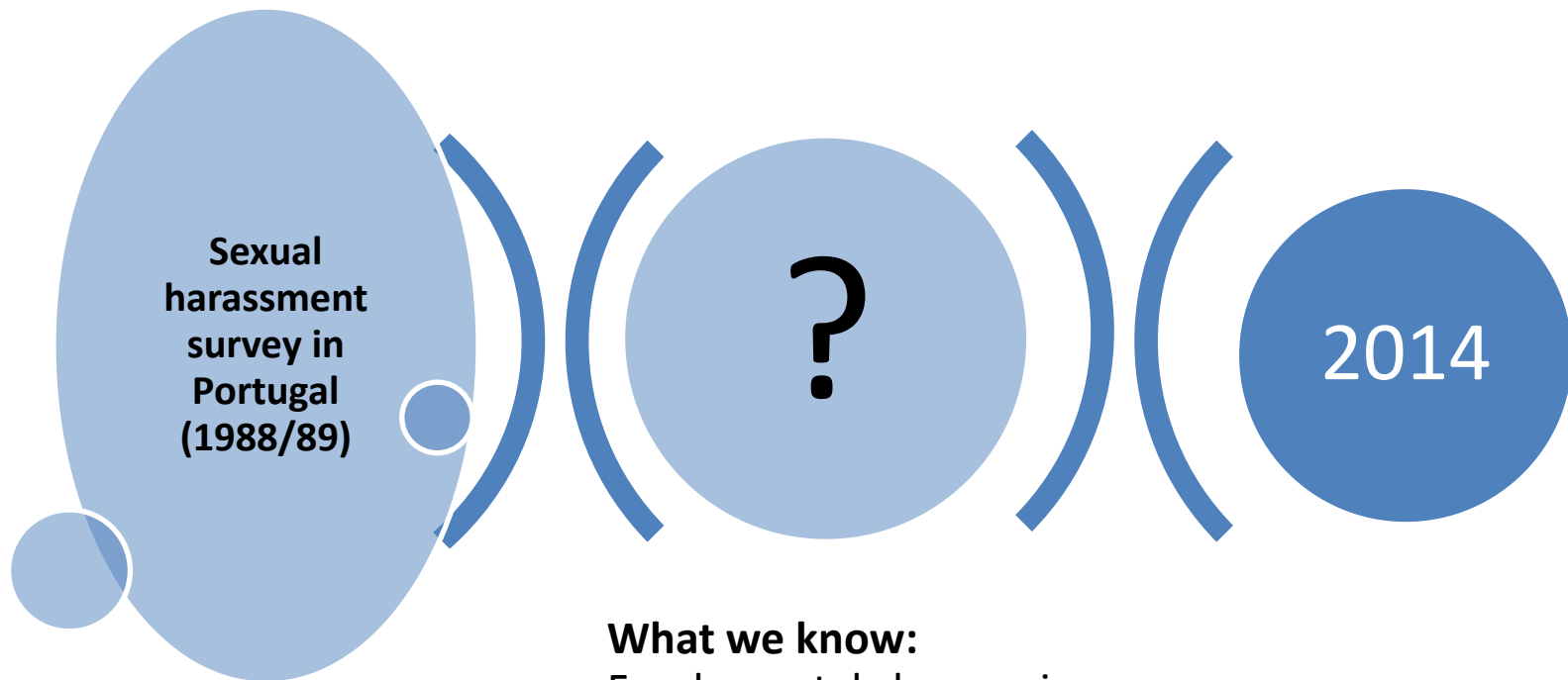
CIEG was officially launched in an international conference 24/25 May 2012

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 do 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).



Sexual harassment survey in Portugal (1988/89)

?

2014

Analytical scope:

Only working women

Only sexual harassment

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 practises and perceptions concerning harassment ?

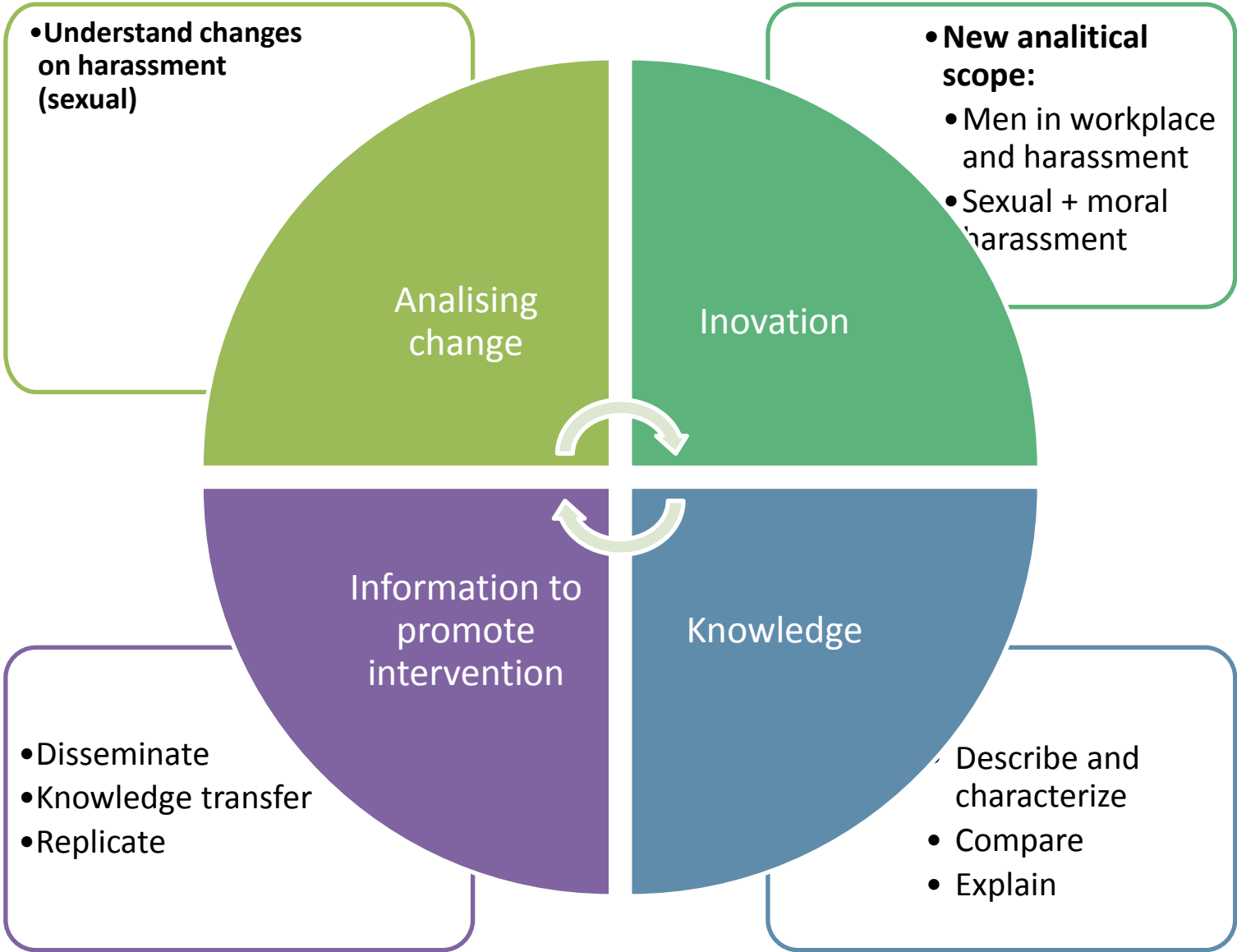
Analytical scope

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 common among co-workers than hierarchical.
- However, women perceived hierarchical harassment as something more serious.
- Sexual harassment among co-workers frequently happened 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 victims of harassment and men was also a reason for silencing the situation.



Inovation

Analytical scope

Both men and women.

Sexual harassment.

+

Moral harassment.

Compare results (1980's / 2014).

Portrait sexual and moral harassment in Portugal.

Identify and assess changes in sexual harassment in Portugal.

Mixing methods

National survey on moral and sexual harassment.

In-depth interviews with women and men victims of moral and/or sexual harassment.

Workers of large, medium and small companies.

Public sector workers.

All economic sectors.

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
-

Information to
promote
implementation

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

Monitorization of harassment in Portugal.

- Do **training based on the results** obtained, **updating** them to prevent mismatches in relation to reality
- Observatory**
- Develop **sustained cooperation with partners** getting updated and empirically supported information and contributing to good practice