



European Observatory on sexism and sexual harassment at work

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Pôle « Genre, sexualités et santé sexuelle »

*Report by fop for Fondation Jean-Jaurès and the Foundation for
European Progressive Studies (FEPS)*

September 30th, 2019

Survey conducted by Ifop for



FOUNDATION FOR EUROPEAN
PROGRESSIVE STUDIES
FONDATION EUROPÉENNE
D'ÉTUDES PROGRESSISTES



SAMPLE	METHODOLOGY	COLLECTION METHOD
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The survey was carried out among a representative sample of **5,026 females** aged 18 and above in the following countries:

-  Italy : 1,000 women
-  Spain : 1,021 women
-  France : 1,004 women
-  Germany : 1,001 women
-  United Kingdom : 1,000 women



In each country, the survey was conducted among a sample of which the representativeness was guaranteed by using a quota method (age, profession of the interviewee, official matrimonial status) following a stratification by region.

The data ensuring the representativeness of the results were drawn from data supplied by: The European Union Labour Force Survey (EU LFS 2011).



Interviews were conducted through a self-administered online questionnaire from **11th to 15th April 2019**.



CAUTION : If you were to quote this study, please be aware that you must conform to french law that requires to specifically quote the brand of the company but also the name and title of the client. It also requires to indicate the number of interviewees and the dates between which the survey was conducted. Ifop warns that the publication of these results without any of these notices is now punished by a **€ 75,000 fine**.

TO QUOTE THIS STUDY, PLEASE USE THE FOLLOWING SENTENCE :

'Survey conducted by Ifop for Fondation Jean Jaurès and FEPS using a self-administered online questionnaire from 11th to 15th April 2019 among a sample of 5,026 females aged from 18 years old and more and resident of Italy, Spain, France, Germany and the United Kingdom.'

A | SEXUAL HARASSMENT AND SEXISM EXPOSURE AT WORK



A.1

How many women have already been victim of one form of sexism or sexual harassment at work in their life?

QUESTION : In your life so far, at your work place, have you ever ...?



Basis: women who have already had a job in their life so far

TOTAL

'Has been a victim of this at least once'

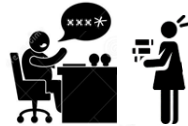
■ Yes, repeatedly ■ Yes, but only once



Visual and verbal harassment
Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



Physical harassment



Been exposed to light physical contact like brushing against your hands, hair, face or legs



Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss



Psychological harassment (with sexual intentions)



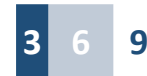
Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)



Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)



QUESTION : In your life so far, at your work place, have you ever ...?

Share of women victims of each of the situation in their life so far

Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or Messages with a sexual connotation



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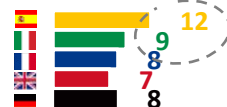
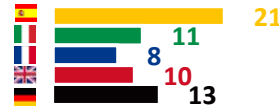
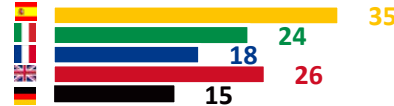
Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)



Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)



In your life so far, at your work place, have you ever been exposed to ...?

■ Yes, repeatedly ■ Yes, but only once ■ No, never



whistling, rude gestures or comments, or suggestive looks



embarrassing comments on your clothes or body



obscene proposals or messages with a sexual connotation



see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



light physical contact



touching of genital or erogenous zones



invitations that could potentially put you in a compromising situation

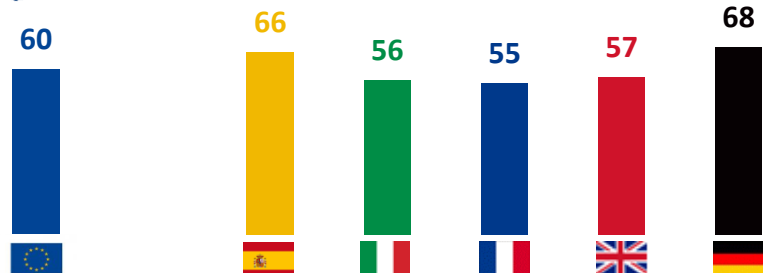
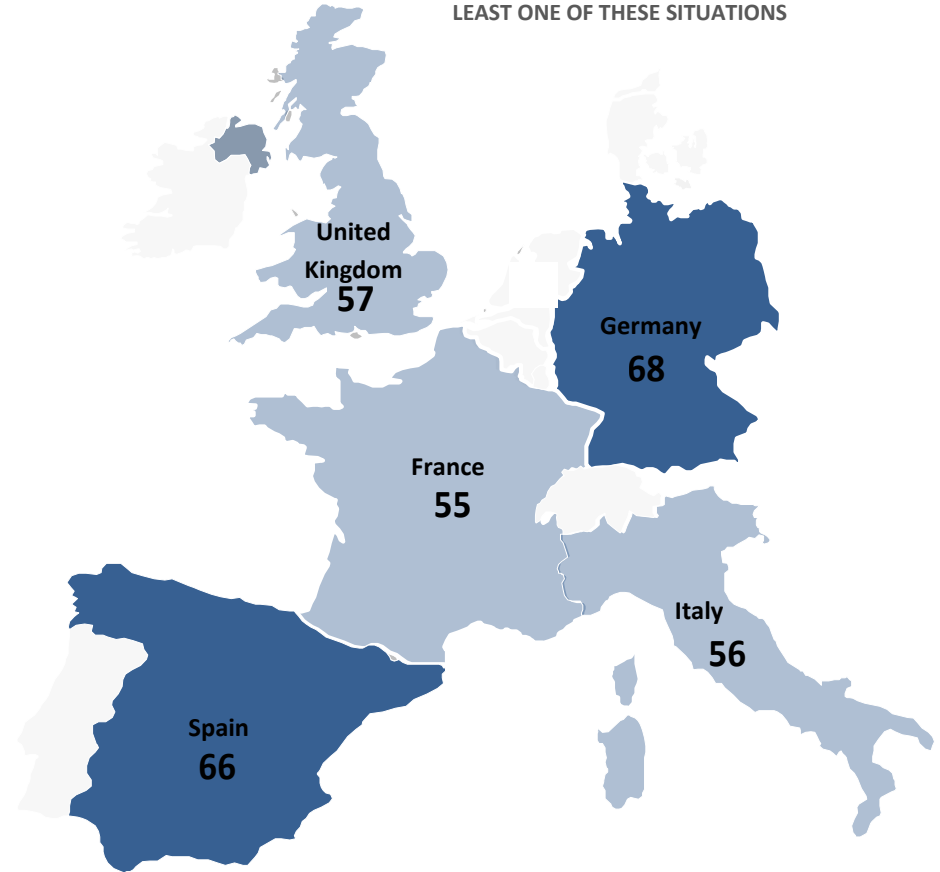


been offered embarrassing gifts



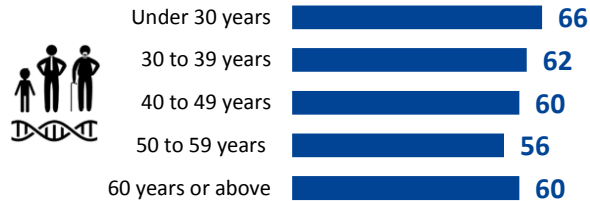
pressure to obtain a sexual favour from you

SHARE OF WOMEN EXPOSED TO AT LEAST ONE OF THESE SITUATIONS

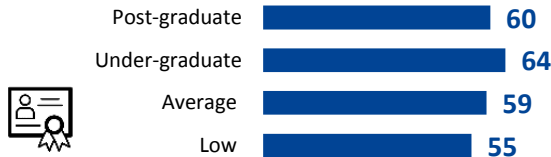


Reading aid : 73% of women wearing clothes that reveal your body shape are in this situation compared to 21% on average.

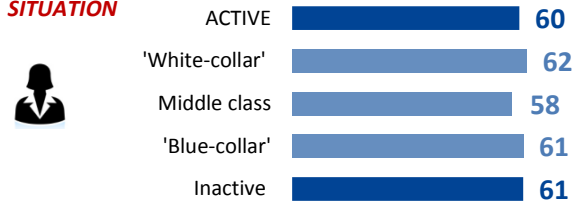
AGE OF INTERVIEWEE



LEVEL OF EDUCATION



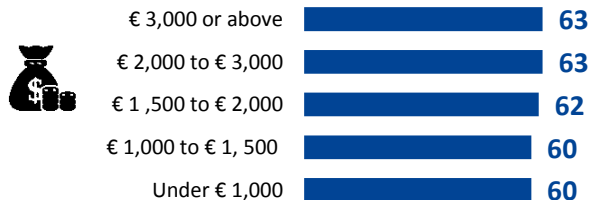
INTERVIEWEE'S EMPLOYMENT SITUATION



CAREER MAIN STATUS



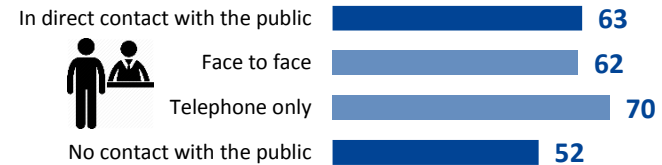
NET INCOME PER MONTH



WORKING ENVIRONMENT GENDER



CONTACT WITH THE PUBLIC



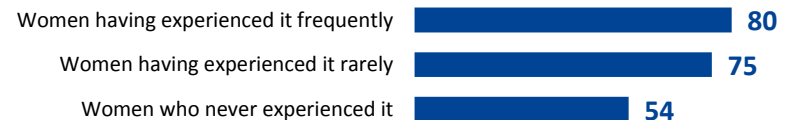
MANDATORY CLOTHING THAT REVEAL YOUR BODY SHAPE



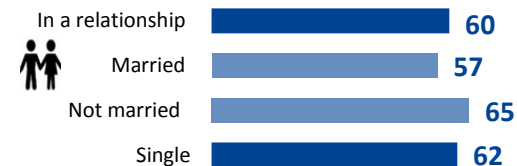
SEXUAL PREFERENCE



EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE



PREVIOUS MARITAL STATUS





FACING HARASSMENT AMONG FRENCH WOMEN

- Total proportion of French women having known at least one of these situation -

QUESTION : In your life so far, at your work place, have you ever been exposed to ...?

■ Yes, repeatedly ■ Yes, but only once ■ No, never



whistling, rude gestures or comments, or suggestive looks



embarrassing comments on your clothes or body



obscene proposals or messages with a sexual connotation



see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



light physical contact



touching of genital or erogenous zones



invitations that could potentially put you in a compromising situation



been offered embarrassing gifts



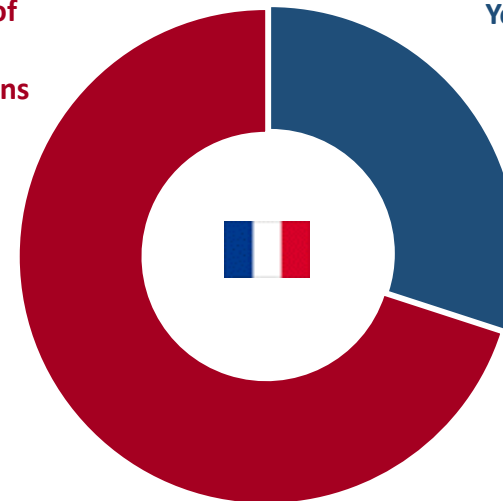
pressure to obtain a sexual favour from you

OBJECTIVE INDICATOR : TOTAL SHARE OF FRENCH WOMEN HARASSED (ACCORDING TO LAW)

IN TOTAL, NEARLY 1 FRENCH WOMAN OUT OF 3 HAS ALREADY BEEN HARASSED OR SEXUALLY ASSAULTED ON HER WORKPLACE (ACCORDING TO LAW)*



None of these situations
70%



Yes, at least one of these situations
30%

(*) The share of french women who are victims of harassment or sexual violence according to a legal definition: having known one of the situations in a repeated way with only two exceptions (having been pressured to obtain an act of sexual nature and having been subjected to contacts on a genital or erogenous zone).

A.2 *How many women have been victim of one form of sexism or sexual harassment at work recently ? What is their profile ?*

QUESTION : More specifically, at your work place in the past 12 months, have you ...?



Basis: women who have already been in each of these situations

■ Yes, in the last 12 months
 ■ Yes, but not in the last 12 months
 TOTAL 'Has been a victim of this at least once'

Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



Physical harassment



Been exposed to light physical content like brushing against your hands, hair, face or legs



Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss



Psychological harassment (with sexual intentions)



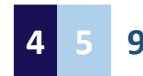
Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)



Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)



Share of women victims of this situation in the past 12 months

Visual and verbal harassment



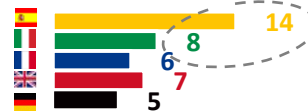
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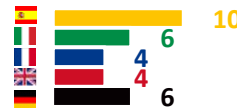
Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



Physical harassment



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Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)





In the past 12 months

More specifically, at your work place in the past 12 months, have you ...?

- Yes, in the last 12 months
- Yes, but not in the last 12 months
- No, never



whistling, rude gestures or comments, or suggestive looks



embarrassing comments on your clothes or body



obscene proposals or messages with a sexual connotation



see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



light physical contact



touching of genital or erogenous zones



invitations that could potentially put you in a compromising situation

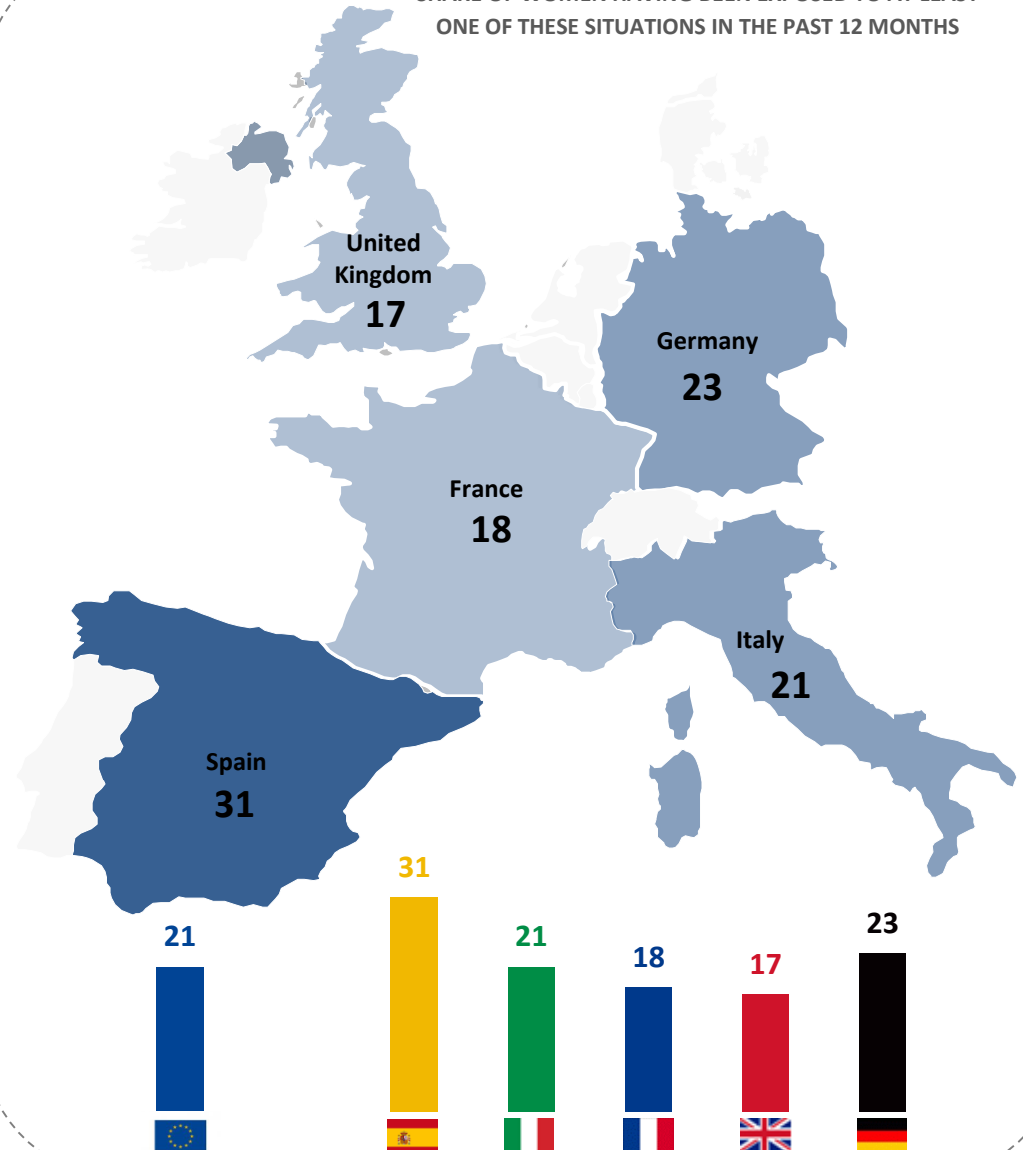


been offered embarrassing gifts



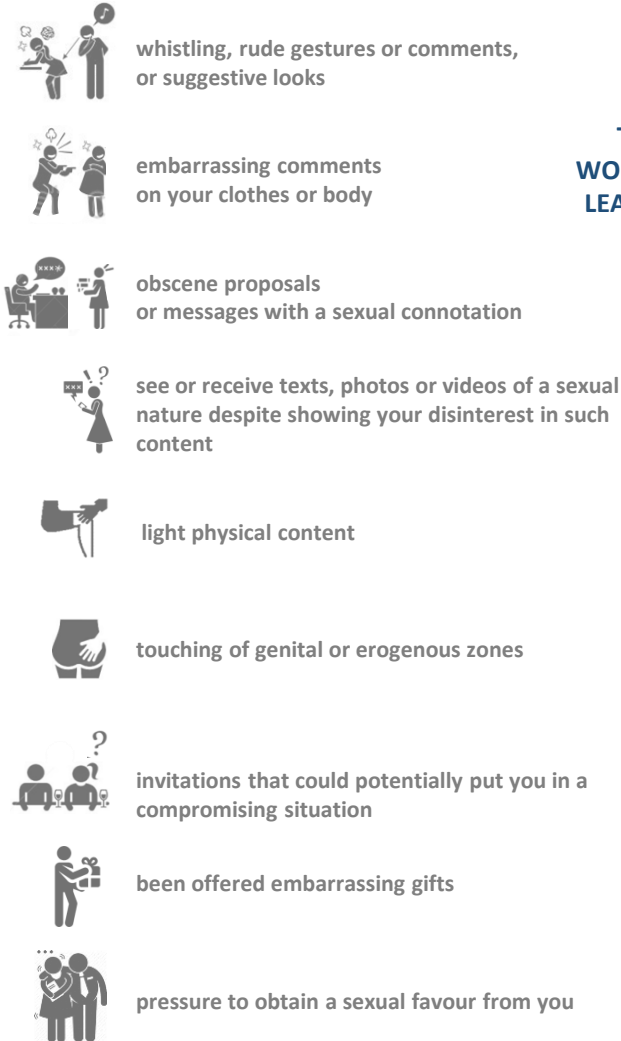
pressure to obtain a sexual favour from you

SHARE OF WOMEN HAVING BEEN EXPOSED TO AT LEAST ONE OF THESE SITUATIONS IN THE PAST 12 MONTHS



OA5/OA6 : In your life so far, at your work place, have you ever been exposed to ...? More specifically, at your work place in the past 12 months, have you ...?

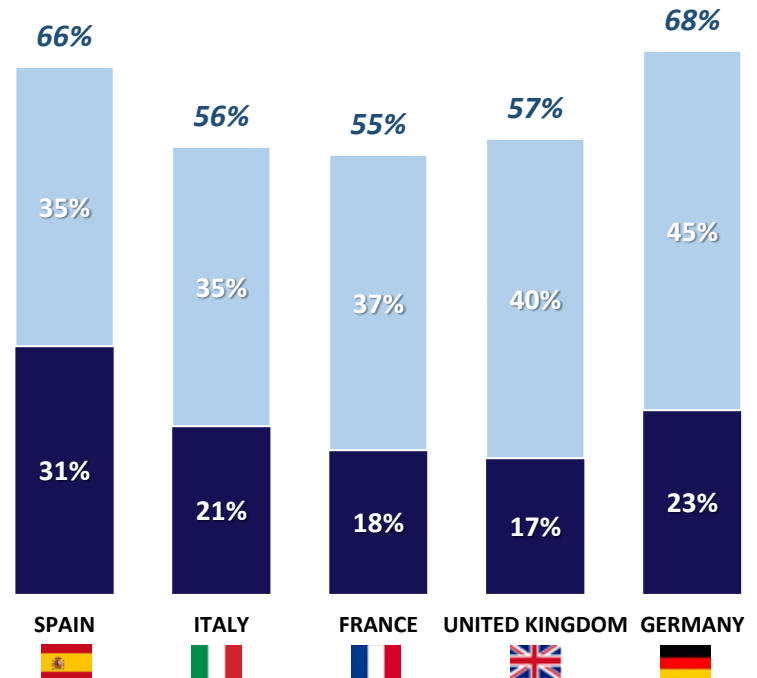
■ Yes, in the past 12 months
 ■ Yes, but not in the past 12 months
 ■ No, never



TOTAL SHARE OF WOMEN VICTIMS OF AT LEAST ONE SITUATION

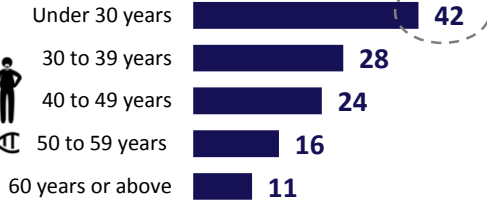


ANSWERS, BY CONTRY

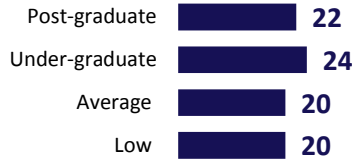


Reading aid : 42% of women under 30 years old are in this situation compared to 21% on average.

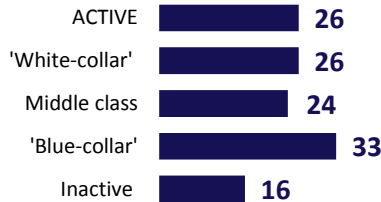
Age



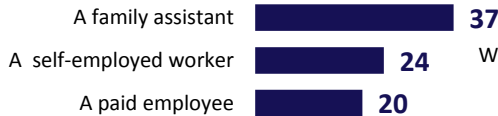
LEVEL OF EDUCATION



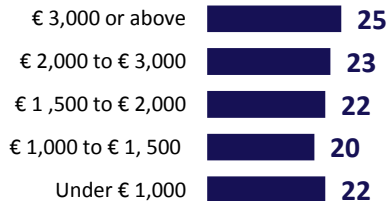
INTERVIEWEE'S EMPLOYMENT SITUATION



CAREER MAIN STATUS



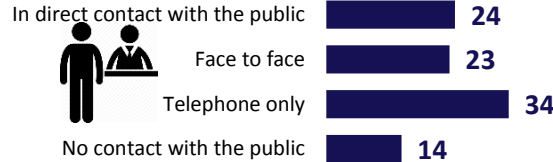
NET INCOME PER MONTH



WORKING ENVIRONMENT GENDER



CONTACT WITH THE PUBLIC



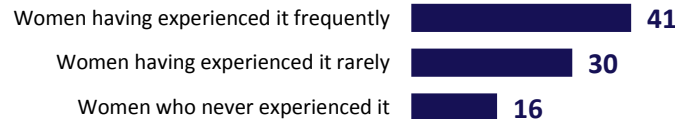
MANDATORY CLOTHES THAT REVEAL YOUR BODY SHAPE



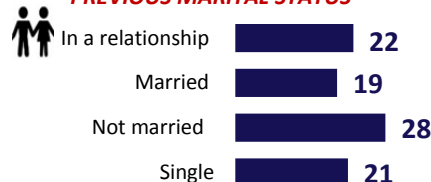
SEXUAL PREFERENCE



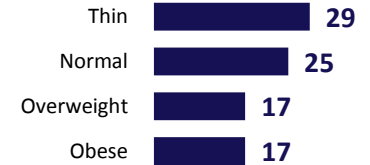
EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE



PREVIOUS MARITAL STATUS



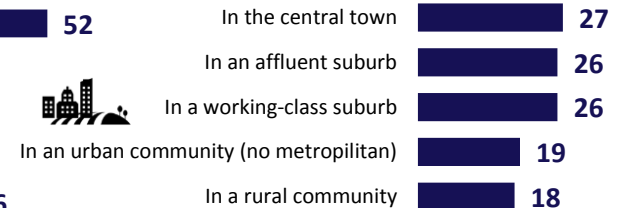
BODY MASS INDEX



JUGDGEEMENT OF OWN BODY SHAPE



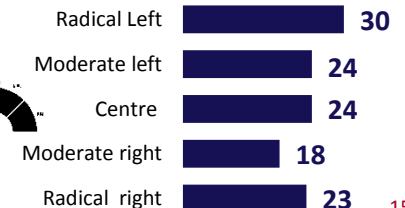
TYPE OF GEOGRAPHICAL AREA



RELIGION



POLITICAL PREFERENCES



A.3 *Where were the women victims of sexual harassment when it happened?*

OAX : The last time that each of these situations took place, where was it?



Basis : women who have already been in each of these situations

Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

Physical harassment



Been exposed to light physical contact like brushing against your hands, hair, face or legs



Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss

Psychological harassment (with sexual intentions)



Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)

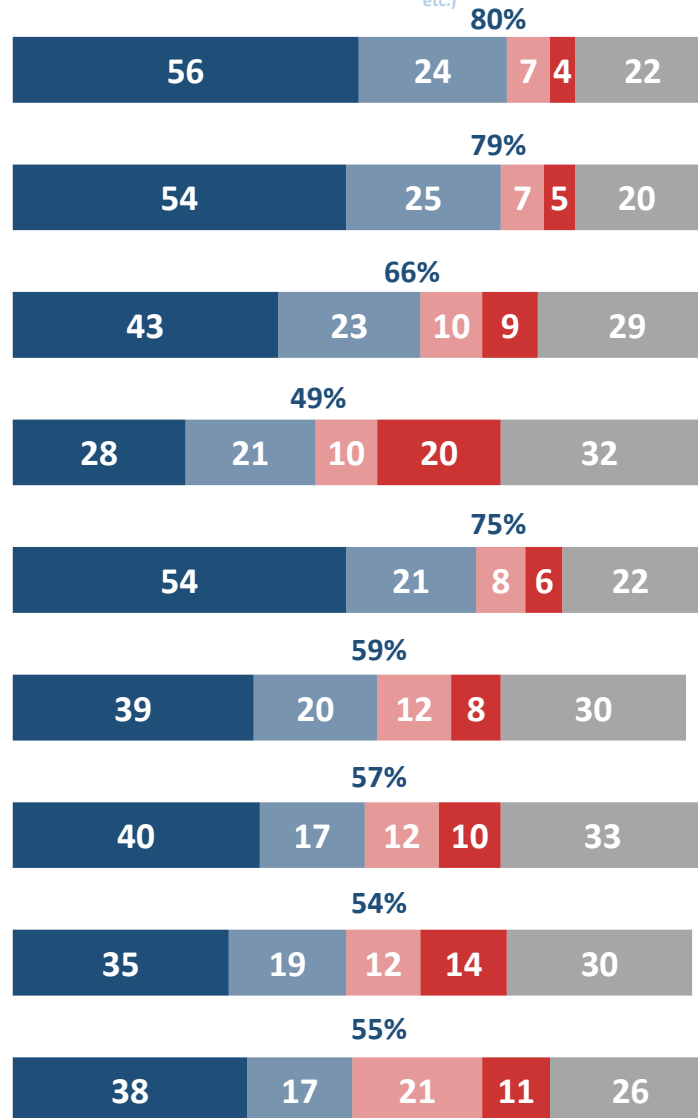


Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)

■ The usual place where you work (office, workshop, counter, shop, etc.)
 ■ Common, collective areas at work (canteen, cafeteria, entrance hall, cloakroom, etc.)
 ■ In the home of the aggressor*
 ■ Your home
 ■ Other public area



WORK PLACES (in %)

*[client, user, or patient]

OAX : The last time that each of these situations took place, where was it?

Basis : women who have already been in each of these situations

Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



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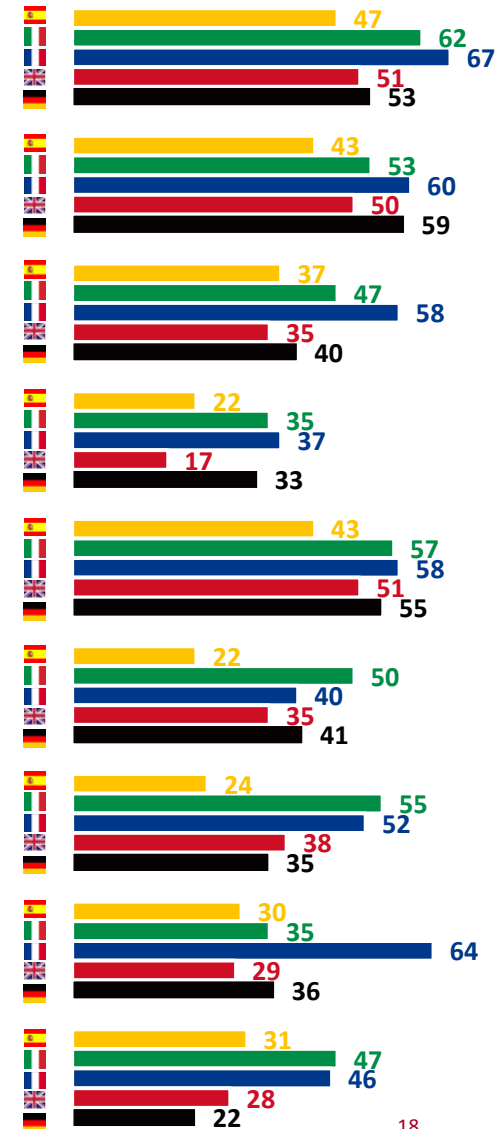
Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)



Share of women victims of this situation in their life



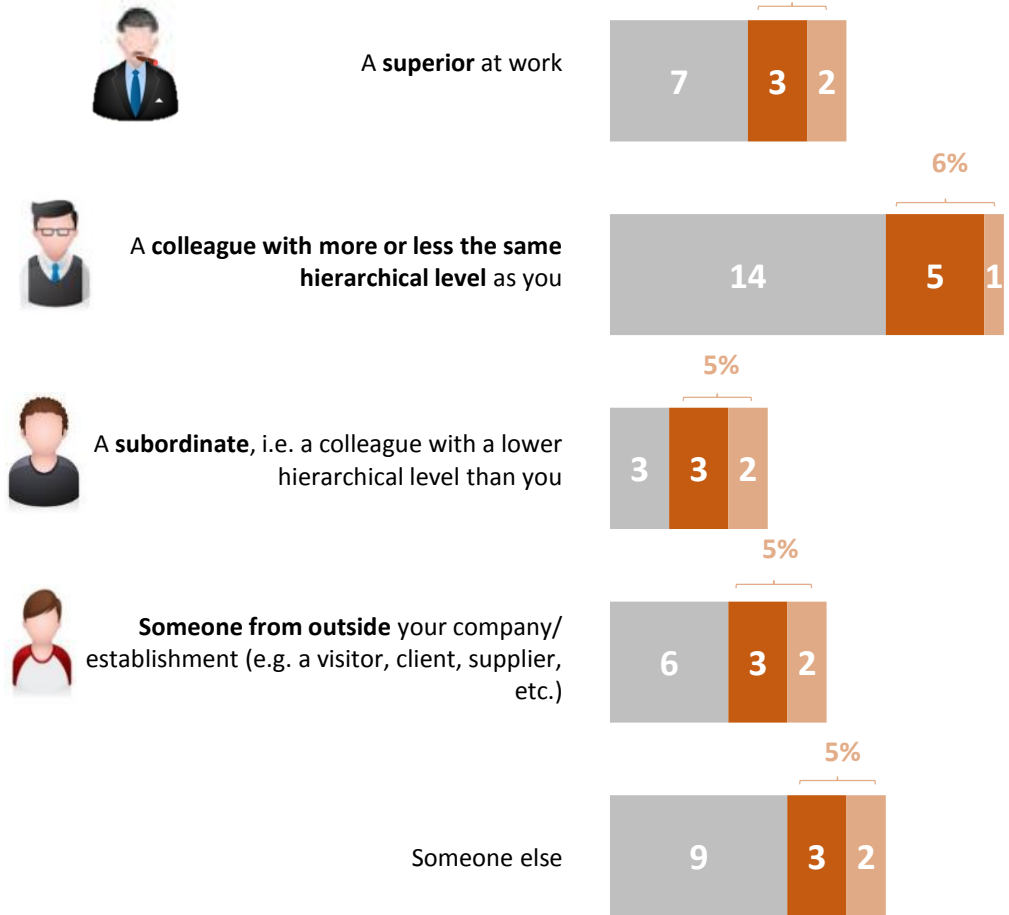
B I EXPERIENCE OF FORCED SEXUAL INTERCOURSE AT WORK



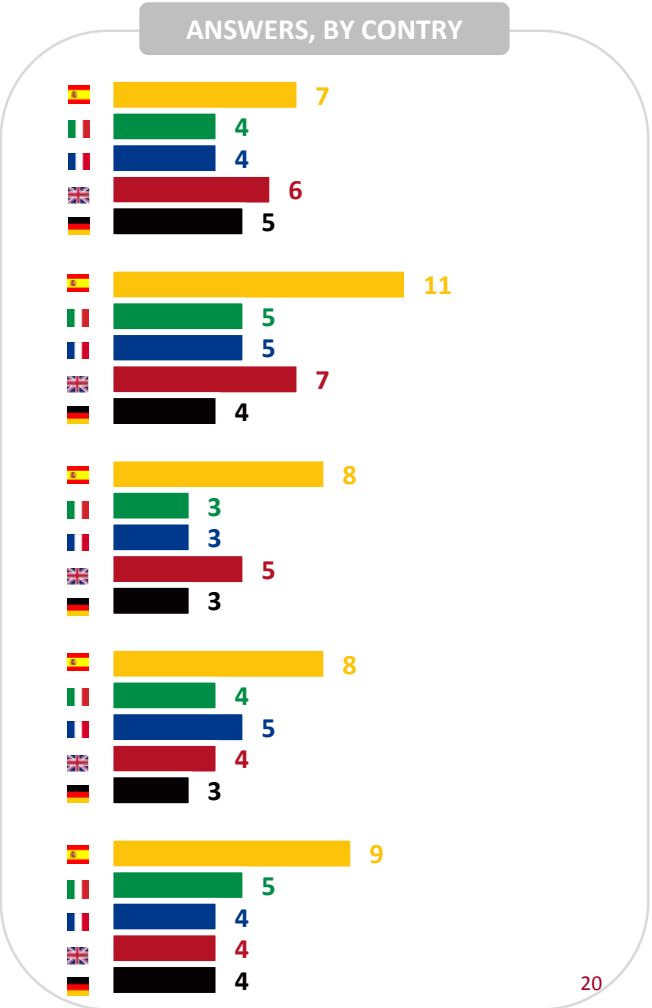
QUESTION : In the course of your career or professional activities, have you ever had a sexual relationship with ...?

Basis: women who have already had a job in their life so far

■ Yes, and that's something you had always wanted at that point
■ Yes, and that's not something you had always wanted, but you accepted it
■ Yes, and it was something you were forced to do against your will



TOTAL SHARE OF WOMEN HAVING ALREADY HAD A FORCED OR DESIRED SEXUAL INTERCOURSE WITH SOMEONE AT WORK



In the course of your career or professional activities, have you ever had a sexual relationship with ...?

- Yes, not wanted, but you accepted it
- Yes, but forced to do against your will



A superior at work



A colleague with more or less the same hierarchical level as you



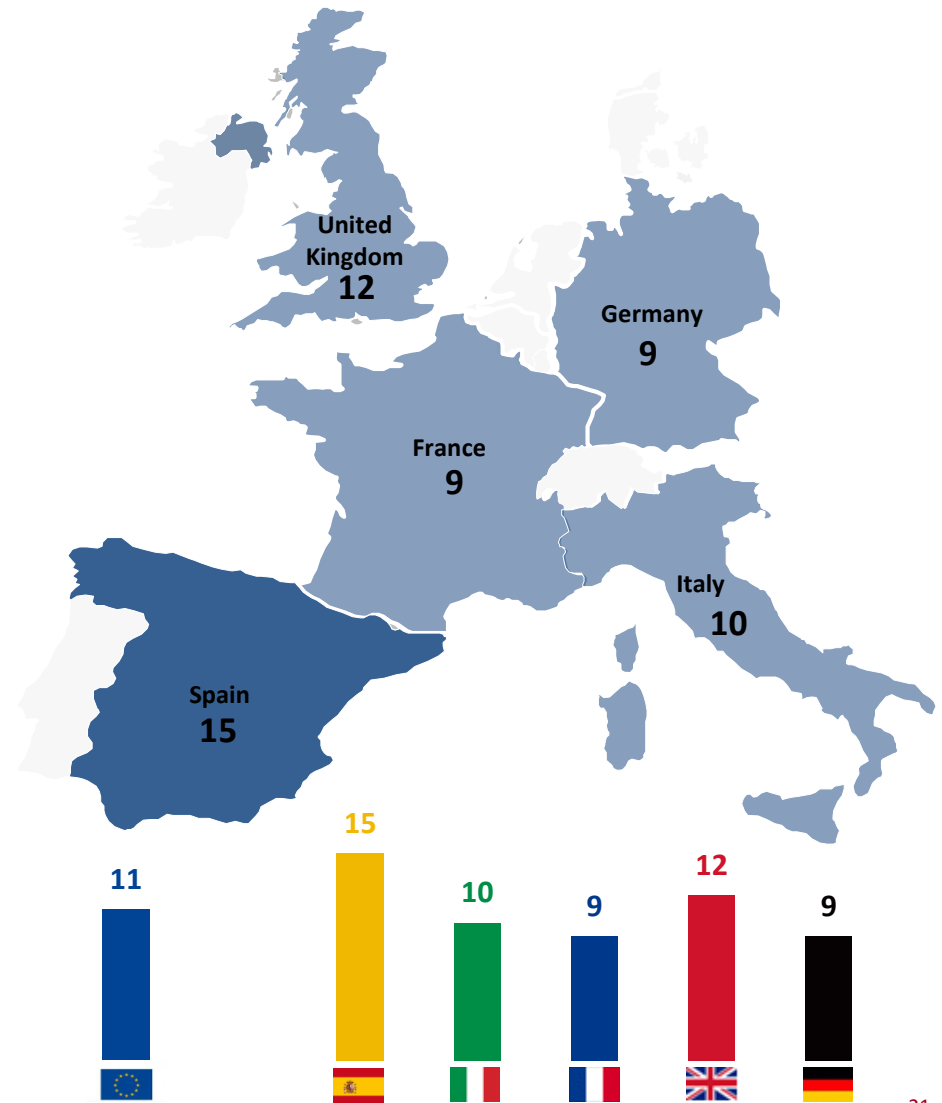
A subordinate, i.e. a colleague with a lower hierarchical level than you



Someone from outside your company/establishment (e.g. a visitor, client, supplier, etc.)

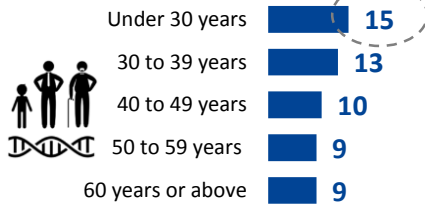
Someone else

TOTAL SHARE OF WOMEN HAVING ALREADY HAD A FORCED OR DESIRED SEXUAL INTERCOURSE WITH SOMEONE AT WORK

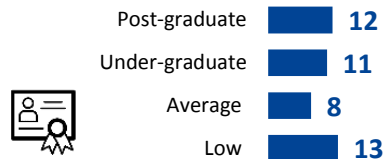


Reading aid : 15% of women under the age of 30 are in this situation compared to 11% on average.

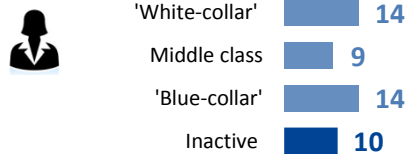
AGE



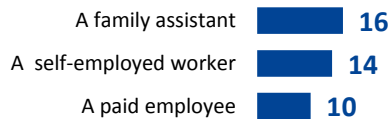
LEVEL OF EDUCATION



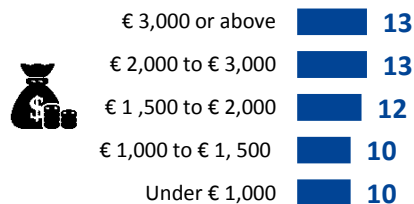
INTERVIEWEE'S EMPLOYMENT SITUATION



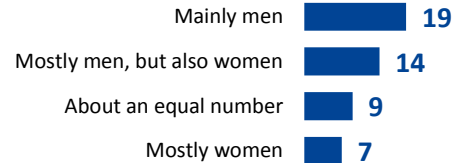
CAREER MAIN STATUS



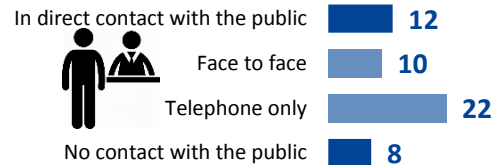
NET INCOME PER MONTH



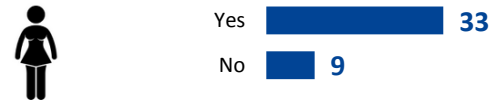
WORKING ENVIRONMENT GENDER



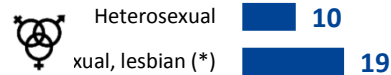
CONTACT WITH THE PUBLIC



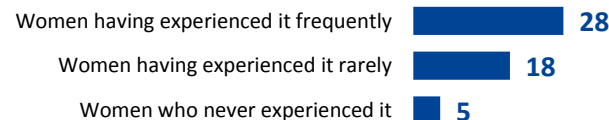
CLOTHES THAT REVEAL YOUR BODY SHAPE



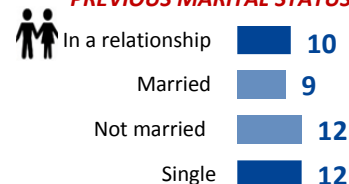
SEXUAL PREFERENCE



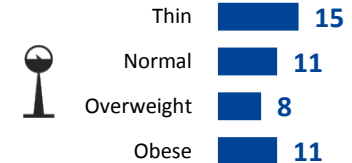
EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE



PREVIOUS MARITAL STATUS



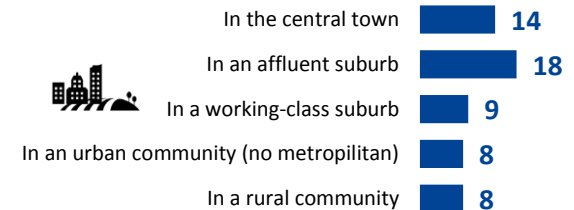
BODY MASS INDEX



JUGDEMENT OF OWN BODY SHAPE



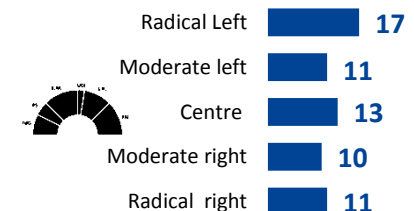
TYPE OF GEOGRAPHICAL AREA



RELIGION



POLITICAL PREFERENCES



C | REACTIONS TO SEXUAL HARASSMENT AT WORK

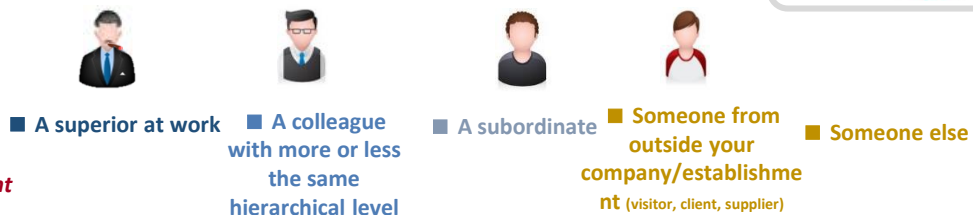


C.1 *Who was responsible for the last act of sexual harassment at work ?*



QUESTION : The last time that each of these situations took place, who was responsible for it?

Basis: only ask women who have already been in each of these situations



Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing Comments on your clothes or body



Been exposed to obscene proposals messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content



Physical harassment



Been exposed to light physical content like brushing against your hands, hair, face or legs



Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss



Psychological harassment (with sexual intentions)



Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work Appointment in a hotel, dinner in a restaurant, etc.)

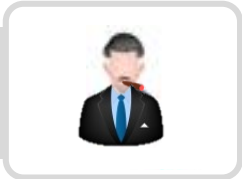


Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent



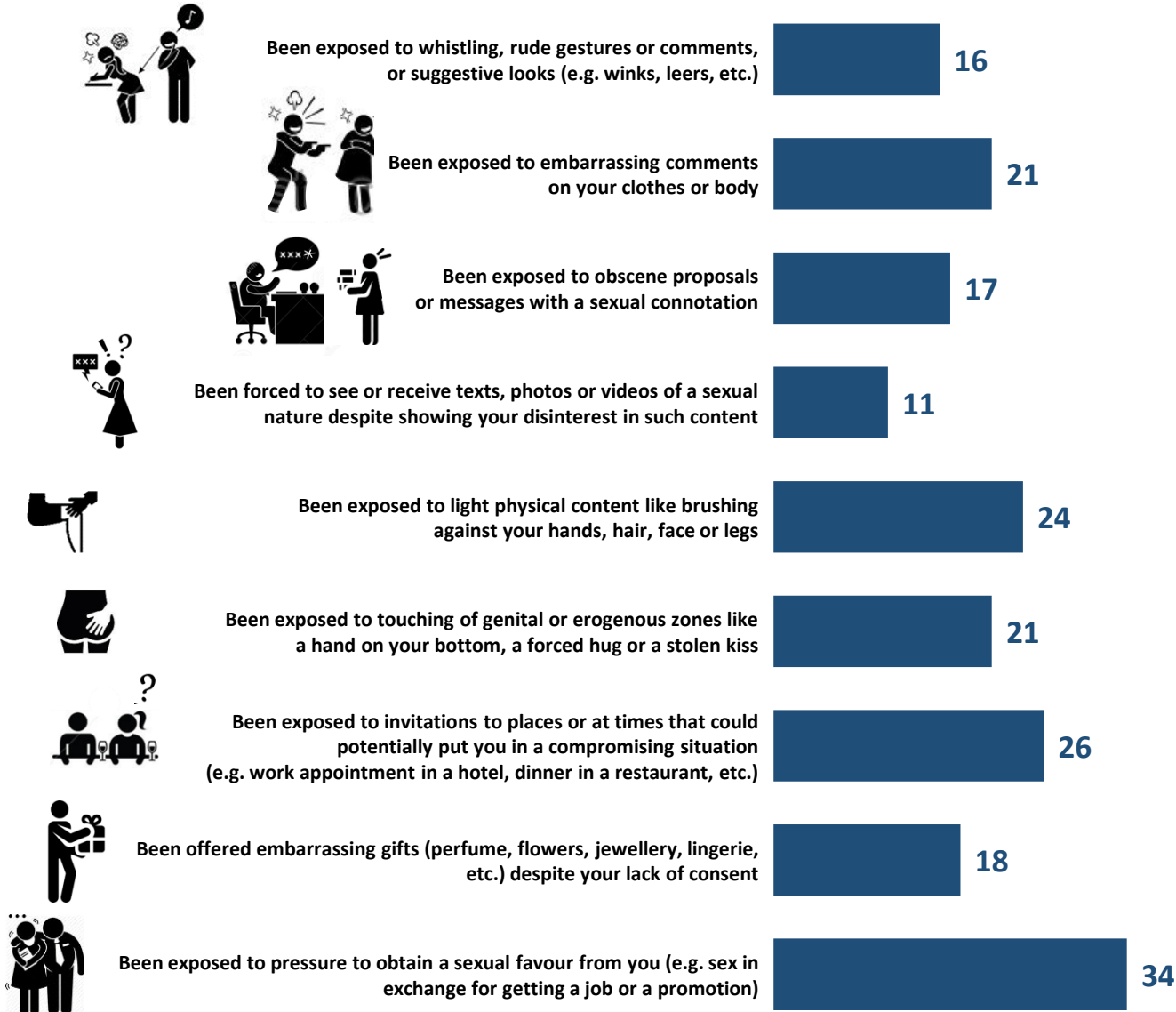
Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)



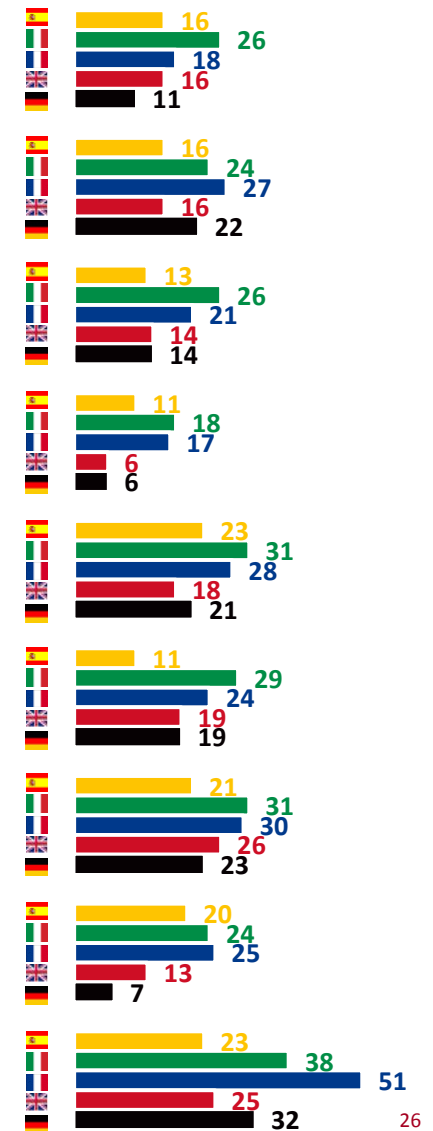


Q: The last time that each of these situations took place, who was responsible for it?

Basis: women who have already had a job in their life so far



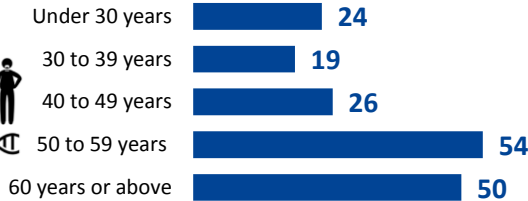
Share of women victims of one form of sexual harassment from their 'superior at work'





Reading aid : 40% of 'working class' women are in this situation compared to 34% on average.

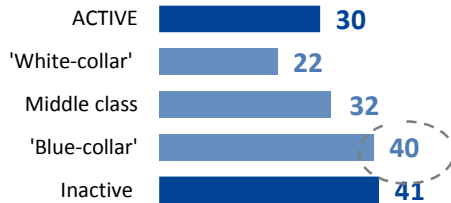
AGE



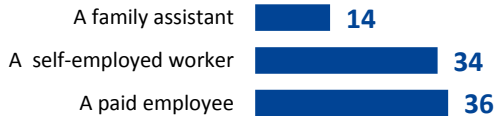
LEVEL OF EDUCATION



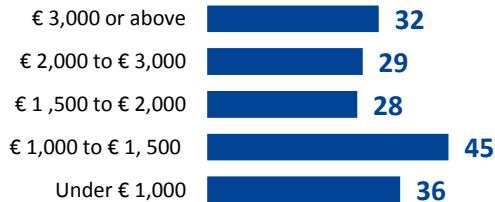
INTERVIEWEE'S EMPLOYMENT SITUATION



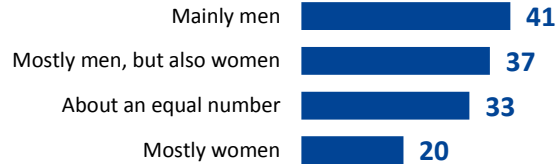
CAREER MAIN STATUS



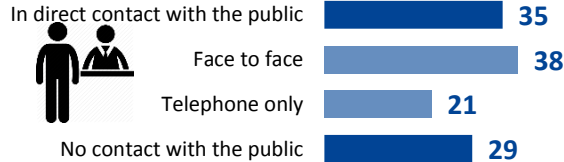
NET INCOME PER MONTH



WORKING ENVIRONMENT GENDER



CONTACT WITH THE PUBLIC



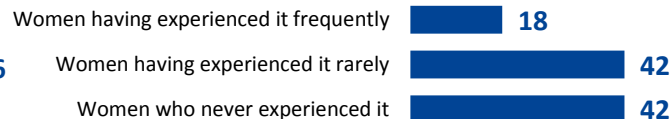
MANDATORY CLOTHES THAT REVEAL YOUR BODY SHAPE



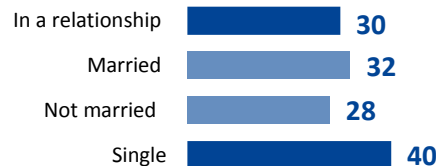
SEXUAL PREFERENCE



EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE



PREVIOUS MARITAL STATUS



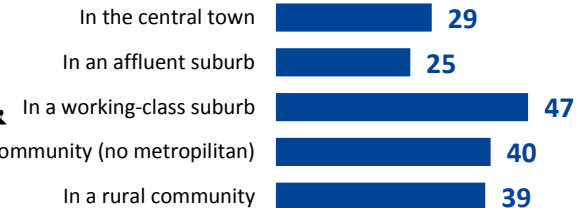
BODY MASS INDEX



JUGDGEMENT OF OWN BODY SHAPE



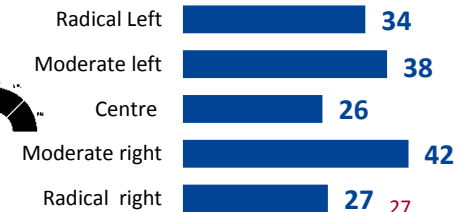
TYPE OF GEOGRAPHICAL AREA



RELIGION



POLITICAL PREFERENCES

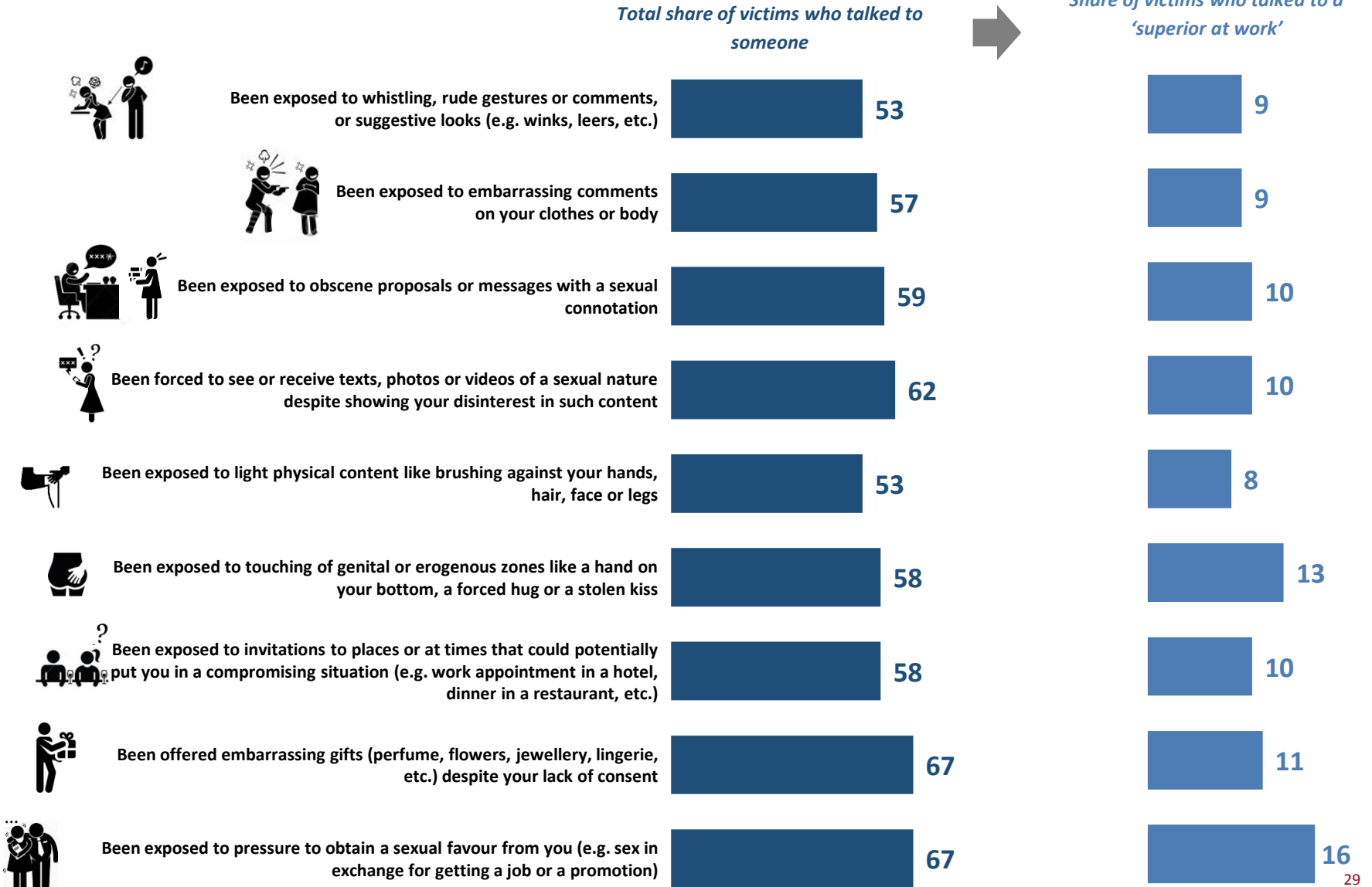


C.2 *How many women talked to someone about the last non-desired sexual intercourse they were victim of ?*



OAX : The last time that each of these situations took place, did you talk about it ...?

Basis: only ask women who have already been in each of these situations



Visual and verbal harassment



Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)



Been exposed to embarrassing comments on your clothes or body



Been exposed to obscene proposals or messages with a sexual connotation



Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

Physical harassment



Been exposed to light physical contact like brushing against your hands, hair, face or legs



Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss

Psychological harassment (with sexual intentions)



Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)

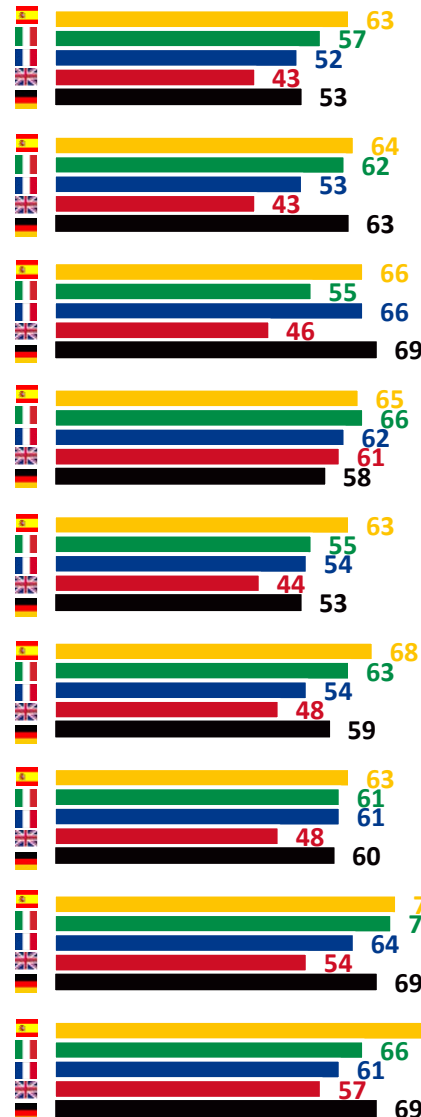


Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent

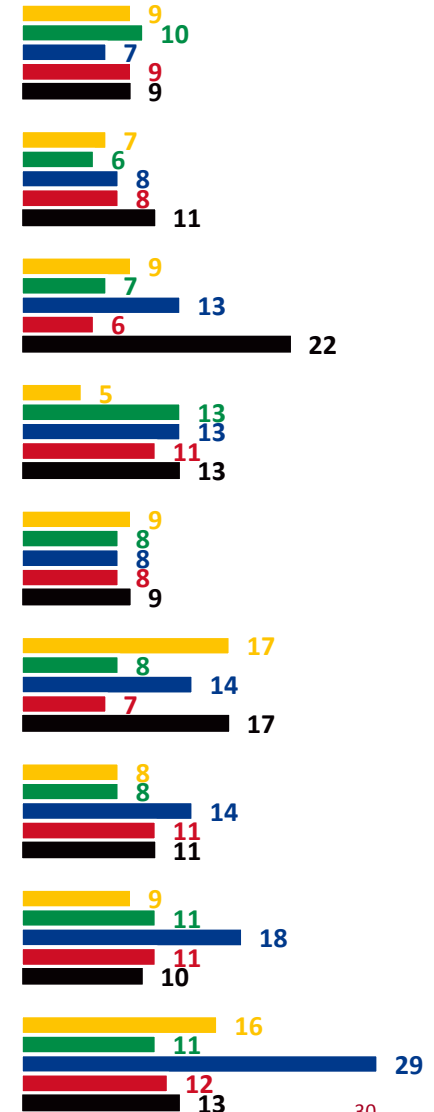


Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)

Total share of victims who talked to someone



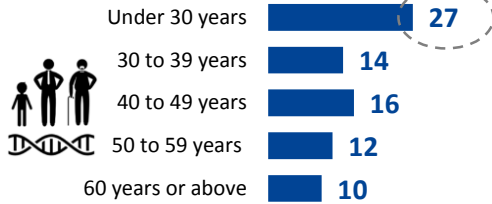
Share of victims who talked to a 'superior at work' or a 'staff or union representative'



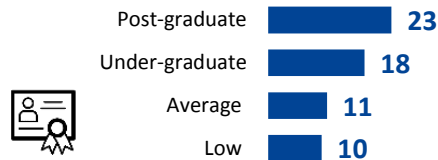


Reading aid : 27% of women under the age of 30 are in this situation compared to 16% on average.

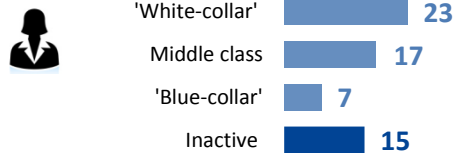
AGE



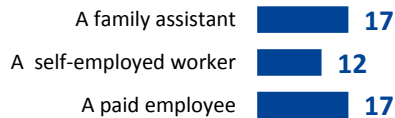
LEVEL OF EDUCATION



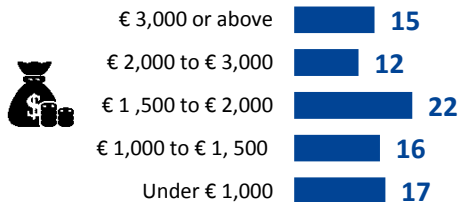
INTERVIEWEE'S EMPLOYMENT SITUATION



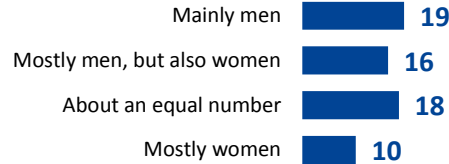
CAREER MAIN STATUS



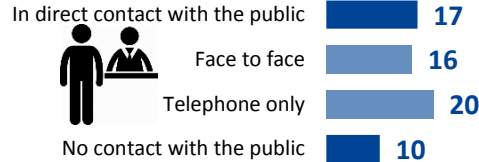
NET INCOME PER MONTH



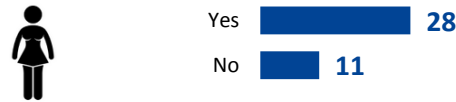
WORKING ENVIRONMENT GENDER



CONTACT WITH THE PUBLIC



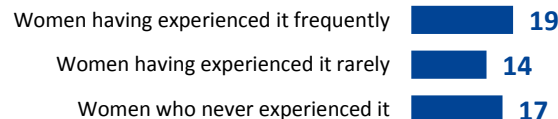
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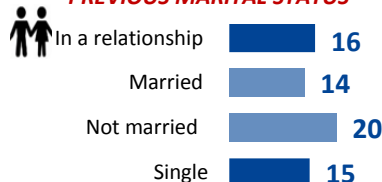
SEXUAL PREFERENCE



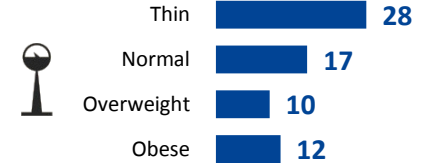
EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE



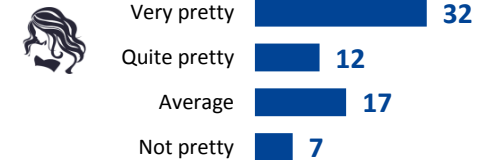
PREVIOUS MARITAL STATUS



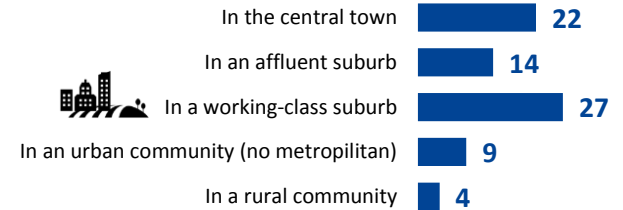
BODY MASS INDEX



JUGDEMENT OF OWN BODY SHAPE



TYPE OF GEOGRAPHICAL AREA



RELIGION



POLITICAL PREFERENCES

