



Set the tone

GENDER SAFETY AT WORK

"Workers' Knowledge of Gender-Based Violence"

Analysis of needs report - Deliverable D3.1



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The information contained in this publication does not necessarily reflect the official position of the European Commission

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ANALYSIS OF SURVEY RESULTS

All the data, graphs and tables included in this Report refer to the survey included in the project SET THE TONE.

One of the objectives of this program is to discover and understand how workers perceive a scourge that affects many companies, often silently – harassment and violence in the workplace. The aim is to develop tools that prevent this behaviour from occurring and to raise awareness within the company itself (as well as within society) of the need for its eradication.

The survey was conducted in four European countries (Spain, Italy, Slovenia and Poland) due to the fact that their current national contexts differ and because there is no agreement on what constitutes sexual harassment. For example, in Italy, from a legal point of view, sexual harassment is considered the same as gender discrimination (National Code of Equal opportunities between women and men). However, in 2006, the Equality Councillor created a National, Regional and Provincial law to promote equal opportunities between women and men in the workplace. In Slovenia, sexual harassment at the workplace is defined in Article 7 of the Labour Relations Act, where it is considered a form of discrimination and prohibited. Employers are responsible for

taking preventive measures against sexual harassment in the workplace and ensuring a working environment where employees are not subject to sexual harassment by employers, superiors or co-workers. In Spain, several laws regulate violence and harassment. For example, the Constitution mandates the public authorities (Art.40.2) to take care of health and safety at work. Organic Law N°3/2007 on effective equality of women and men, advocates for gender equality in all areas of people's lives, and the Law on the Prevention of Occupational Risks establishes the right of workers to physical integrity, respect for privacy, consideration of dignity and protection against physical or verbal abuse. In Poland, the concept of sexual harassment is covered by the Labour Code and mandates that the employer prevents cases of harassment. The issue of workplace harassment was largely invisible until the beginning of 2015 when it became the focus of public debate.

Are there laws that prevent harassment and violence in the workplace? Do we know if it occurs in our workplace? How can it be identified? How does it influence the person

who works? Does it alter their behaviour at work and in their personal and family sphere? Does the rest of the company know that an act of harassment or violence can occur? What measures can we implement for its eradication: laws, training, communication campaigns?

In order to evaluate the existing knowledge about the different types of gender-based violence (GBV) as well as the possible "actions" that can be taken in companies and, above all, to define which elements would allow for progress in its eradication, an anonymous survey was carried out so as not to victimise any employee but, rather, fully uncover the working reality of the company in question.

The survey was divided into three themes, which, through a series of questions with diverse options, allowed for a broad range of actions and indicators of reasons that can lead to the "existence" of actions of harassment/violence in the workplace, as well as measures that allow for its eradication if it begins to act.

We received 370 valid responses, the results of which are presented in this report.

1. DEMOGRAPHIC PROFILE OF RESPONDENTS

The first part of the survey refers to the demographics of the people and companies involved. The survey was distributed to companies from varying economic sectors and

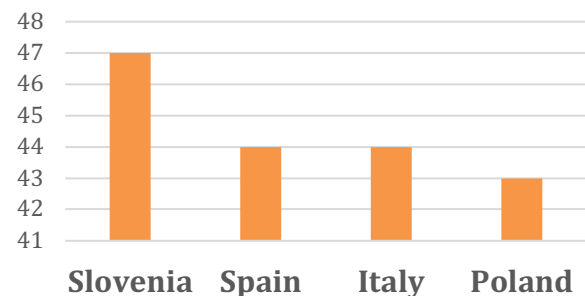
sizes belonging to different business and legal entities.

370 people answered the survey. This next section will break down the results obtained. In this sense, and for weighting purposes: 18.11% of respondents were Spanish enterprises, 51.89% were Italian companies, 21.89% Polish enterprises and 5.68% Slovenian organisations. In addition, 2.43% of respondents did not determine their nationality.

✓ PARTICIPANTS PROFILE:

The average age of the people who participated in the survey was 44 years.

The youngest person who participated was 19 years' old, while the oldest person who participated was 70 years' old.

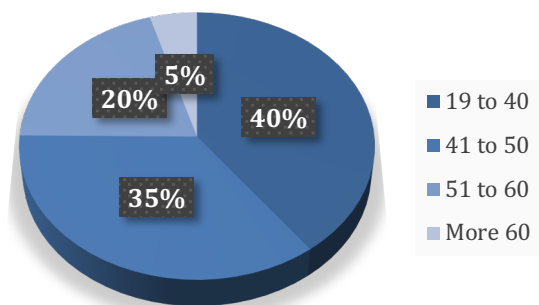


Graphic 1

Most of the responses are in an age range between 19 and 50, as we can see in the following age breakdown:

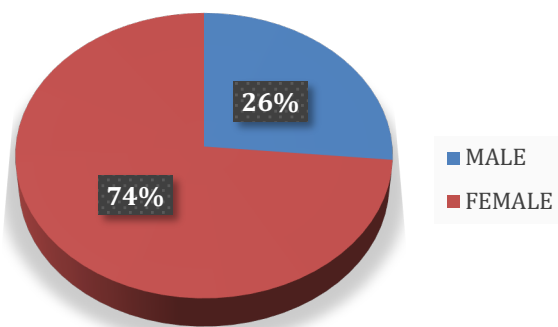
- 9/40 = 40%
- 41/50 = 35%
- 51/60 = 20%

- 60+ = 5%



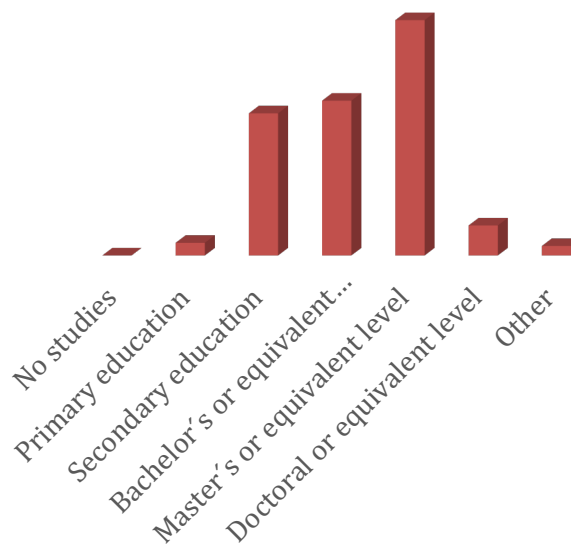
Graphic 2

In terms of gender, 74% of the people who responded to the surveys were women, with slight differences between countries: Spain and Slovenia 75%, Poland 76% and Italy 74%.



Graphic 3

This graph reflects the level of education of the respondents:



Graphic 4

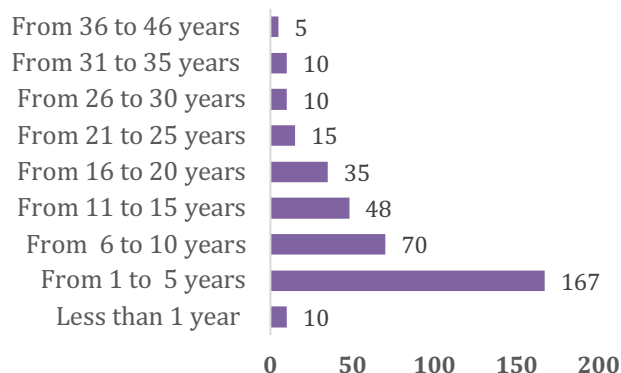
Survey respondents displayed different levels of education, a significant part having a master's degree (40% of the total) with 68% in Poland, 28% Slovenia, 27% Spain and 6% Italy and a bachelor's degree or equivalent with 55% in Spain, 43% in Slovenia, 34% in Italy and 15% in Poland.

The average number of years that people have been working in the company is 10 years, in all countries.

It is worth mentioning that among the survey respondents, some have a certain degree of seniority in the company (e.g., 40 years' experience and an age of 62 in Italy, 34 years' experience with an age of 59 in Spain or with the same years of work experience and 62 years in Italy. These data will allow us to assess the

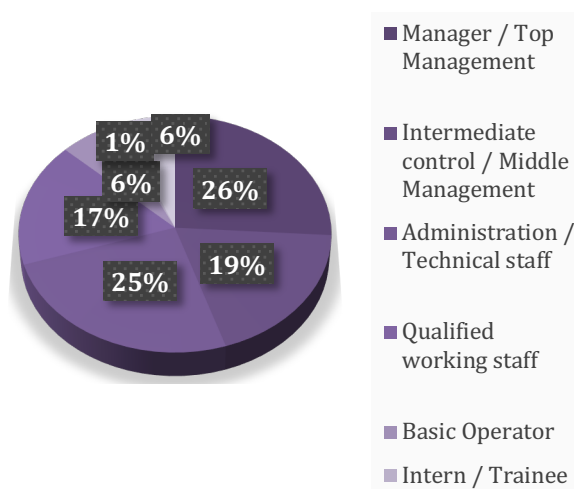
answers on issues as complex as those addressed by the survey, to know the evolution over the years in the aforementioned topics.

With regards to anomalies, it is also worth mentioning that there is a seniority range that reaches the year in the company – 2.7%



Graphic 5

Regarding the jobs held by the respondents, there is a very slight percentage difference between Positions 1 (Manager/Top Management – 26%) and 3 (Administration/Technical staff – 25%) of 1%, which implies a high level of knowledge about the structures of companies/organisations.

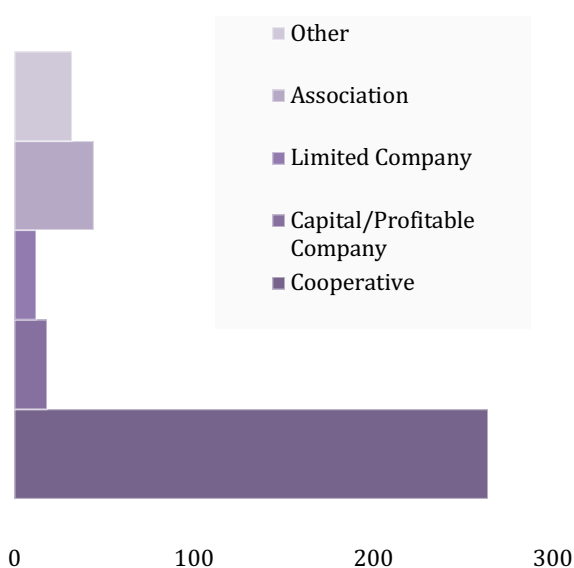


Graphic 6

The high percentage of Category 1 jobs (48% in Poland and 31% in Spain) corresponds to the level of education already mentioned.

✓ COMPANY PROFILE

The respondents are employees of the following business legal forms:



Graphic 7

71% of the businesses were cooperatives. This is due to the fact that **cooperatives** constitute the axis of the Social Economy in both Spain and Italy. In countries such as Poland, cooperatives are less important although they still constituted the majority of responses in that country. In Slovenia cooperatives are less common.

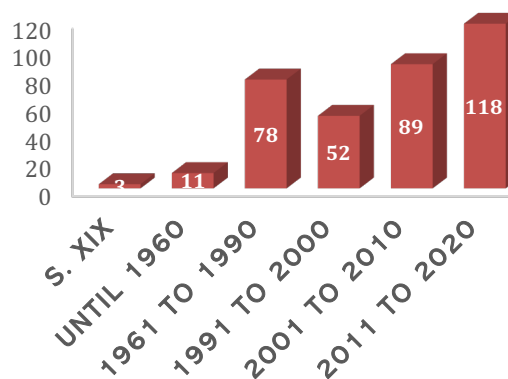
The company profile of the so-called "capital" companies is less substantial - as they only reach 8%. The fact that the majority of companies that have responded to the survey belong to the social economy, together with the high level of training in cooperatives observed, as well as the strong presence of respondents from high job categories (and where a large majority are women), would have a positive result in the investigation regarding the repercussions that these companies have on the social economy in the eradication of harassment and violence in the workplace.

That is to say, by not being "capital-oriented" companies (those in which capital is not a constituent element of the company) but, rather, by being "people-oriented" companies with the aim of "giving, creating work for those people, who form and create it", and belonging to the Social Economy, this will contribute to preventing harassment and violence in the workplace particularly when there is a strong presence of women, youth and a high level of training.

With regard to the years of work experience of the companies, it can be seen that practically the people who have participated belong to

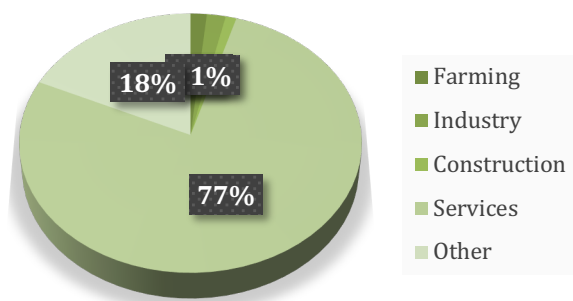
companies that exist from the year 1831 – Italian cooperatives.

This longevity over time of cooperatives reveals their resilience due to their democratic and participatory structures, in which women have been gaining ground in terms of equality with men, as can be seen in the different responses to the survey carried out. On the other hand, the presence of the highest percentage of companies/organisations in the last ten years reveals how the model of companies in the Social Economy, with cooperatives as the axis, are taking on challenges such as gender equality as well as fighting violence and harassment in the workplace, as will be seen in the following pages.



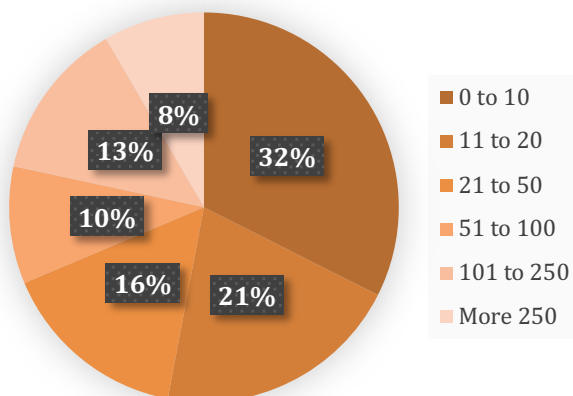
Graphic 8

With regards to the economic sectors of activity, the results of the survey reveal that 77.51% are from the service sector, 18% from other activities, 2% from industry, 1.5% from farming and 1% from construction companies.



Graphic 9

32% of the companies that participated are micro enterprises, with 10 employees; 21% have less than 20 employees, and 8% of companies have more than 250 employees.

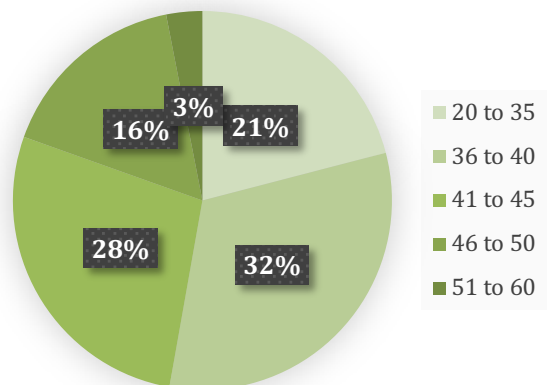


Graphic 10

The percentage distribution of the years of people working in the companies/organisations

participating in the survey is configured as shown in Graphic: 11, with 32% having 36 to 40 years of experience.

The average age of the people who make up the company is 31 years.



Graphic 11

From a gender perspective, companies are made up of an average of 66% women, 8% of which work at companies that only employ women.

Governing Councils¹ have an average number of five people, and 52.7% of the companies surveyed had a Governing Council made up of a maximum of three people.

The percentage of companies that have women on their Boards reached 80%, which is undoubtedly a good percentage. On the other hand, as indicated in the country studies, in Spain, for example, 45% of governing bodies

¹ Governing Councils are defined as the Board or the Executive branch that governs the life of the company/organisation.

include women, a high percentage of women in the governing body of the cooperative, which makes this business model suitable for women's leadership. In Slovenia this leadership models requires more work, since in the executive boards of companies/organisations of five people it only reaches 49%, showing signs of progress. It should be noted, however, that 20% of boards do not have any women, while 16% of companies/organisations have a Council made up of 100% women.

The average age of the people who make up the Governing Council is 46, which implies a certain degree of youth at the present time, will allow us to understand whether anti-violence and anti-harassment measures are being carried out.

Across all the surveys, 30% of respondents declared to be owners/ partners of the companies/organisations (64% in Spain and 20% in Italy). 44% are persons who have temporary employment contracts and 26% are permanent employees; while in Poland two new categories are included² which, in any case, represent only 1.6% of the total.

This sample of the person's relationship with the company/organisation is conditioned by the legal formula itself that was analysed above. Thus, there is a greater correlation in the case of work cooperatives, where the employees are also considered to be owners and have a high percentage of permanent workers (as is the case for Italy with almost 69% and for Spain with

31%). While in Slovenia, the legal framework is a social enterprise, which relies on more on temporary jobs.

With regards to working hours, more than 76% of respondents are full-time employees, 18% are part-time and 6% have flexible working hours, which confirms the principle that social economy companies, including those that directly provide work, such as cooperatives, maintain stability with people who work either through owning the company or with permanent employment contracts. All this gives stability to the company, even more so if we consider the level of education (as already mentioned), the average age (combining both young and more senior profiles) and, in the case of women, generates business and associative formulas that allow for the achievement of SDG number 5³.

In terms of how respondents feel about their level of job satisfaction, 52% indicated the highest level of satisfaction, and 41% a high level of overall job satisfaction. Therefore, 93% of respondents are very satisfied with their job, which implies together with the other responses, that cooperatives - the majority of the positive job satisfaction answers – is an ideal business model for people.

2. RISK PREVENTION PLAN AND OTHER TOOLS

² * An employee hired on the basis of a civil law contract. *Self-employment- Only in Poland.

³ Sustainable Development Goal, Number 5. "Achieve gender equality and empower all women and girls..."

Promotion and perception of gender equality

This is a variable of great interest, since it constitutes 1) the basis for analysing the extent to which harassment and violence in the workplace is known and identified, and, 2) finding out whether the companies/organisations that participated in the survey are aware of this issue, if it has occurred, if there are tools and measures for its eradication, and, therefore, if they can be included in other business models.

Firstly, it is important to highlight the presence in the research of countries with different Global Gender Equality Index, compiled by the World Economic Forum⁴, so that the result obtained is as follows:

The position of countries on the GGE index out of a total list of 153 countries:

Spain – 8th, 79.5

Slovenia - 36th, 74.3

Poland - 40th, 73.6

Italy - 76th, 70.7

This list indicates the efforts that the different countries participating in this research project have made to promote laws, measures and tools that promote gender equality. It is also important to consider that the political and social context of each country is decisive in this issue, therefore, in a European Union that

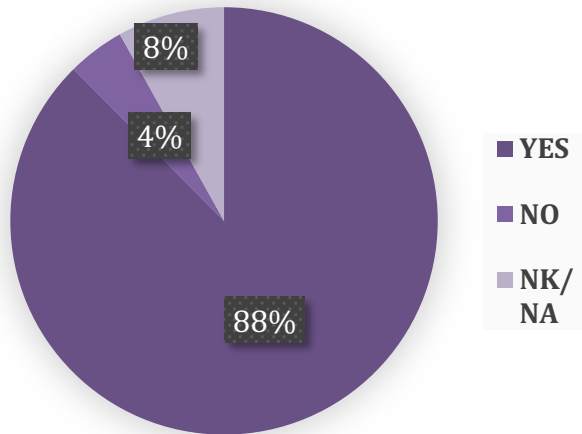
promotes social rights and the achievement of the Sustainable Development Goals, there should be more opportunities to achieve full equality.

Responses provided in Poland, Slovenia, Italy and Spain have acknowledged the efforts of governments to enact legislation implementing Gender Equality.

The results indicate that 88% of the people who have responded are aware of the existence of laws on Gender Equality.

Similarly, in all countries it has been found that the existence of laws is not sufficient to achieve Gender Equality, whether they are declarations of equality or those existing in the different Constitutions of these countries – the Magna Carta par excellence – In Spain there is an Organic Law (the highest form of law in the legal hierarchy after the Constitution) since 2007, which has seen great improvements, but there remain measures to be implemented, (which the current government is enacting) in order to reduce harassment and violence not only in the workplace, but in society itself.

⁴http://www3.weforum.org/docs/WEF_GGGR_2020.pdf



Graphic 12

In addition, 80% rate the existence of laws that promote gender equality and opportunities for men and women both in the labour market and in the workplace as useful and positive.

Similarly, only 41% of the responses from all the countries participating in the survey consider that the measures included are effective, although there are countries (such as Spain) where this percentage rises to 75%, in Slovenia to 49% and in Italy to 45%.

Regarding legal provisions the most commonly cited include:

- Equal pay (that there is no discrimination for the simple fact of being a woman).
- Gender-based harassment prevention protocol.
- Maternity and paternity leaves.
- Promoting the progress in the company of people who prove their worth, without distinction of sex (break the "glass ceiling").
- Equality plans.

- Equality to work in a job regardless of gender.
- Conciliation/non-discrimination.
- Promoting women's entrepreneurship through the implementation of specific projects.
- Fighting against any form of workplace harassment.
- Parity on boards of directors.
- Equal pay.
- Fining the company when there is a gap in the room, equal pay for equal work.
- Program of measures in the form of awareness-raising activities on equal opportunities between the sexes, etc.

It should be noted that 52% responded with "Do not know/do not answer". This requires further assessment in order to better disseminate existing measures, which may be the reason for their lack of knowledge, or to impose new measures.

Risk Prevention Plan:

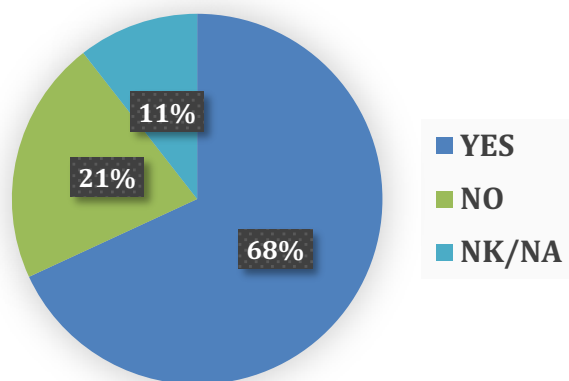
In this second part, dedicated to the prevention of risks related to inequality and harassment in the company, personal knowledge of the policies relating to equal opportunities present in the workplace and the existence of protocols already applied was focused upon.

It should be pointed out that all countries have rules on the prevention of occupational risks, which means that companies have had to adopt a series of measures on their premises, as well as training the people who work on this content, which is, moreover, different

according to the sector of economic activity in question (for example, prevention in the sector of office cleaning is not the same as in the care of people, or in an office).

The question that was asked was whether this Prevention Plan exists in the companies to which the respondents belong.

The results show that 68% have a Risk Prevention Plan. 87% in Spain and 67% in Slovenia; but only 42% in Italy and, in Poland, 58% responded saying there was no Plan.



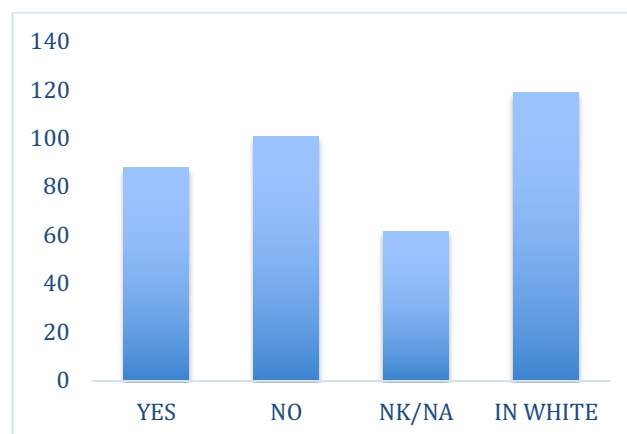
Graphic 13

However, the answers reveal that there is a large majority, who have left the question unanswered, which means their reasoning cannot be known, although, as can be seen from the graph, in general, the answers imply that "there are no specific measures in the Plan for women".

In Poland, 60% of respondents stated that they did not have specific measures for women in the workplace in their company. Similarly Slovenia indicated that there were no specific

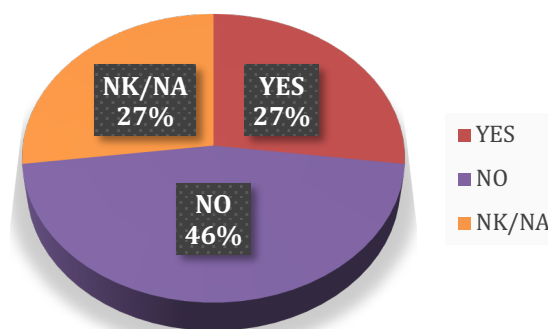
plans for women, in Spain 46% of the answers indicated the "existence of specific measures for women" and in Italy this percentage reached 14%.

VERY IMPORTANT: This means that work is required to include specific measures and raising awareness of them amongst the employees.



Graphic 14

With respect to the existence of a Risk Prevention Plan in enterprises, as indicated in Graphic 15, a majority indicated that they do not possess this type of document.



Graphic 15

With respect to the existence of a protocol regarding harassment at work, the negative responses (50%) and the do not know are important (27%) while 23% say that, in their companies it does exist. It is worth mentioning that 58% of companies in Poland and 25% of companies in Spain have this type of protocol.

As regards positive responses, 73% of answers indicated that the existing protocols were operational.

An important part of the survey was to investigate the important aspect of the perception of psychosocial suffering at work, which resulted in 92% of respondents saying that psychosocial suffering in the workplace does not require an official assessment. It could be inferred from the answers regarding the high degree of job satisfaction that assessments were probably not necessary. (At least this is what was concluded from the responses of people who are part of the companies of the social economy in which the principles of democracy, participation and equality are more rooted than in other business formulas. In fact, in cooperatives they constitute Principles of mandatory compliance beyond what can be prevented by the legislations of cooperatives themselves)

Regarding the existence of an anti-harassment plan, 55% say that it does not exist, and of the percentage indicating that it did exist (13%) only 7 people indicated that they know its contents.

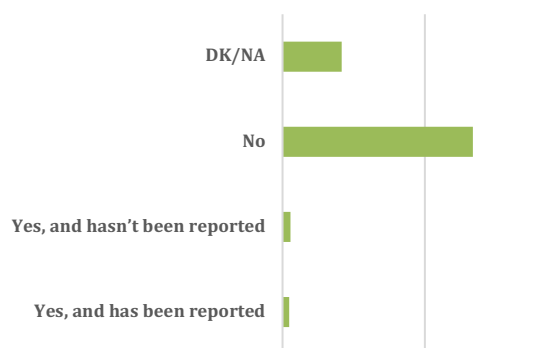
3. HARASSMENT IN THE WORKPLACE

This part of the questionnaire is also divided into two distinct but connected focus topics that look at the level of knowledge of issues

related to harassment at work and aspects relating to reporting and training on the subject.

Looking at the answers to question 31, *Do you know if there has been any case of harassment at work in your company?* which state a widespread and relevant perception on the part of the target, more than half of the responses indicated that they have no knowledge of any cases.

Only 5% of respondents reported awareness of a case of harassment and only 2% were reported.



Graphic 16

Specifically, with regards to the most common type of violence/harassment in the work according to the answers obtained, the most widespread was general sexism, (in culture, in business management, in relationships, etc.) and psychological violence (sexist language, sexist jokes). It is interesting to mention that 29% have considered that **Psychological Violence is on average the most common** form of workplace violence/harassment. It should also be noted that 47% considered that the least common is Physical Violence.

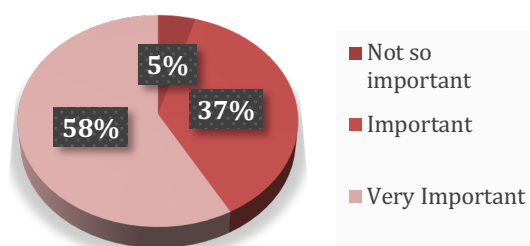
But, surprisingly, the most common answer to the question: "Did you know that harassment in

the workplace can take different forms?" is YES (93% of the responses collected).

On the other hand, as regards the **causes of violence against women**, the values expressed are indicated in the pie chart below:

Perpetrators may fail to consider their act as morally bad

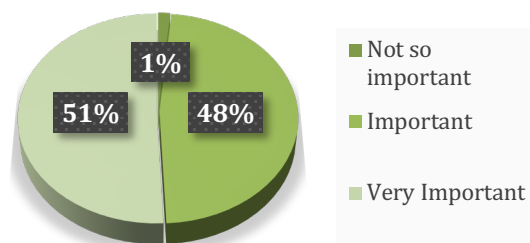
The responses revealed that 58% consider it VERY IMPORTANT



Graphic 17

The immediate social environment results tolerant attitudes toward violence against women

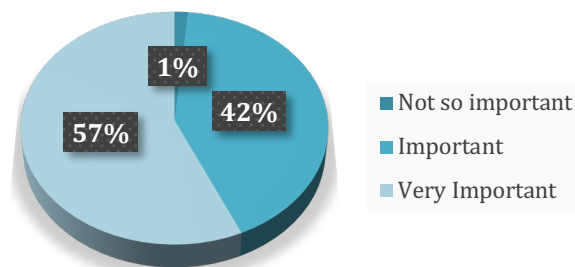
58% consider it VERY IMPORTANT



Graphic 18

Underestimation of the long-term consequences

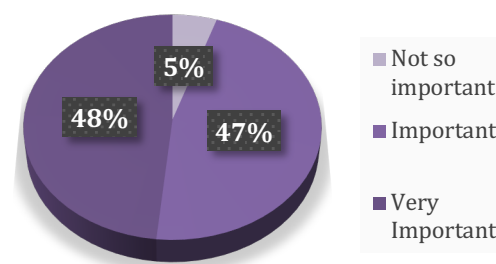
Of the total number of the responses collected, 54% considered this issue to be VERY IMPORTANT, followed by 40% of those who considered it as IMPORTANT.



Graphic 20

Gender stereotypes

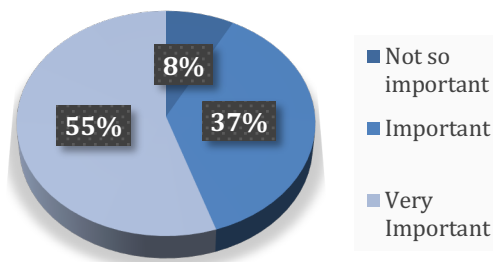
In this case, the responses were not so different from those who considered IT VERY IMPORTANT (48%) and those who considered it IMPORTANT (46%), how gender stereotypes are one of the causes of violence against women.



Graphic 19

Perpetrators may feel overconfident that they would go unpunished, as conviction rates are low

Respondents considered that this cause is particularly important when it comes to violence against women scoring a very high percentage (92%), among those who have considered VERY IMPORTANT (55%) and those who have qualified it as IMPORTANT (37%).

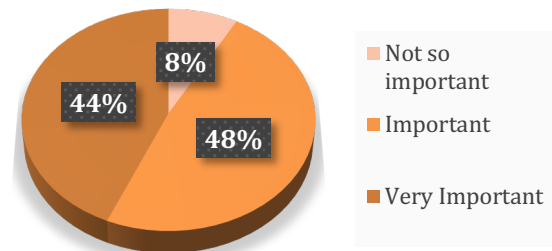


Graphic 21

Perpetrators may internalize social norms of tolerant views toward violence against women

48% of the responses indicated that this cause is IMPORTANT, and 43% VERY IMPORTANT

This cause is one of those that has its roots in society, and therefore in companies. Its eradication should occur, not only in the world of work, but also throughout society with education and respect, valuing men and women equally.



Graphic 22

Tolerance can **never** be allowed in situations of HARASSMENT or VIOLENCE.

In the section dedicated to comments and experiences, only 46 observations were expressed that underline the following aspects: its perception as a cultural problem that is difficult to focus on; the persistence of unequal treatment between men and women in the company; the difficulty for women to promptly report harassment as well as a lack of initiative on the part of the administrations – political, social, and labour- to implement sanctions.

Included below are some of the comments made that were considered particularly interesting:

- Norms that remain on paper when the entire management (members) does not have them integrated.
- The aggressor feels superior to the victim and seeks to dominate and annul the other person, due to gender, moral, labour harassment, abuse of power, sexual harassment, etc.
- The use of TICs would be lacking, as a tool that can prevent harassment.

- Until now, society has allowed it and this type of crime was not prosecuted.
- Sexism is an everyday phenomenon and I have encountered it in every workplace where men have worked. Most often, it is jokes and teasing of various kinds. If it crosses my boundaries, I object to it vociferously
- There is consent to verbal forms of sexual violence against women, and very often, they are not aware that such behaviour is illegal and has a destructive impact on their self-esteem, sense of worth and self-confidence.
- Unfortunately, women also downplay.
- A work action carried out by a woman does not have the same effects as the same action carried out by a man.
- The culture of tolerance towards verbal harassment can in predisposed and fragile subjects, lead to develop and strengthen attitudes of aggression, including physical.

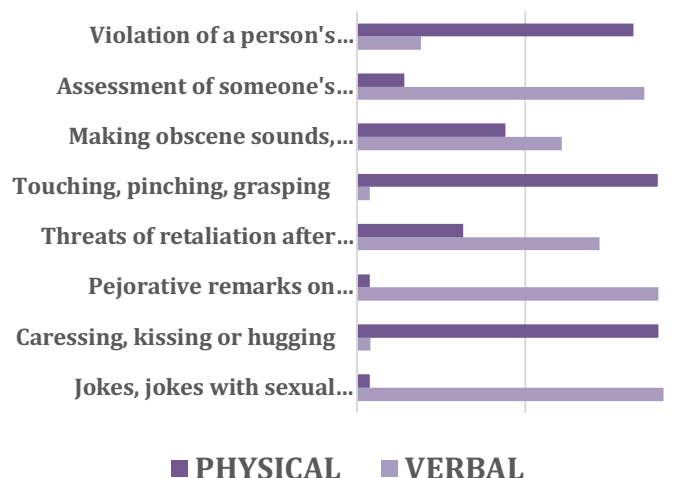
The following situations were identified from the question linking the above positions on the workplace:

Behaviour Type	Verbal	Physical
Jokes, jokes with sexual content	364	15
Caressing, kissing, or hugging	16	358
Pejorative remarks on women in general	358	15

Threats of retaliation after refusing to agree to any sexual advances	288	126
Touching pinching, grabbing	15	357
Making obscene sounds, gestures, or movements	243	176
Assessment of someone's physical appearance	341	56
Violation of a person's living space	76	328

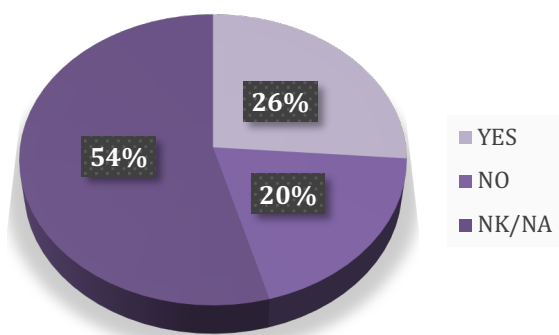
Table 1

Note: The positive responses that have linked TYPE with ACTION have been considered



Graphic 23

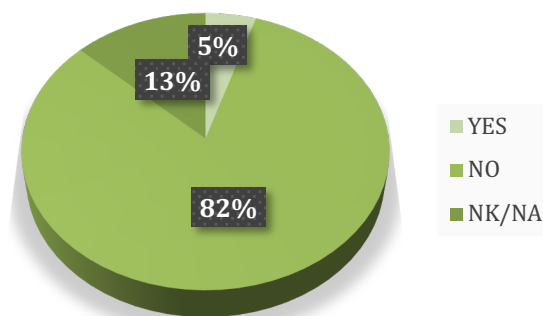
Of interest and a topic that merits further research is the scarcity of knowledge that the respondents have regarding what constitutes ENVIRONMENTAL HARASSMENT in the company. This needs to be worked on in companies in general through training courses, for example, or dissemination (Diptychs). If the business models of the Social Economy do not take this specific issue of participation, democracy and solidarity into account, what will other models of companies and organisations do? This is why awareness-raising campaigns should be carried out in order increase knowledge about these issues.



Graphic 24

As can be seen, almost 54% have chosen to indicate that they do not know or would prefer not to answer. Adding this percentage together with the those that put “do not know” raises the percentage to 74%.

The responses confirm that there is a large majority (82%) who believe that, in general in the world of work, cases of harassment at work are not being reported, which means that there is a “culture of silence” that perpetuates in many companies.

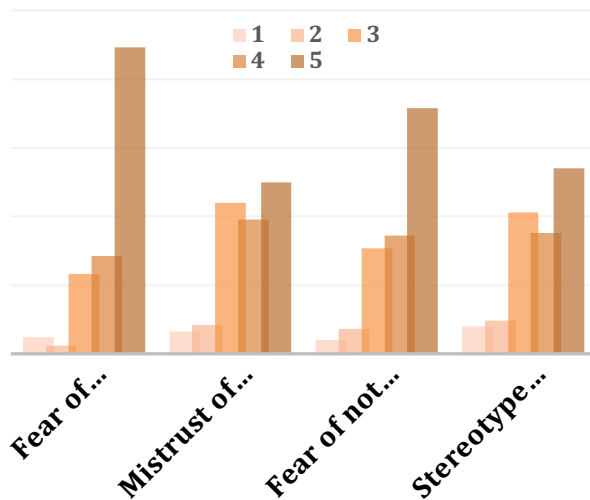


Graphic 25

With regard to the reasons for which there are no complaints, the responses, in line with the previous answers, reflect how the “culture of silence” prevails over the fact of advancing equal treatment in companies.

	IMPORTANCE LEVEL (Being 1 Not at all and 5 A lot)				
CAUSE	1	2	3	4	5
Fear of losing your job	12	6	58	71	223
Mistrust of justice	16	21	110	98	125
Fear of not being trusted	10	18	77	86	179
Stereotype for “ask or provoked”	20	24	103	88	135

Table 2



Graphic 26

There were also comments explaining reasons why some people decided not to file a complaint that were considered to be of interest.

Comments:

- In some cases, the lives are in danger.
- Discomfort at work and with colleagues.
- In situations of harassment we find ourselves in a state of shock that prevents us from realizing that we are being harassed.
- In some cases treat poorly or give more hostile responses to women if I have seen it, in other companies where I have worked previously. And it has been discussed with other colleagues, but as they do not give it importance, they may even be rian of the situation and although it happens in front of other people or those who are listening perceive it as discriminatory treatment, therefore it is very difficult to report it to the company. [sic]

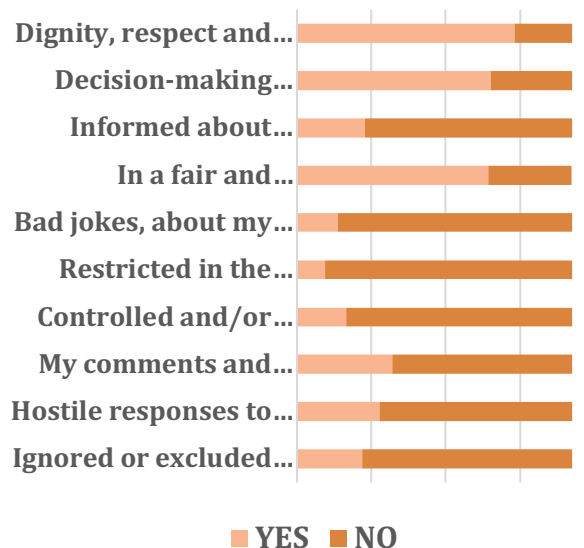
- The tendency to fend for themselves or minimize and tolerate socially undervalued behaviour
- Fear of losing the job.

Another question included in the survey was aimed at knowing the extent to which there could be a link between situations of harassment and violence in the workplace and the level of training of the person harassing and the person suffering from it. In this sense 92% considered that the level of academic degree does not determine these behaviours. That is, the fact of having academic training, in and of itself, is not a determining factor of the performance of the person who harasses and the person being harassed. Further questions were asked regarding how widespread certain behaviours that society "tolerates" are reproduced without being "qualified" as harassment.

The following questions were asked about certain behaviours that may have occurred in the workplace:

HAVE YOU EVER FOUND YOURSELF IN ANY OF THE SITUATIONS?		
	YES	NO
I have been ignored or excluded at work	88	282
I have received hostile responses to my comments and questions	111	259
My comments and questions have been ignored	128	242
I have been controlled and/or monitored to the extreme	66	304
I have been restricted in the resources I need to do my job	38	332
I have been the victim of mockery and bad jokes, about my physique, my personality	55	315
Professional development (promotion) is done in a fair and reasonable way	257	112
I have been informed about internal procedures for intervening in cases of psychological harassment	91	279
I have experienced that in the company / organisation where I work, decision-making process is democratic	261	109
I have experienced that in the company / organisation where I work, workers are treated with dignity, respect and fairness	293	77

Table 3



Graphic 27

The responses shed light on how some of these situations have occurred (although it would appear that they are rare). Of particular interest are the last two answers of the Table that correspond to the first two graphs (shown above), indicating that democracy in the company and the treatment of all people who work in dignity, respect and equity can be one of the bases to eradicate harassment and violence in the workplace.

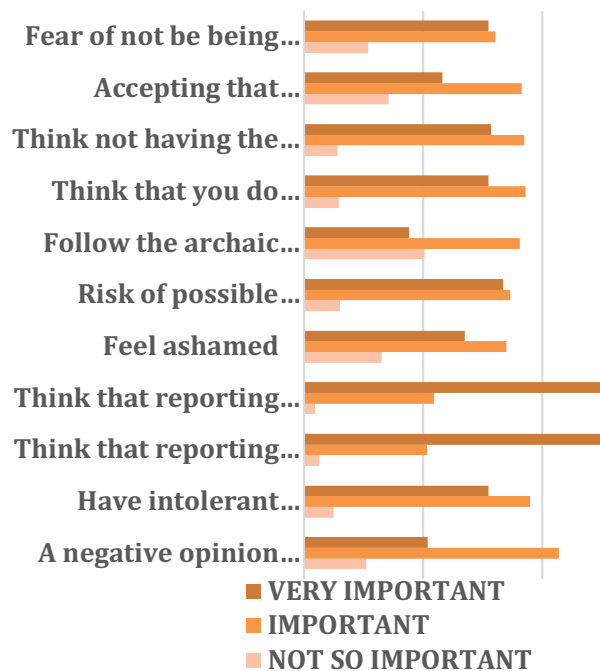
In line with what was indicated in the question “Have you ever found yourself in any of the following situations?” and “usefulness of training all people in the company in harassment prevention”, the responses indicated that 83% found it positive if all people working in the company were trained in harassment prevention. This opinion of the need for a Harassment and Violence Prevention Training Course was reflected in the answers obtained, with 71% of respondents indicating that they would like to be trained in issues of

harassment and prevention. Therefore, as has already been pointed out, Harassment and Violence Prevention Training Course would be part of Occupational Risks Prevention.

The survey also tried to find out the degree of importance respondents gave to the causes of a low level of reporting of violence from victims.

CAUSES FOR LOW REPORTING AMONG VICTIMS			
	NOT SO IMPORTANT	IMPORTANT	VERY IMPORTANT
A negative opinion toward reporting violence	52	214	104
Have intolerant attitudes toward violence	25	190	155
Think that reporting will lead to job loss	13	103	254
Think that reporting will lead to the perpetrator retaliation	9	109	252
Feel ashamed	65	170	135
Risk of possible social rejection and isolation	30	173	167
Follow the archaic principle 'don't wash your dirty linen in public'	101	181	88
Think that you do not have the physical or mental strength to report	29	186	155
Think not having the strength to follow a process	28	185	157
Accepting that "things are the way they are"	71	183	116
Fear of not be being trusted, hostile police behaviour	54	161	155

Table 4



Graphic 28

The following statements were valued as IMPORTANT:

- The negative opinion on the denunciation of violence.
- The immediate social environment with intolerant attitudes towards violence/harassment.
- Feeling ashamed.
- Possible social rejection and isolation.
- Thinking that you lack the physical or mental strength to report.
- Acceptance of the fact because "things are as they are"
- Fear of not being believed, hostile police behavior.

The following statements were valued as VERY IMPORTANT:

- Think that the complaint will lead to the loss of employment.
- To think that the complaint will lead to reprisals on the part of the perpetrator.

It is precisely these two VERY IMPORTANT causes that usually occur in all types of violence or harassment, not only in the workplace, but also in violence and harassment towards women in their family or friendship environment.

Hence, it needs to be reiterated that this is a deep-rooted issue that can only be eradicated through educating people on how to respect one another. Therefore, as already indicated, a Harassment Prevention Training Course would be appropriate for all people who work in companies/organisations.

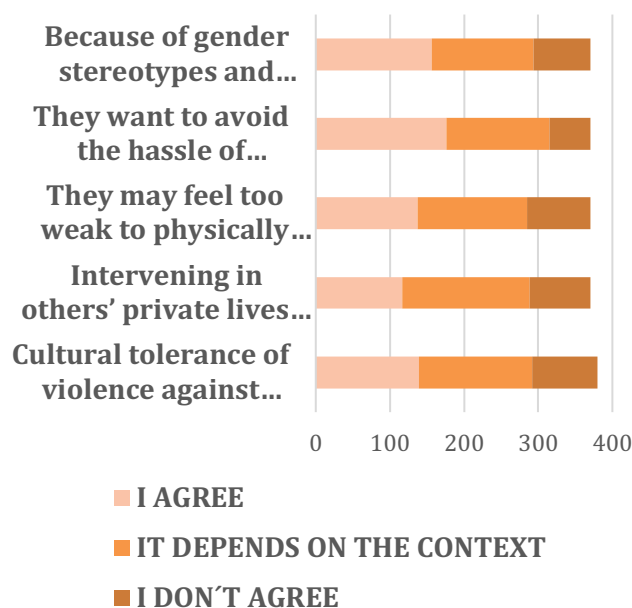
Finally, we wanted to ascertain whether this "personal position" of those who replied, in their opinion, includes "relatives and friends" of the victim, who, moreover, do not intervene to prevent it.

The result being the following:

	I AGREE	IT DEPENDS ON THE CONTEXT	I DON'T AGREE
Cultural tolerance of violence against women	139	153	88
Intervening in others' private lives is not socially accepted	117	171	82

They may feel too weak to physically intervene	137	148	85
They want to avoid the hassle of reporting	176	139	55
Because of gender stereotypes and sexism spread along all the society and companies	156	138	76

Table 5



Graphic 29

As can be seen, most of the answers of the diverse variables related to the Causes of the behaviour of relatives and friends of the victims of violence against the women that choose not to **intervene** have been valued considering that it depends on the context in which it occurs, showing a low percentage of disagreement mainly due to the following reasons:

- want to avoid the hassle of reporting.
- affected by gender stereotypes and sexism spread throughout society and companies.

Sometimes it is easier for the victim not to report the problems she/he has at work because they feel ashamed and/or because they believe that they are guilty as their aggressor has manipulated them into believing.

4. CONCLUSIONS

The research carried out aimed to concisely outline the reference framework of knowledge/awareness of the issue by workers and the perception of issues related to harassment at work.

This research was the first of its kind to be carried out within a European framework of social economy companies (mainly work cooperatives) and included four countries whose levels of legislation and socio-cultural customs differed. It is therefore of great interest that, apart from some specific issues, the answers were unanimous in the 370 surveys that were carried out – that is to say that they confirmed that there is a business model (that of the Social Economy) that reflects practically identical behaviours in different social and cultural environments with regards to the major problem of harassment and violence in the workplace. This is very important!

This research project was also positive insofar as it tackled a subject that had been "taboo" up until present.

The fear of reporting, the fear of knowing that you have been a victim of harassment or violence underlies the perpetuation of these behaviours. Therefore, it is these people who should receive more institutional support in the

workplace for the development of procedures, regulations or other practices, which will help eliminate unwanted behaviours. At the same time a safe environment should be generated in which the "fear" of reporting harassment or violence will disappear, and, through reporting this behaviour, these situations will be put to an end. As has been pointed out throughout the report, legal provisions, whether at EU-, national- or company-level, do not, by themselves, guarantee proper management of cases of harassment or violence in the workplace.

In general, it has been observed that there is a broad knowledge of the existence of laws, measures and tools that can be incorporated into the company to avoid situations of harassment and violence.

And, as has already been pointed out in previous pages, tolerance can never be allowed in situations of HARASSMENT or VIOLENCE.

It should be stated that most of these answers were general in nature and not about a specific company or a person's experience in particular.

We believe that the fact of being a company with a social economy formula, in which PEOPLE PREVAIL OVER CAPITAL, means that there are very few identified cases of harassment/violence as could be seen in the answers to the survey.

Therefore, we consider that this business model is a GOOD PRACTICE to promote in other business models with the aim of eradicating harassment and violence in the workplace. Elements such as the high percentage of women on the Boards of

companies/organisations can contribute to eliminating harassment and violence in the workplace.

It should also be taken into consideration that the surveys were filled out anonymously, meaning that we could not delve into personal situations, or use other means of investigation (such as the interviews) in order to shed more light on the existing situation.

The positive aspects have been highlighted, but in more realistic terms, the responses indicate that there is still a great deal of work to be done. For example, the fact there are no specific measures for women in the Risk Prevention Plans requires more work. Progress also needs to be made in a similar vein to the work that has been going on for years in Spain (COCETA) with promoting Equality Plans and the maxim "equal pay for equal work", which enable the equal treatment of people in the workplace. Other examples from direct experience/expertise of our partners can be mentioned to reinforce a comprehensive understanding of the data and the overall topic of gender violence and sexual harassment at the workplace. For instance, The Diversity Charter, Multinational Companies campaigns and policies, etc...

In view of the available results, it can be concluded that harassment manifests itself in different ways and to different extents and that, although its incidence is difficult to determine exactly, it is serious enough to work towards its prevention and/or elimination insofar as is possible.

There is work to be done, but it will not depend ONLY on one or several surveys. It is first and foremost our social reality (that is to say the society in which we live), that must change. We

cannot only focus on preventing harassment and violence in companies and not transfer this progress to our family sphere, friends and in our society.

Thank you to all the people who participated for their valuable contribution.

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PARTNERS





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