

PORTUGAL - COMPREHENSIVE PROJECT ON SEXUAL HARASSMENT & BULLYING IN THE WORKPLACE

COMMISSION FOR EQUALITY IN LABOUR AND EMPLOYMENT

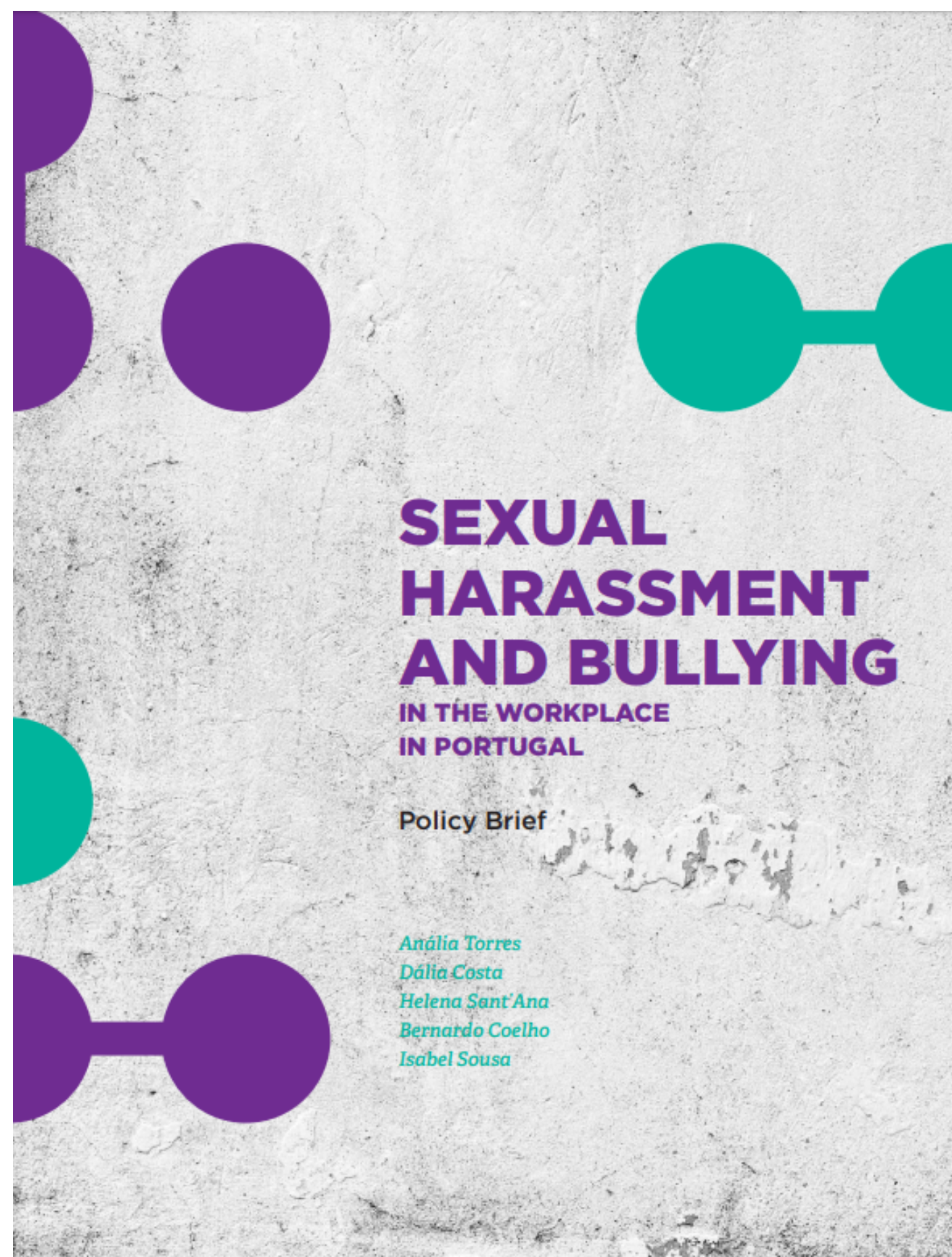
CITE

COMISSÃO PARA A IGUALDADE NO TRABALHO E NO EMPREGO

CITE's project "*Sexual Harassment and Bullying in the Workplace*" aimed to provide a comprehensive picture of the Portuguese situation on harassment at the workplace and make available updated data and knowledge on the harassment phenomenon to inform public policies. The workplace is a context where sexual and moral harassment situations often take place due to the existence of close and constant social interactions, and the hierarchy ties and the economic and professional dependence that happen therein. In Portugal, the lack of data at national level pointed the need for a study on harassment in the labour market.

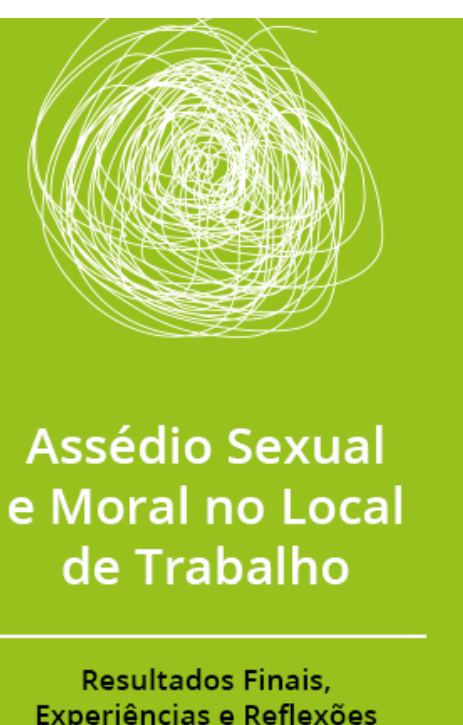
The project's outputs included a survey on sexual and moral harassment in the workplace that covered **1801 individuals (558 men and 1243 women)** in a representative sample of the working population of mainland Portugal, excluding the primary sector. CITE also produced a study on sexual harassment and bullying in the workplace, including a comparative analysis with the data of the last survey on sexual harassment published in 1994. A policy brief summarising the main research results on moral and sexual harassment at workplace in Portugal was released to the general public. A **42 hours training manual** and training materials for moral and sexual harassment prevention was also produced. Building on the training manual, CITE delivered pilot training on harassment prevention testing the manual and training materials developed in the project. To extend the reach of the project, a dedicated website displaying information, studies and legislation on sexual and moral harassment was created, with an interactive page where queries about the subject are answered.

The study on sexual harassment and bullying in the workplace was launched in 2017 in a public roundtable with the participation of MPs of the political parties with seat in Parliament.



Impact

CITE participated in the hearings on harassment in the workplace held, in 2017, at the Parliament, with a view to consider legislative initiatives to amend the Labour Code in what concerned harassment in the workplace. **1500 copies** of the study on sexual harassment and bullying in the workplace in Portugal were printed and distributed. **750 copies** of the policy brief on sexual harassment and bullying in the workplace in Portugal were printed and distributed



More Info:

Visit our website dedicated to sexual harassment assedio.cite.gov.pt



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