



Antidiskriminierungsstelle
des Bundes

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Press conference on the launch of the theme year Berlin, 3 March 2015

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Themenjahr 2015





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Sexual harassment in the workplace

*Results of a representative survey
of employees in Germany*

*carried out by SUZ – Sozialwissenschaftliches Umfragezentrum
GmbH Duisburg*

on behalf of the Federal Anti-Discrimination Agency

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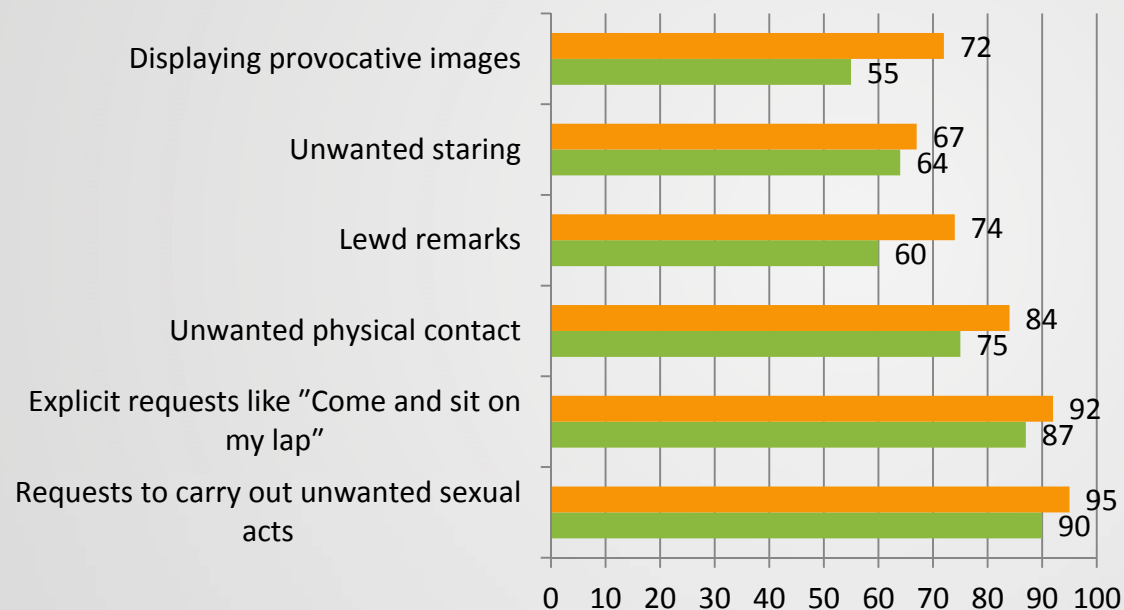
Method – basic survey data

Who? Target population	Men and women aged 15 and above, liable to social insurance and living in private households
How? Sample, Survey instrument, Contact attempts	<ul style="list-style-type: none">▪ Random sample (including households not listed in the telephone directory and mobile phone numbers)▪ Computer-based telephone survey▪ max. 10 contact attempts
How many? Number of interviews carried out	1002 interviews
When? Survey period	28 November 2014 - 2 January 2015



Understanding of the term

What do you understand by "sexual harassment"?



Base: All interviewees / Data in % / Specified is the sum of „totally agree“ and „somewhat agree“

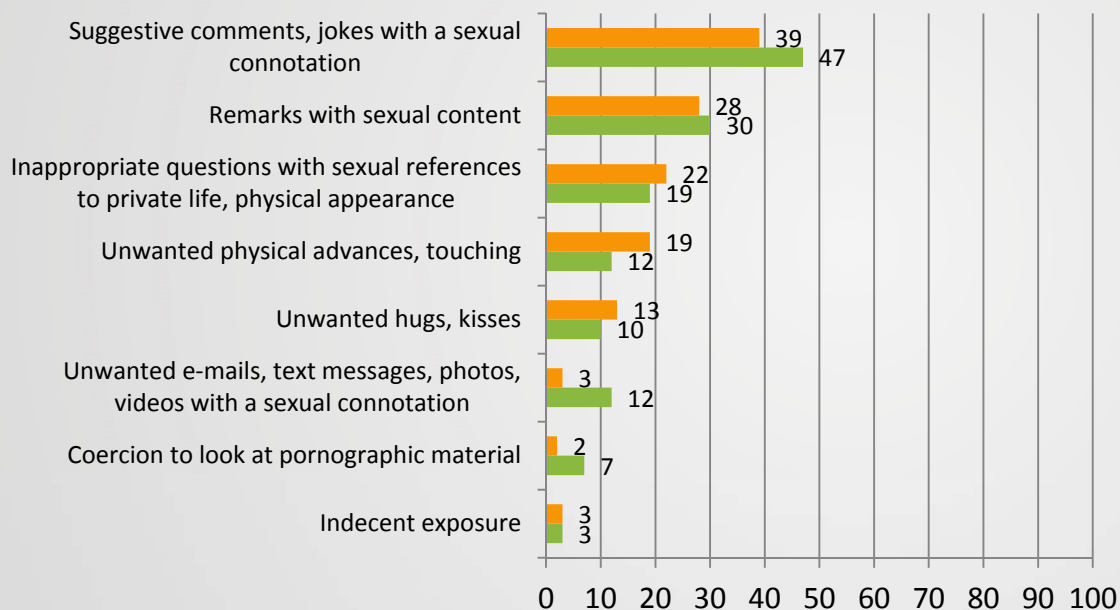
Women "detect" sexual harassment easier than **men**. In particular, they are more likely to perceive "provocative or pornographic images" and "lewd remarks" in the workplace as sexually harassing.

Women
Men



Personal experiences

How often have you experienced the following situations in the work context yourself?



Base: All interviewees / Data in % / Specified is the sum of „often / occasionally / rarely“

Verbal forms of sexual harassment are those experienced most frequently. Women rather tend to experience physical harassment, whereas men are more likely to suffer from visual or verbal forms of harassment.

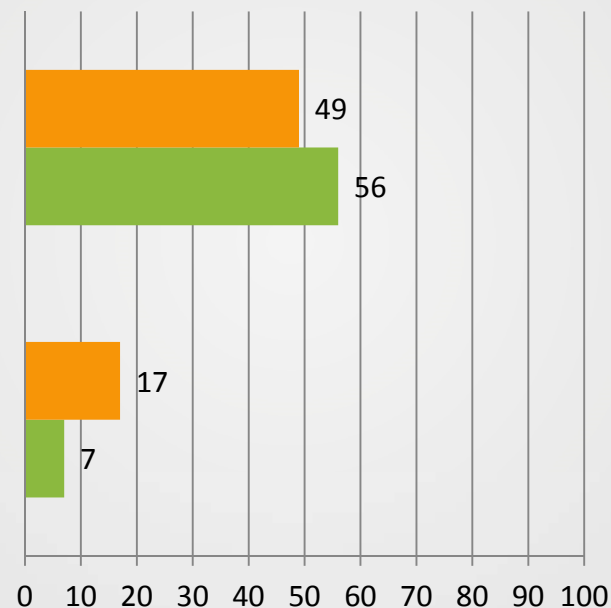
Women
Men



Sexual harassment: concrete experiences and personal evaluation

*Already experienced one form of
harassment as referred to in the Act*

*Sexually harassed in the workplace,
according to personal understanding of the
term*



Base: All interviewees / Data in %

One in two respondents has experienced harassment in the workplace that is prohibited by law.

One in 6 **women** and one in 14 **men** explicitly classify the incident as "sexual harassment". Both **men** and **women** report that men are perpetrators in most cases.

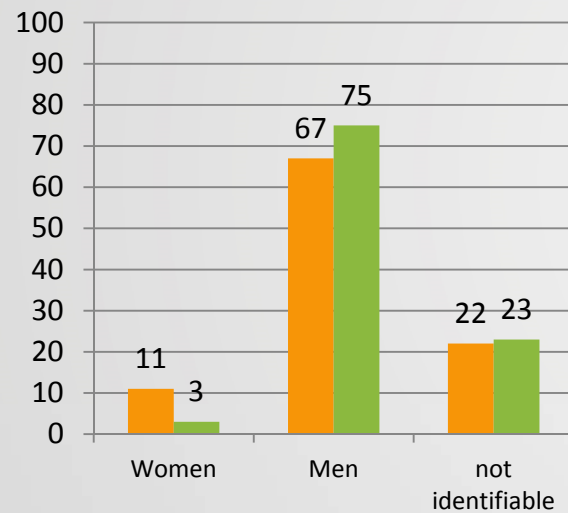
Women
Men



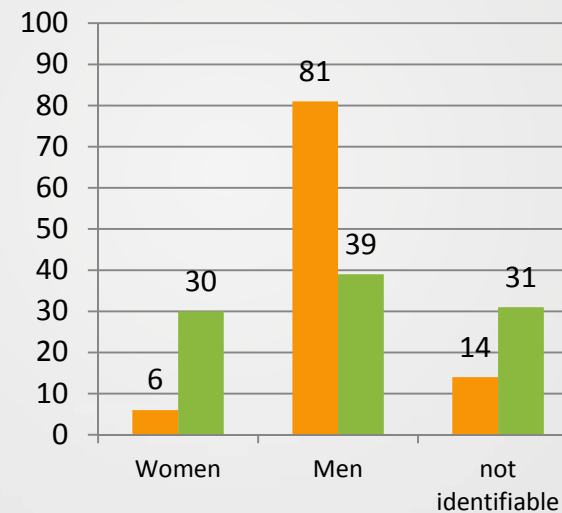
Perpetrator / harasser (gender)

Who was the perpetrator of the harassment?

Witnessed situations: Perpetrator were...



Experienced situations: Perpetrator were...



Both **men** and **women** most frequently witness and experience harassment by **men**.

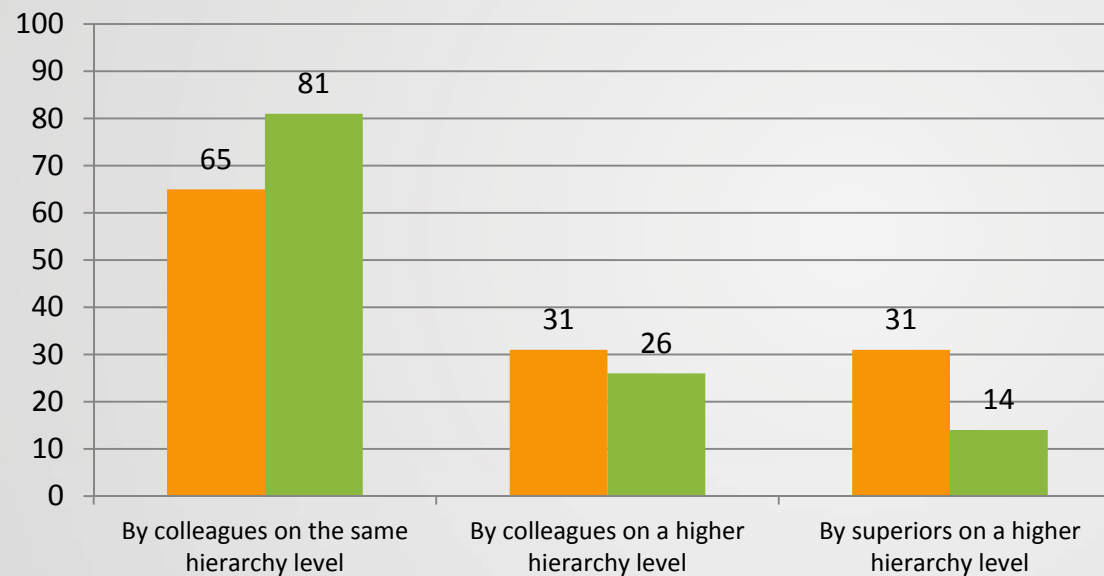
Base: Interviewees, who witnessed or experienced forms of sexual harassment / Data in %

Women
Men



Perpetrator/harasser (hierarchy level)

Who was the perpetrator of the harassment?



Base: Interviewees, who experienced sexual harassment / Data in %

Sexual harassment is experienced
- in most cases - from colleagues
(on the same hierarchy level)
especially from **men**.

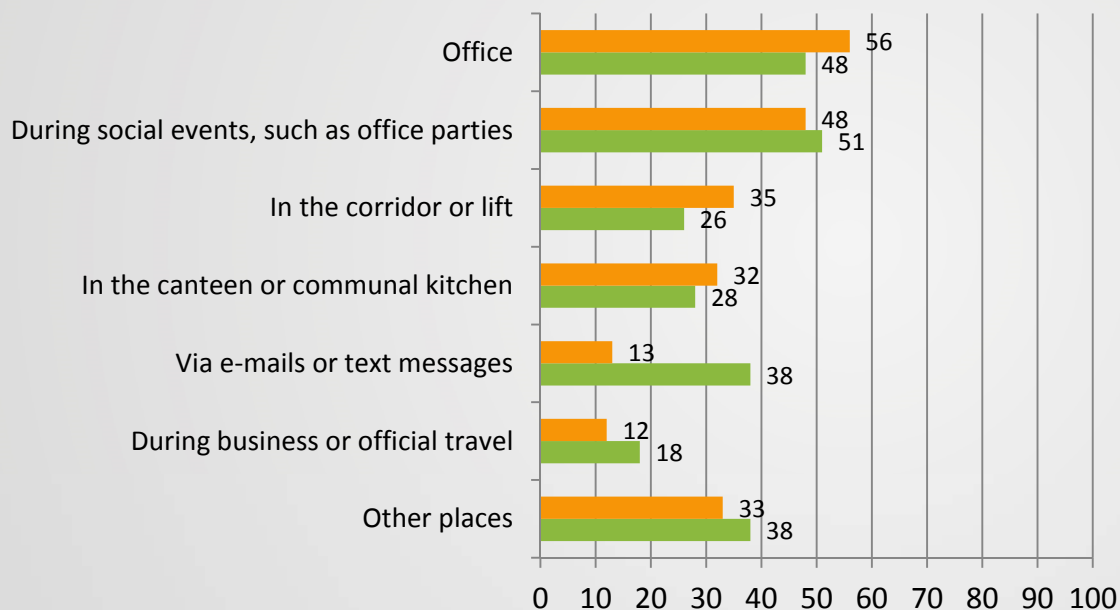
Compared to men, **women** are
more often sexually harassed by
colleagues or superiors from a
higher hierarchy level.

Women
Men



Places of harassment

In which of the following places have you experienced such a situation or behavior?



Base: Interviewees, who experienced sexual harassment / Data in % / Multiple answers possible

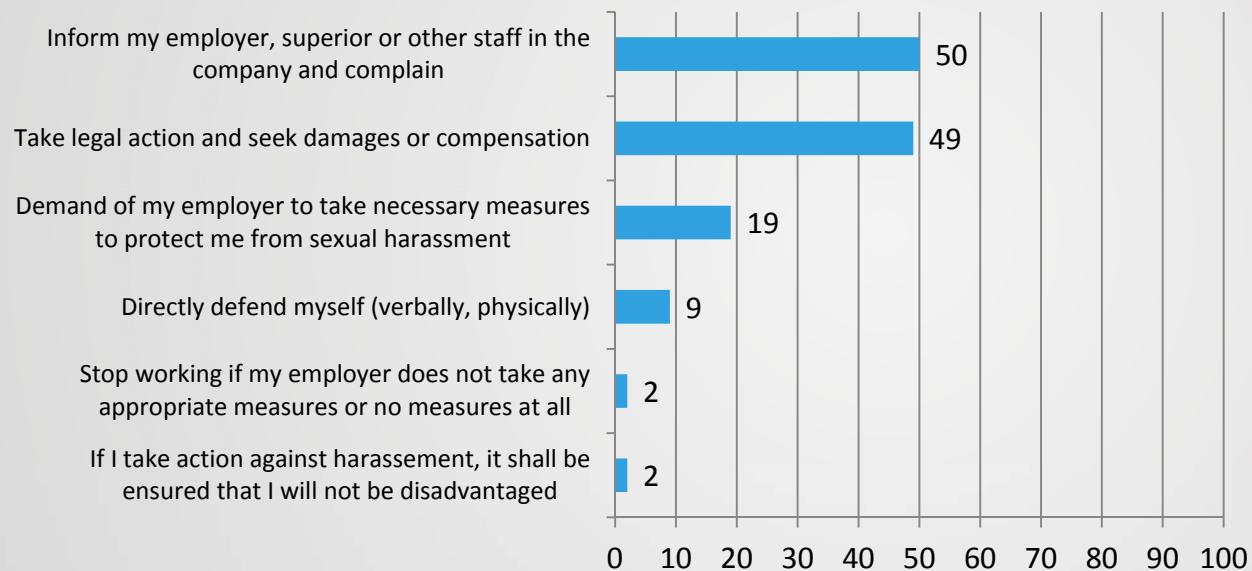
Sexual harassment most frequently happens in the office or during social events.

Women
Men



Knowledge of statutory rights

What do you think are your statutory rights when you are being sexually harassed in the workplace?



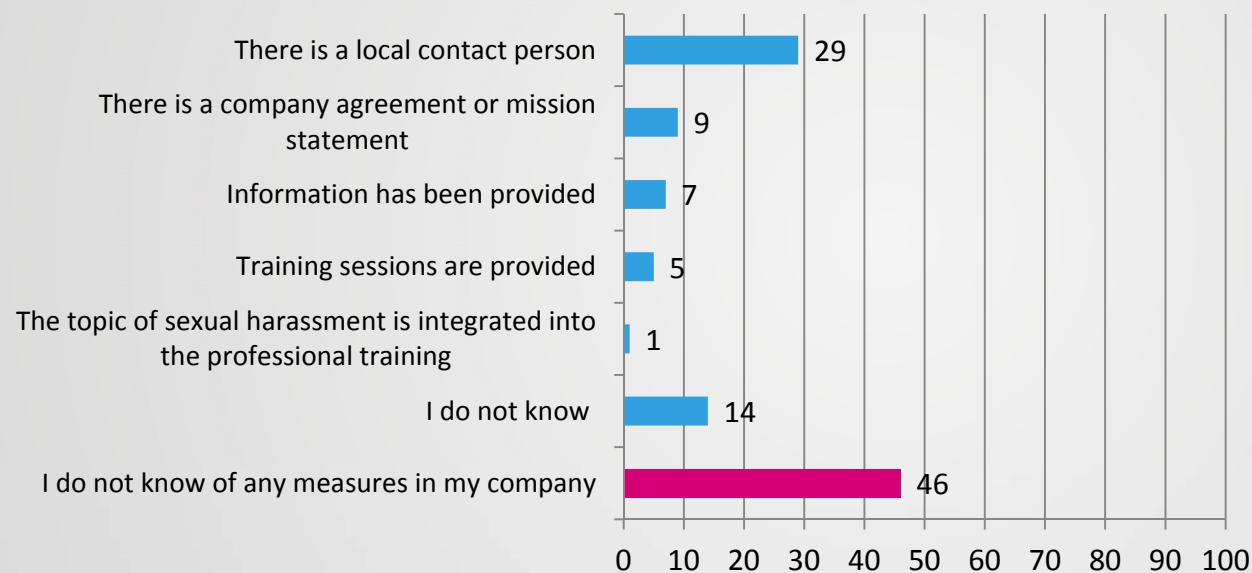
Base: All interviewees / Data in % / Multiple answers possible

Only every 5th employee knows that her or his employer has to protect her or him against harassment.



Knowledge about protective measures in the workplace

What types of measures exist in your workplace to prevent sexual harassment?



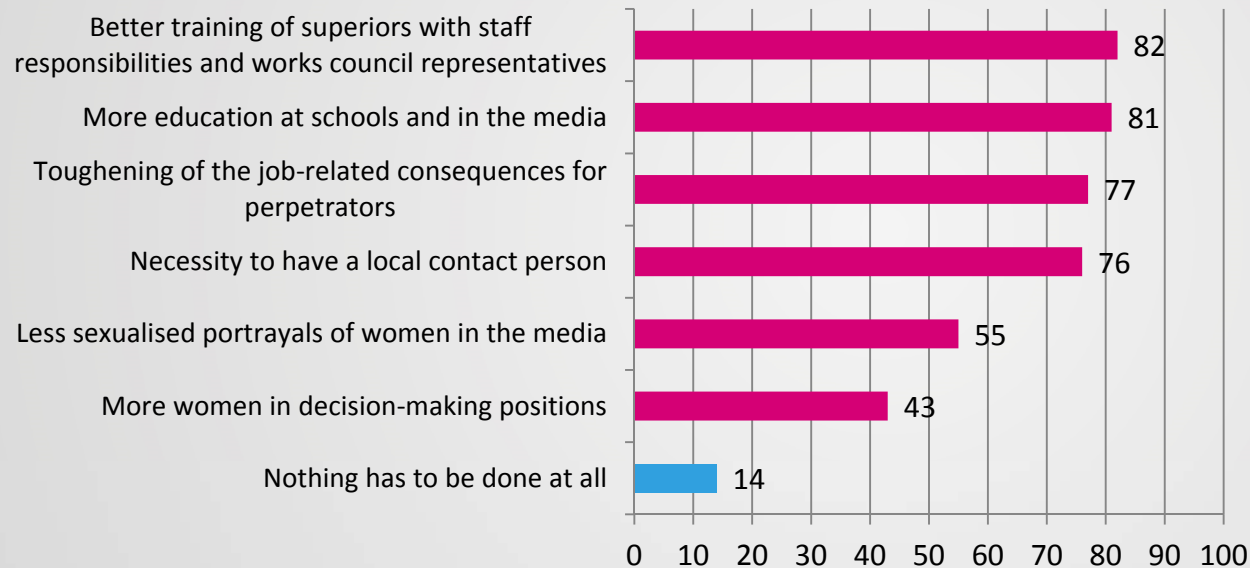
Base: All interviewees / Data in % / Multiple answers possible

Almost every second interviewee is not aware of any measures against sexual harassment in her or his company. Only about one fifth of the respondents know about a contact person. Only about one tenth mention the existence of an agreement or a mission statement.



Need for action (from the point of view of the respondents)

What do you think needs to be done to stop sexual harassment in the workplace in Germany?



Base: All interviewees / Data in % / Specified is the sum of „totally agree“ and „somewhat agree“

More than half of the interviewees are in favor of nearly all of the suggested measures for the fight against sexual harassment in the workplace.

Only 14 % think that nothing has to be done at all.