



Federal
Anti-Discrimination
Agency



Dealing with Sexual Harassment in the Workplace – Study Results and Recommendations for Action

Robin Büttner, October 24th 2019

Introduction

First study on sexual harassment at the workplace in 2015:
Focus on life-long-experience, quantity of experiences as well as knowledge on regulations and company measures.

FADA took different steps in the aftermath of the study:

- Guides for employers/employees/
worker's representations
- Strengthening of networking efforts
- Special commission and public events

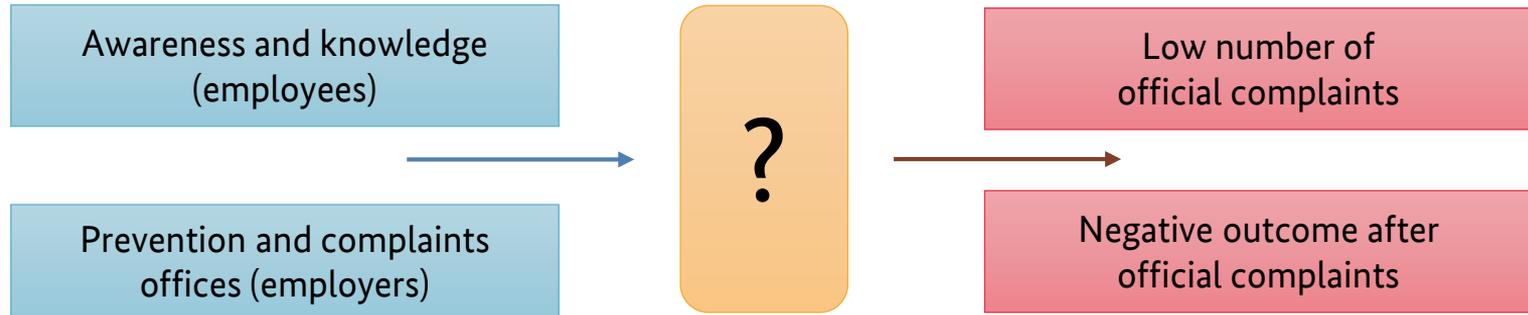


Introduction

Heightened awareness as well as improved efforts taken by employers



Positive results in complaints procedures





Study “Dealing with Sexual Harassment at the Workplace – Solution Strategies and Measures for Intervention”

Objective, Methods and Results

Framework

Objective

- Investigating quantity and quality of employees' experiences with sexual harassment in the workplace as well as the conditions for a positive/negative outcome countering sexual harassment in the workplace.
- Collecting data on effective and sustainable preventative measures, i.e. practical guidelines for employees/employers, support structures and legislators.

Design

Time period:

June 2018 to May 2019

Authors:

Dr. Monika Schröttle (Institute for Empirical Sociology (IfeS) at the Friedrich-Alexander University Erlangen-Nürnberg)

Dr. Henry Puhe (SOKO Institute for Social Research and Communication in Bielefeld)

Methods

- Representative telephone survey conducted in autumn 2018: 1,531 interviews with people who had been employed within the previous three years.
- Qualitative interviews with affected persons
- Focus group discussions with different target groups.
- Literature analysis
- Analysis of legal cases

Extent and current affectedness (Results of the representative survey)

- About 9 per cent of the persons surveyed has been affected by sexual harassment at the workplace with-in the last three years.
- Women (13 %) clearly being more affected than men (5 %).

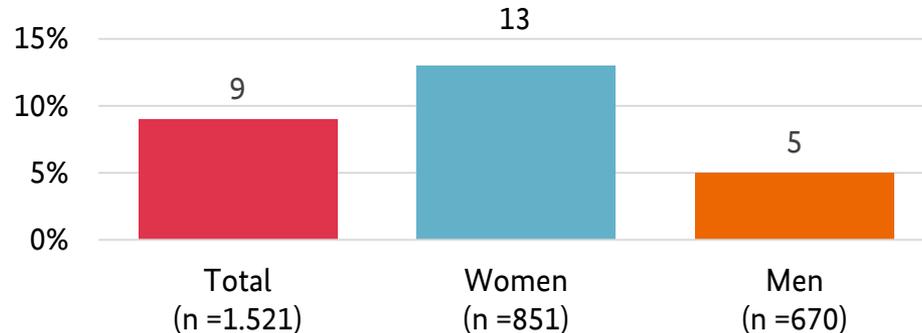
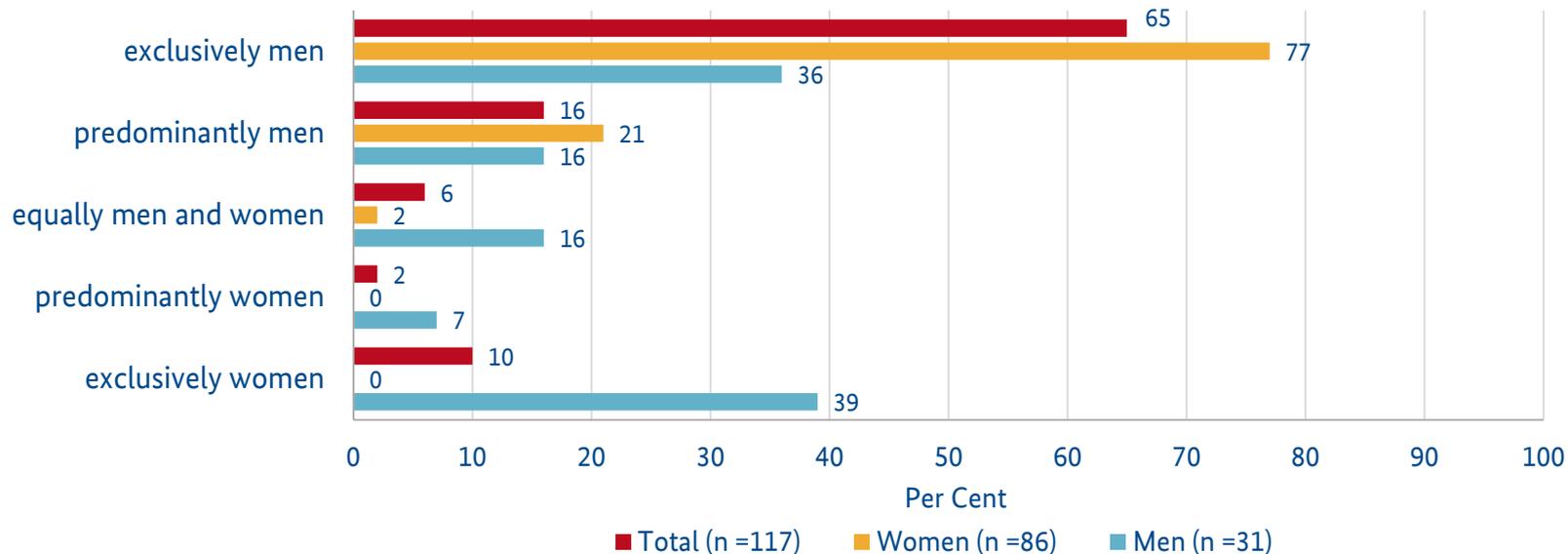


Abbildung: Amount of victims of sexual harassment at the workplace (total and according to gender in %).

Basis: total sample (N=1.527)

Harassers

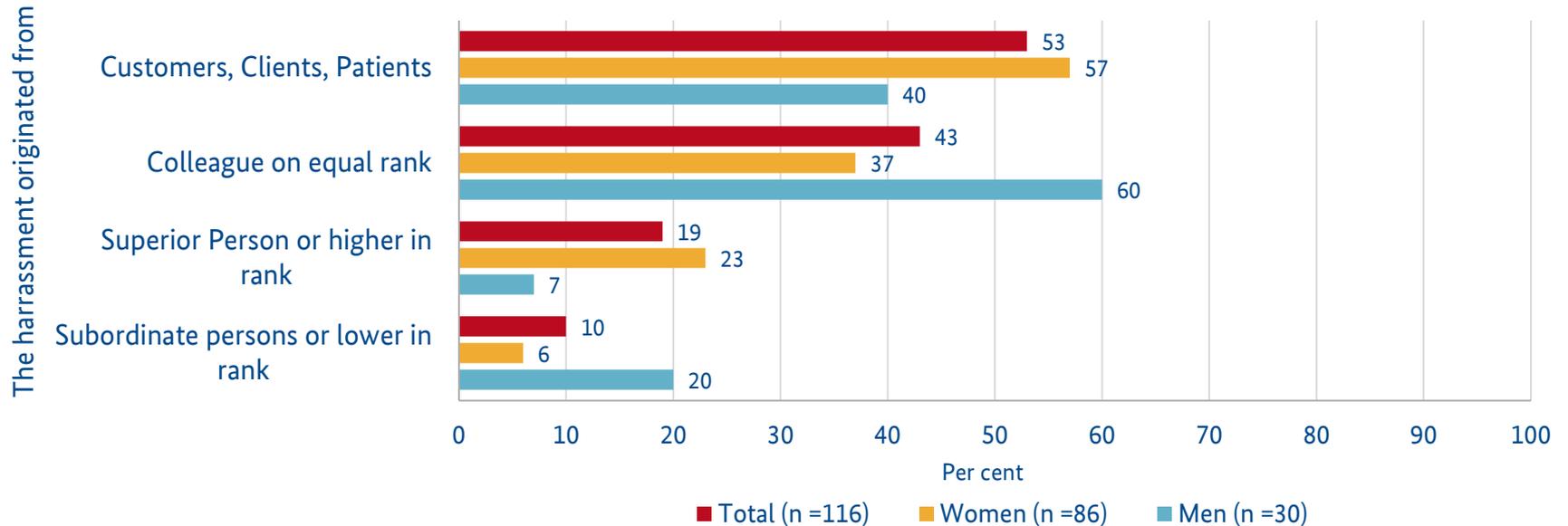
(Results of the representative survey)





Harassers

(Results of the representative survey)



Reactions to sexual harassment at the workplace

(Results of the representative survey and qualitative interviews)

- The study shows that even though affected persons frequently fight harassment verbally, the majority, however, still does not seek support or file complaints.
- Only 39 per cent of the affected persons contacted a third party in specific situations and only 23 per cent filed an official complaint
- Only 4 per cent of the affected persons sought professional help, counselling centers or therapeutic facilities.
- Legal action is almost never taken (1%).



Recommendations for Action

Challenges and Outlook

Key Recommendations

1. Central role of executive staff
2. Expansion of (external) complaints offices
3. Improving legal situation
4. General awareness raising

What's next for FADA?

- Discuss research results and **collect more practical data**
(events, networking, developing examples of good practice)
- Educating employers on their **responsibility** to provide sustainable measures against sexual harassment
(ad campaigns, good practice data bank, update publications)
- Strengthening **support structures** for victims of sexual harassment
- **Advocating policy** that strengthen the rights of victims of sexual harassment
(representative legal action, increase time limit to submit legal claims)

Campaign

#betriebsklimaschutz



 Antidiskriminierungsstelle
des Bundes

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**NUR
EIN SPRUCH**

KANN SEXUELL BELÄSTIGEN.

Belästigungen passieren – vielleicht auch in Ihrem Unternehmen. Das schadet Ihren Angestellten und dem gesamten Betriebsklima. Jede elfte Person hat einer Studie der Antidiskriminierungsstelle des Bundes zufolge in den letzten drei Jahren sexuelle Belästigung am Arbeitsplatz erlebt.

Ihre Beschäftigten vertrauen darauf, dass Sie für ein sicheres Arbeitsumfeld sorgen. Wir unterstützen Sie dabei mit einem ausführlichen Informationsangebot zum Thema „Sexuelle Belästigung am Arbeitsplatz“.

www.betriebsklimaschutz.de



Thank you for your attention!

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