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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

**Survey of 667 superiors with staff responsibilities
(SWSR) and works council representatives**

*Carried out by SUZ – Sozialwissenschaftliches Umfragezentrum
GmbH Duisburg*

on behalf of the Federal Anti-Discrimination Agency

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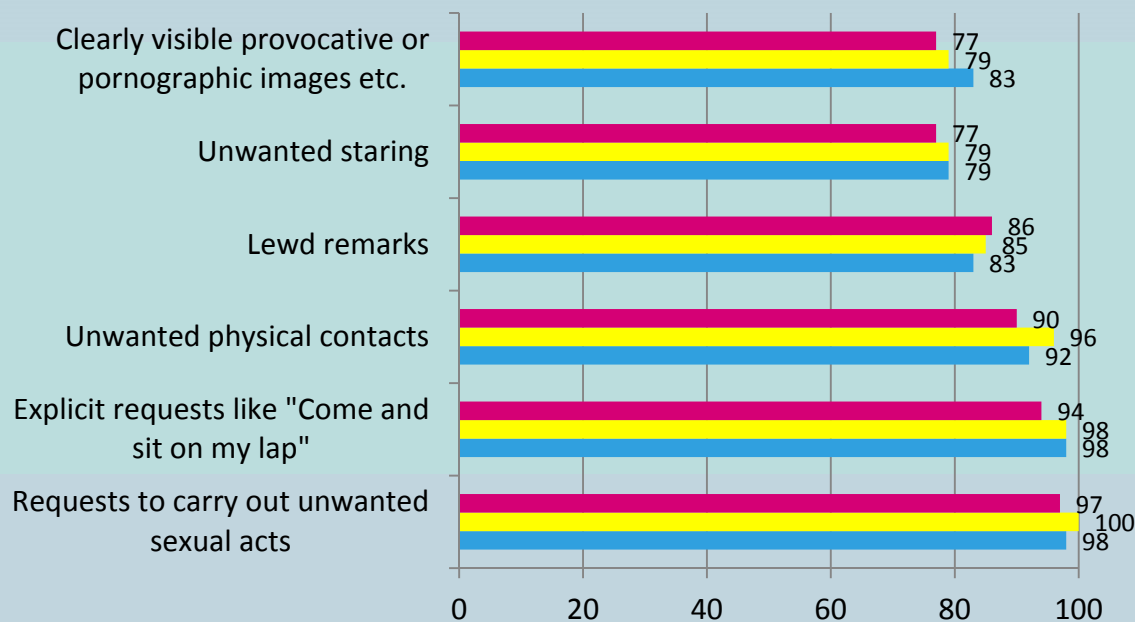
Basic survey data

Who? Target population	Superiors with staff responsibilities and works council representatives from the private and public sector
How? Sample, Survey instrument, Contact attempts	<ul style="list-style-type: none">▪ Random sample of companies from the company database "bisnode"▪ by telephone or online▪ max. 10 contact attempts
How many? Number of interviews carried out	667 Interviews (of which 658 were carried out by phone and 9 interviews online)
When? Survey period	December 2014 - January 2015



Understanding of the term

To me, sexual harassment in the workplace is...



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

All listed forms of sexual harassment are considered as sexual harassment by more than 75 % of the respondents.

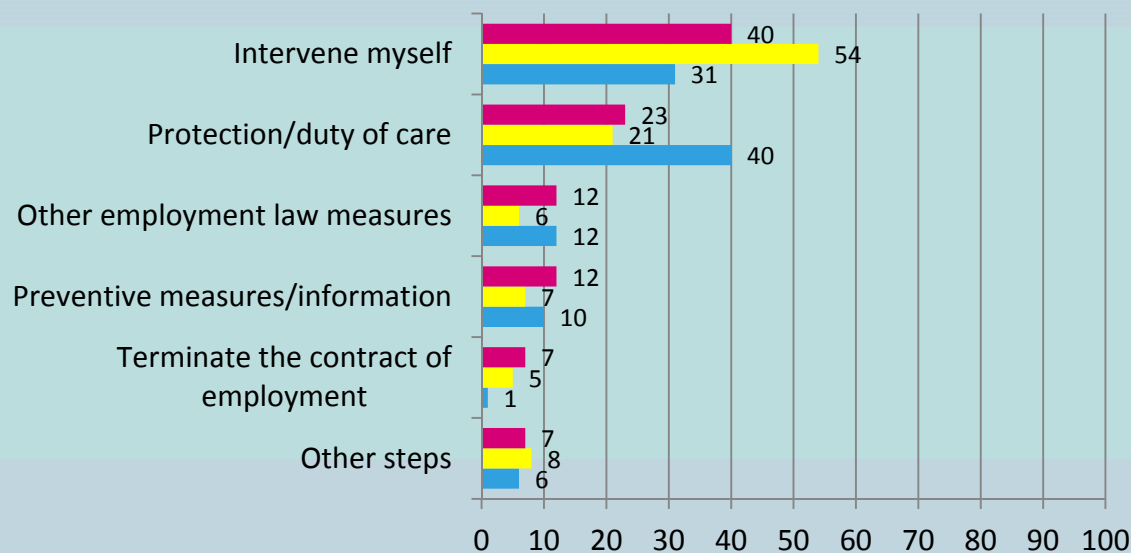
■ Works councils
■ SWSR in other departments
■ SWSR in the personnel department

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Obligations of employers

What do you think: Which obligations does an employer have concerning the protection against sexual harassment?



Superiors with staff responsibilities who do not work in the personnel department feel particularly obliged to intervene when incidents occur.

Terminating the contract of employment is rarely considered as an obligation.

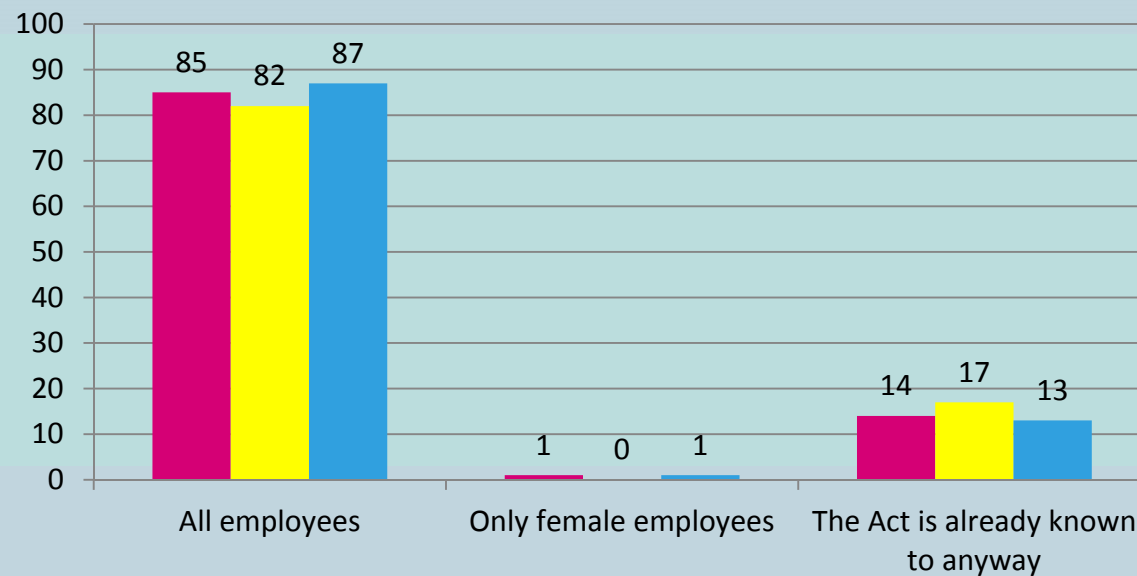
■ Works councils
■ SWSR in other departments
■ SWSR in the personnel department

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



Knowledge of duty to inform

What do you think: Who has to be informed by the employer about the prohibition of sexual harassment?



Base: All interviewees / Data in %

More than 80 % of works council representatives and superiors with staff responsibilities consider it to be their duty to inform *all* staff about the prohibition of sexual harassment in the workplace.

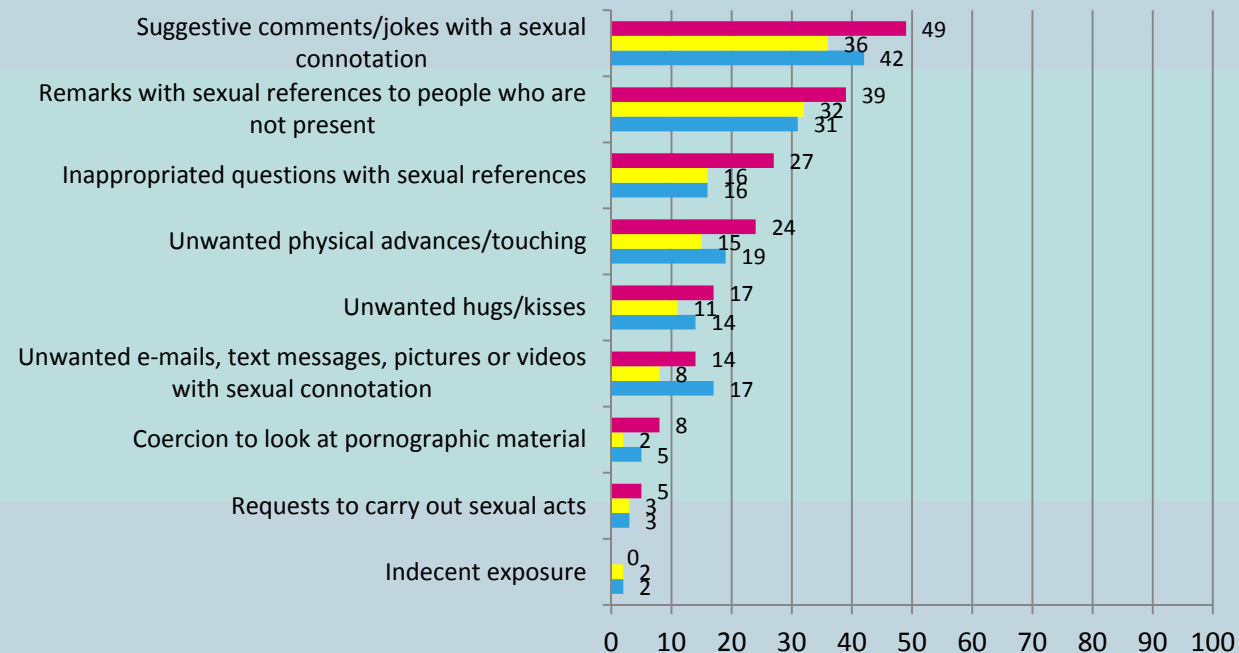
13 to 17 % are convinced that everyone is aware of this prohibition.

- Works councils
- SWSR in other departments
- SWSR in the personnel department



Own observations

Have you ever witnessed...



Base: All interviewees / Data in %

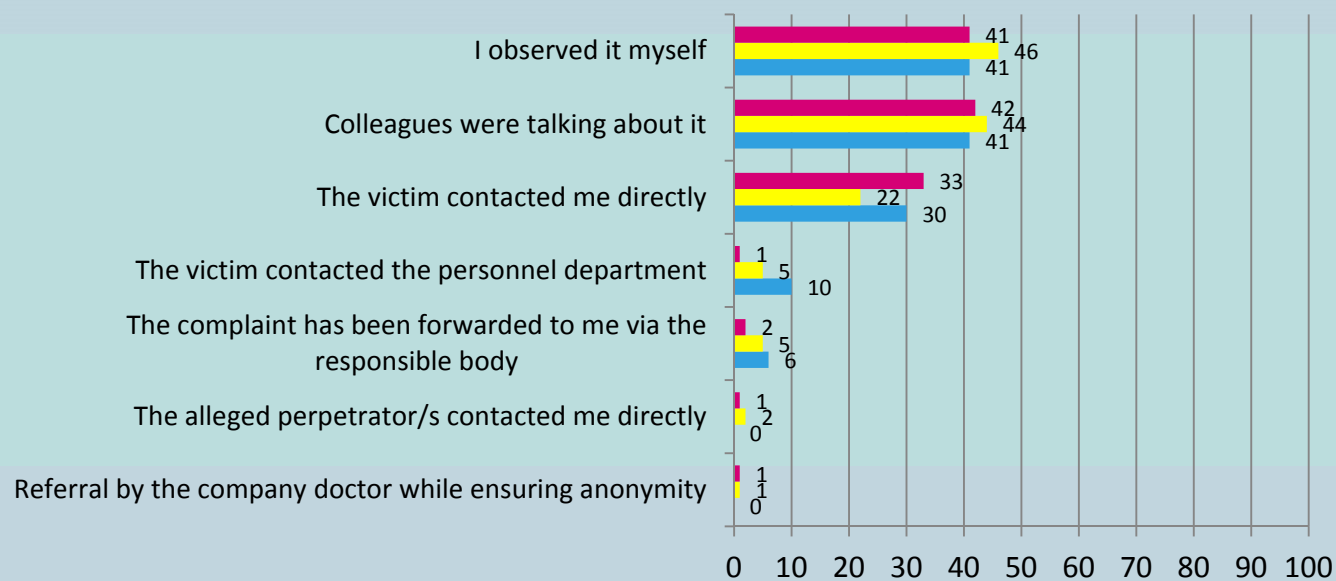
Executives and works council representatives witness sexual harassment in the workplace – and its different manifestations. Verbal harassment is observed most frequently.

■ Works councils
■ SWSR in other departments
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Ways in which respondents learn about the incidents

How did you learn about such incidents?



In most cases, the respondents learn about the incidents because colleagues talk about them or because of their own observations

■ Works councils
■ SWSR in other departments
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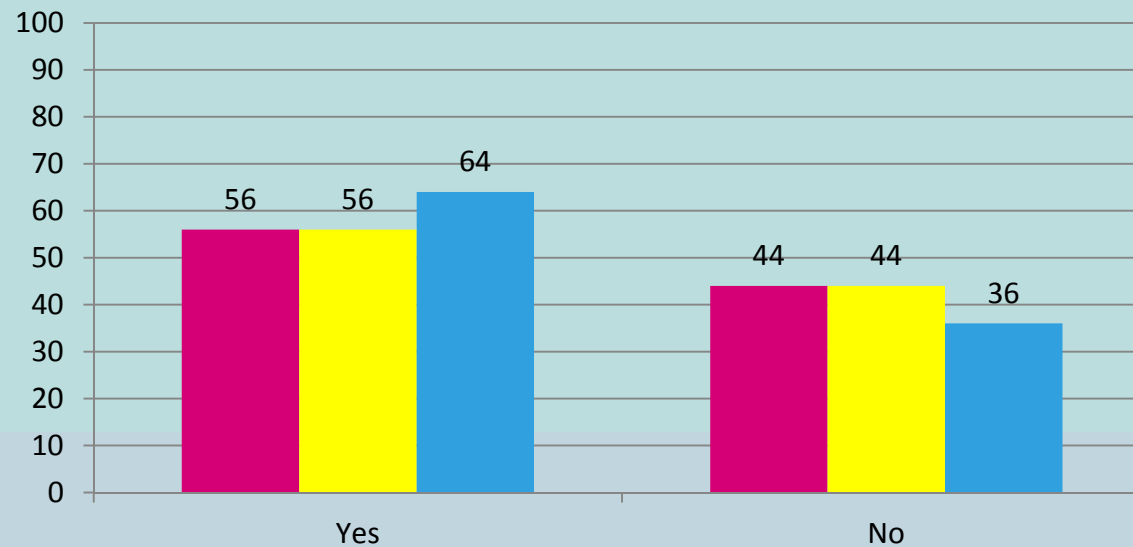
Base: All interviewees, who know about incidents of sexual harassment / Data in % / multiple answers possible

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Dealing with complaints

Has somebody in your company dealt with these incidents in any official way, i.e. investigated the incidents?



Base: All interviewees, who know about incidents of sexual harassment / Data in %

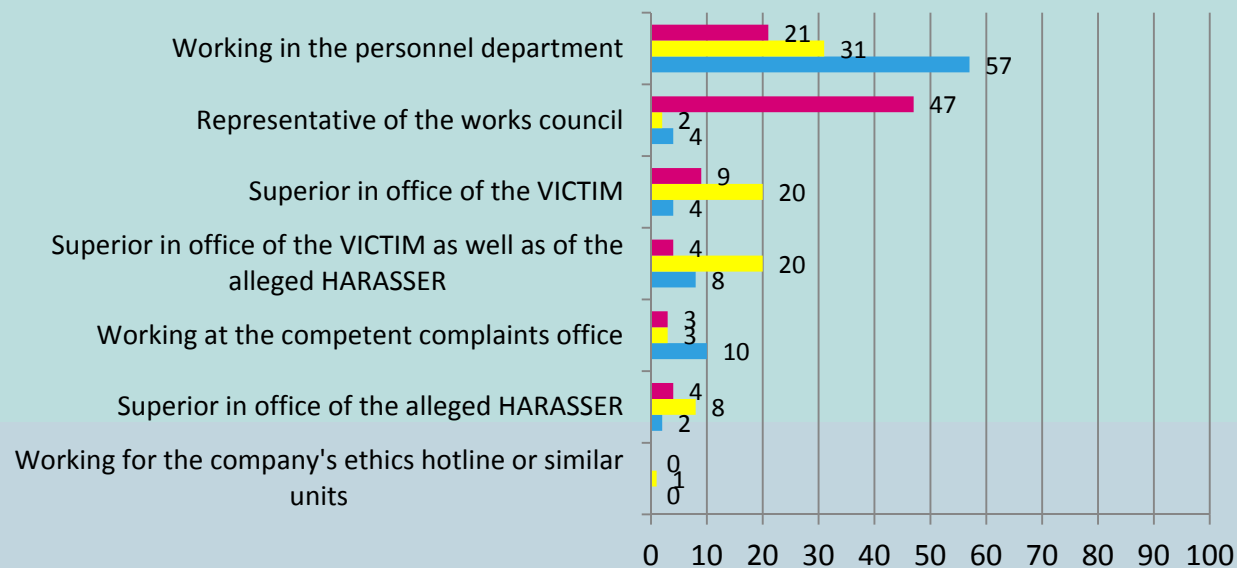
Respondents from personnel department more often report that somebody at the company has officially dealt with the incidents.

- Works councils
- SWSR in other departments
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Position of person entrusted with incidents

What was the position of the person within the company who was mainly entrusted with this incidents at the point of dealing with the complaints?



Base: All interviewees, who know about incidents of sexual harassment / Data in %

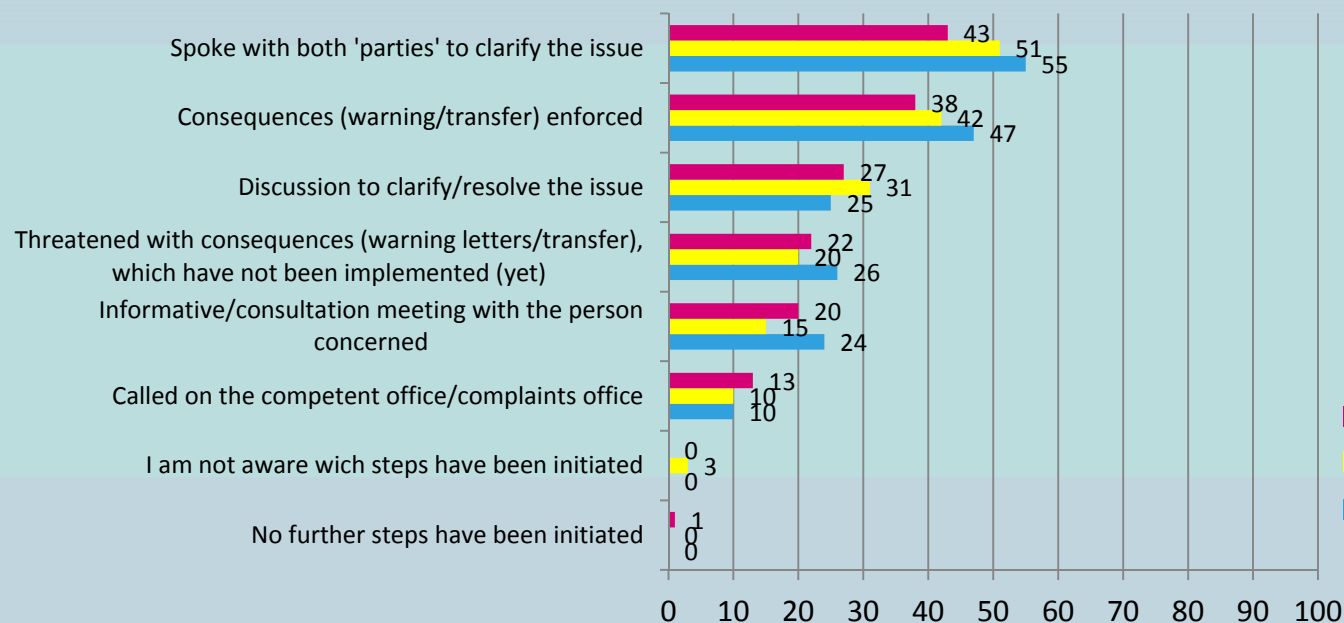
In most of the cases, a staff member from the personnel department is officially dealing with the complaints. SWSR from other departments more frequently state that the senior in office is dealing with these issues.

■ Works councils
■ SWSR in other departments
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Measures taken in cases of sexual harassment

What did the person do who was mainly entrusted with these incidents?



Base: All interviewees, who know about incidents of sexual harassment / Data in % / multiple answers possible

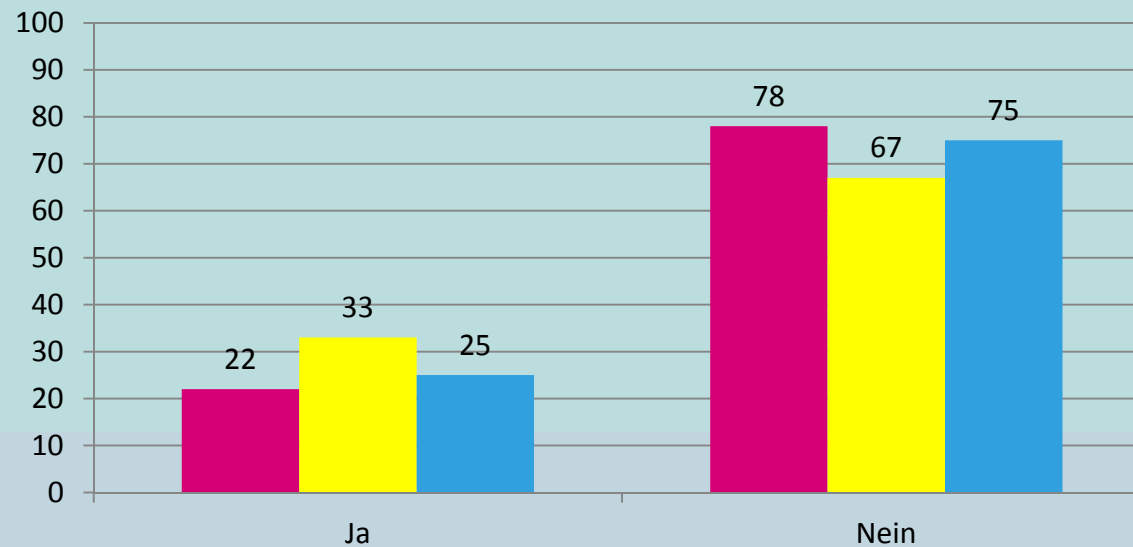
In most cases, companies reacted to complaints about sexual harassment. The most frequent answer was that there had been discussions with the people involved. Warning letters were issued in more than one third of the cases.

■ Works councils
■ SWSR in other departments
■ SWSR in the personnel department



Regulations how to deal with reports

Does your company have a company agreement or other mission statements which define how to proceed in cases of sexual harassment?



Base: All interviewees / Data in %

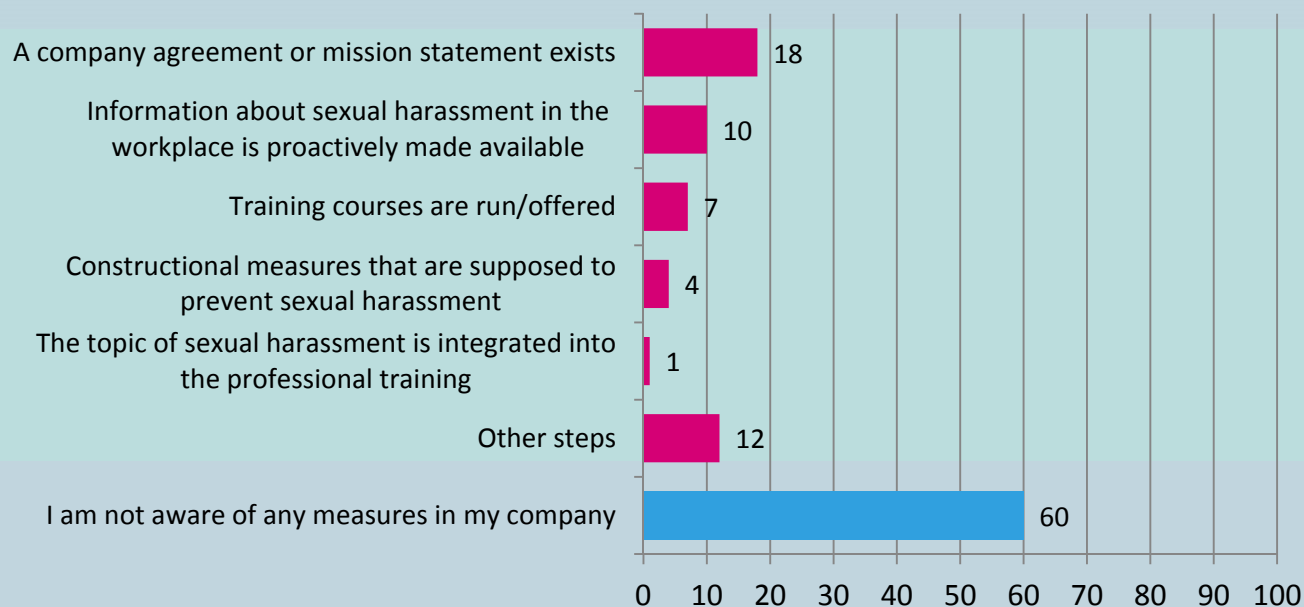
The majority of employers have no company agreements or mission statements in place which define how to proceed when a case of sexual harassment becomes known.

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Knowledge about protective measures in the workplace

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



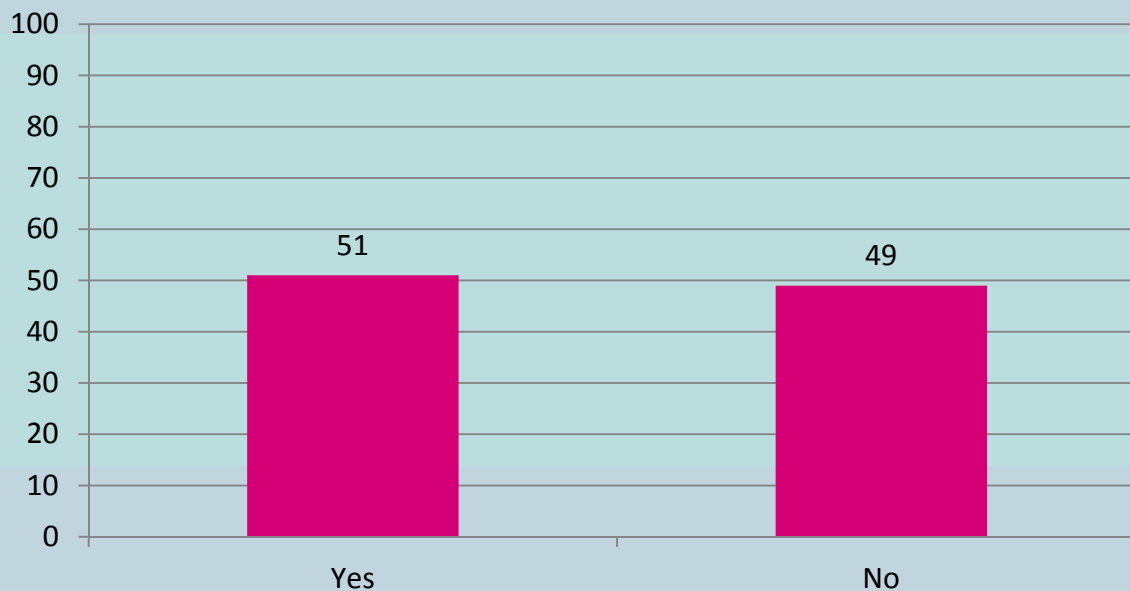
Base: All interviewees / Data in % / Multiple answers possible

60 of the interviewed SWSR and works council representatives are not aware of any measures against sexual harassment in the workplace in their company/administration.



Complaints offices in the company

Is there a complaints office in your company which is responsible for cases of sexual harassment?



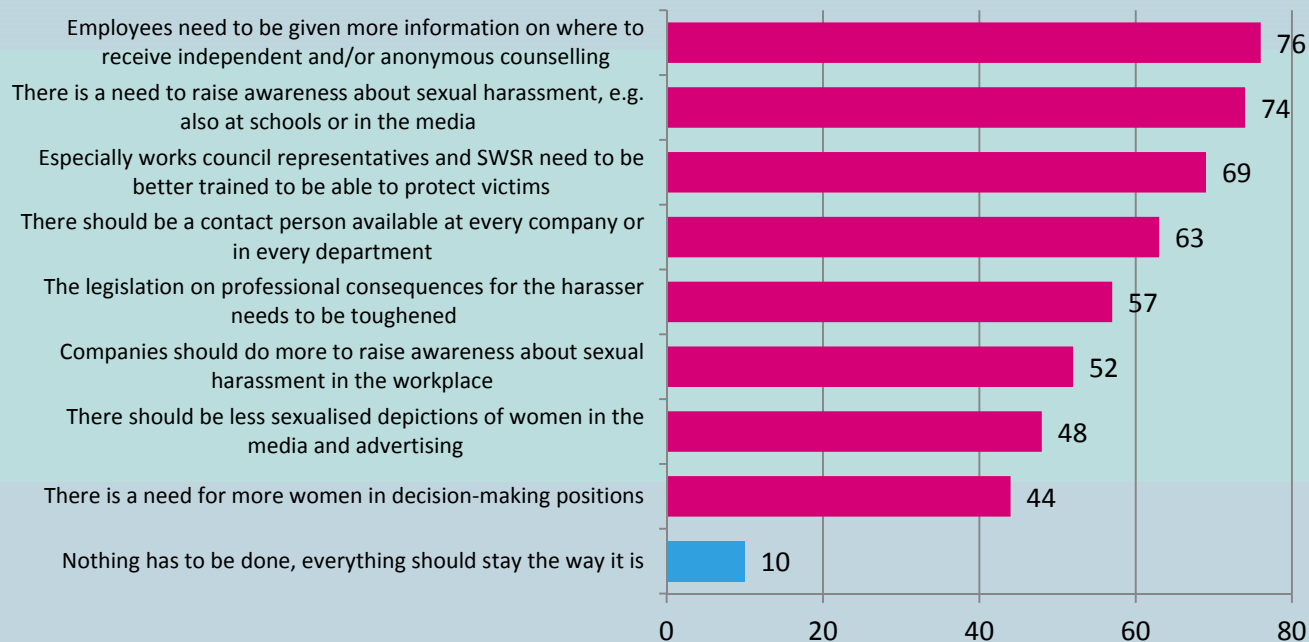
Almost fifty percent of the companies do not have a complaints office responsible for cases of sexual harassment.

Base: All interviewees / Data in %



Need for action (from the point of view of 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“

The respondents are mainly calling for more information for employees on counselling possibilities, public information on sexual harassment and the provision of trainings for works council representatives and SWSR.