

Moral and sexual harassment at the workplace: comparison between Portugal and Norway

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Authorities**

Data Portugal/Norway

National data

Portugal CIEG 2015, Norway STAMI 2015 – difficult to compare

Comparative data

The European Working Conditions Survey (EWCS) 2012.

Every 5th year, comparative data, self reported working conditions in 34 European countries, next report 2017. Themes:

- Working conditions
- Working environment (e.g. harassment)
- Quality of work (e.g. salary, training, work life balance)

Eurofund 2015: Violence and harassment in European workplaces

Adverse social behaviour

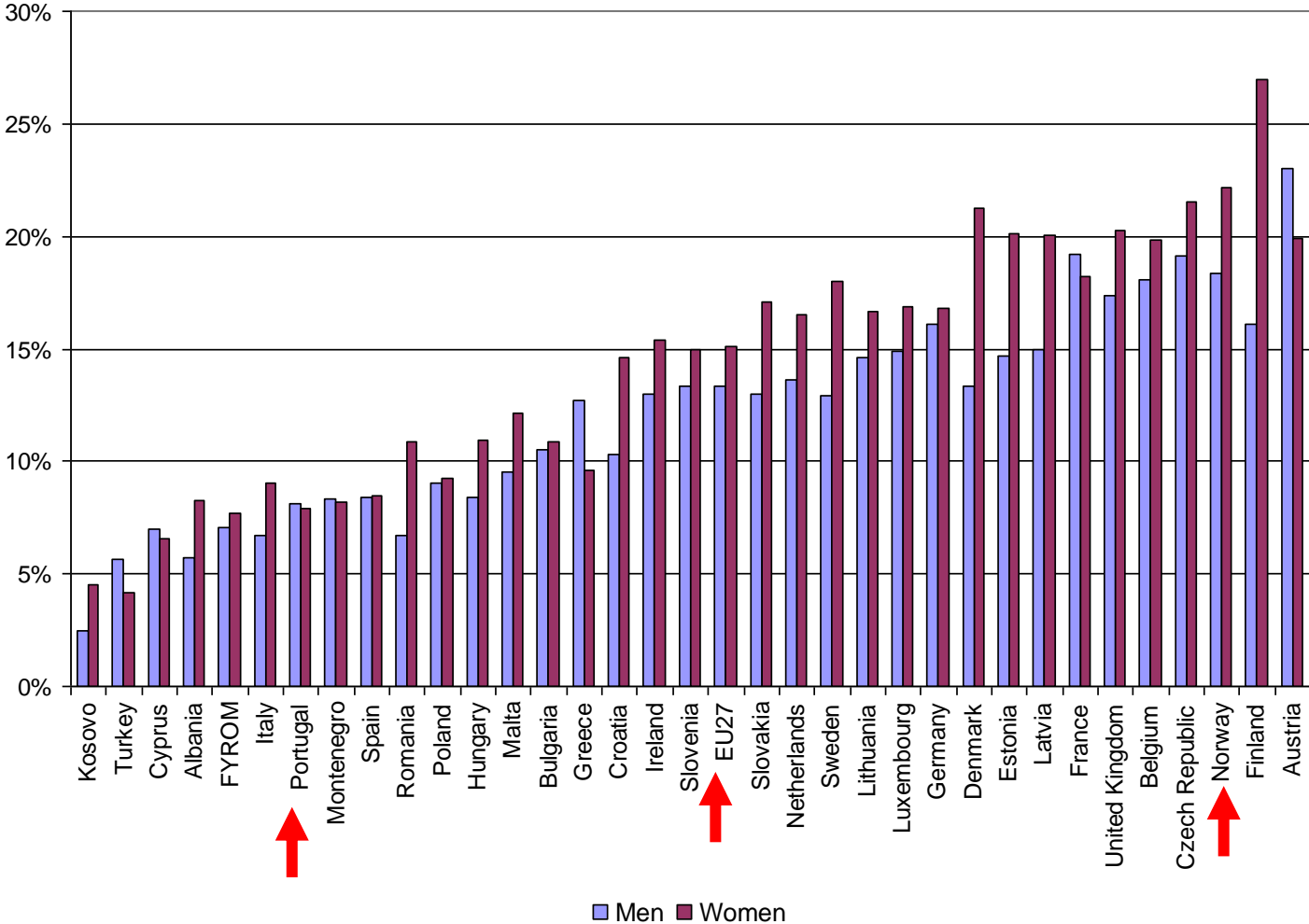
Have you in the past month been exposed to?

- Verbal abuse P: 4.6% - N 14.8%
- Unwanted sexual attention P: 0.6% - N 2.4%
- Threats/humiliating behaviour P 2.6% – N 7.8%

Have you in the past 12 months been exposed to?

- Physical violence P 0.0* - N 3.7%
- Bullying/harassment P 0.0* - N 4.2%
- Sexual harassment: P 0.2% – N 1.2%

Index of adverse social behaviour



Difference Portugal-Norway

EU average

- around 15% for women, 13% for men

Portugal

- Low index of Adverse Social Behaviour, ...8%
- Slightly lower for women than men
- No. 6 after Kosovo, Turkey, Cyprus, Albania, Macedonia, Italy

Norway

- High index of Adverse Social Behaviour, ...22%
- Higher for women than men
- No. 3 after Austria and Finland

Possible reasons for differences

- Variations re. actual prevalence of ASB, linked to;
 - Power/hierarchical structures
 - Work life structures, sectors, size
- Variations re. awareness of ASB, linked to;
 - level of gender equality
 - media coverage and information campaigns
- Variations re. people reporting ASB, linked to;
 - Social perception/taboo of reporting
 - Unemployment, financial crisis
 - Working arrangements/contracts, risks dismissal/reactions
 - Roles of trade unions , tripartite dialogue
 - Institutions for reporting (Labour Inspection/Ombud)
 - Legislation – and legal follow up and sanctions

General awareness: the role of media

- April 15th 2015: article in biggest newspaper, Aftenposten, on the sexual harassment women experience in public spaces, at work etc.
- #jegharopplevd (I have experienced) Facebook, Instagram, twitter – 40.000 N women have told their stories
- Widely distributed ; in the US: #FirstHarrassed
- Huffington Post etc picked up the trend
- Aftenposten new theme: legal follow up of rape

Awareness and media:

10 harassment media cases

Most cases from Aftenposten: big, conservative, newspaper

1. Moral harassment – linked to discrimination - to show power, keep privileges or prevent change (Liss Schanke)
2. Harassment – linked to unserious/illegal working arrangements - to prevent discovery (Bjørn Pettersen)
3. Sexual harassment – to show power or achieve sexual favours (Per Olav Hernes)

Hijab's not allowed



- Noor Darbs did not get a job in a coffee bar because of her hijab. The reason given was that customers should be able to see her eyes.
- The employer said that they have rules on uniforms that could not be combined with a hijab.
- Hijab is often at debate in the Norwegian working life:
 - Customs says OK
 - Police says NO

Age discrimination



- Senior media worker Steinar Medaas was requested to leave his job at the age of 67
- Medaas complained to the ombud on anti-discrimination who took his case and he got his work back in 2014.
- Probable harassment: isolation, reduction of tasks, humiliation
- His employer, NRK (the Norwegian broadcasting) took the case to court and won.
- The court state that the NRK agreement with the trade unions implies retirement age is 67
- Laws and regulations in this field will be changed

Women on male arenas: Female soldier forced to wash naked

Case 1.

- Female soldier forced to wash naked, officer not charged but rules changed

Case 2

- Female officer got the rank as General and Head of entire Army Education system 2008. The case was appealed to the ombud as a case of gender discrimination – supported by the trade unions and Army leadership. The case went through all court levels to the Supreme court, she won in 2014.
- She has never given any details re. How she has been treated during these 6 years – but has admitted that it has been rather tough. .. Probably humiliation and isolation



Women on male arenas: Female priests harassed

- The first female priest was ordained in 1963, the first female bishop in 1993, the first lesbian priest living in an openly lesbian partnership ordained in 1996, lost her job in 1997 when she entered into a lesbian partnership and got it back in 1998. Harassment: isolation and humiliation.
- Now 50% women among students and priests, 40% among bishops and many male and female priests openly living in homosexual relationships.
- Church changes



Possible theory

- Norwegian society has undergone big changes during the last 2 generations. In all cases, the change process has met with resistance that has included harassment of key persons.
- Mahatma Gandhi: «First they ignore you, then they laugh at you, then they fight you. Then you win!»