



Gender-based violence and proactive work

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Enkätstudie om:
**Genusbaserad utsatthet
och sexuella trakasserier
i svensk högskolesektor**



Survey on:
**Gender-Based Violence
and Sexual Harassment
in the Swedish Higher
Education Sector (KI)**

Sexual harassment, incivility, gender-based violence

- Sexual harassment is defined as “conduct of a sexual nature that violates someone’s dignity”.
- In Sweden, sexual harassment is regulated in the Swedish Discrimination Act (“DA”) and the Swedish Work Environment Act (“WEA”) and is prohibited by law.
- Sexual harassment could be comments, words, touch, gaze, unwelcome compliments, invitations and allusions.
- *Workplace incivility* is defined as “low-intensity deviant behavior with ambiguous intent to harm the target, in violation of workplace norms for mutual respect. Uncivil behaviors are characteristically rude and discourteous, displaying a lack of regard for others”.
- The concept of gender-based violence is used to highlight the importance of how a number of inequalities and power structures in society, linked to gender, gender identity, class, race/ethnicity, sexuality, function and age, contribute to vulnerability.

Gender-based violence - an umbrella term used in research to describe different forms of harassment and violence

- The purpose is to create an understanding that being exposed to different forms of harassment is complex and include interlinked experiences that take place during a lifetime
- Discrimination, bullying, abuse, unequal treatment, incivility, harassment and sexual harassment are all expressions of how abuse of power creates experiences of violence. This approach is established in large parts of the international research field
- In research, sexual harassment is often combined with intersectional frameworks of understanding, i.e. power axes in a society intersect with each other and contribute to oppression and subordination in different ways



Double discrimination against women

A report on gender-based violence in the form
of incivility and sexual harassment at KTH

Anna Wahl och Åsa-Karin Engstrand,
KTH och KTH Equality Office



Double discrimination against women

Results on gender-based violence:

- Women at KTH experience a higher degree of exposure to gender-based violence than men at KTH.
- Women at KTH experience a higher degree of exposure to gender-based violence than women in the sector as a whole.

Results on incivility:

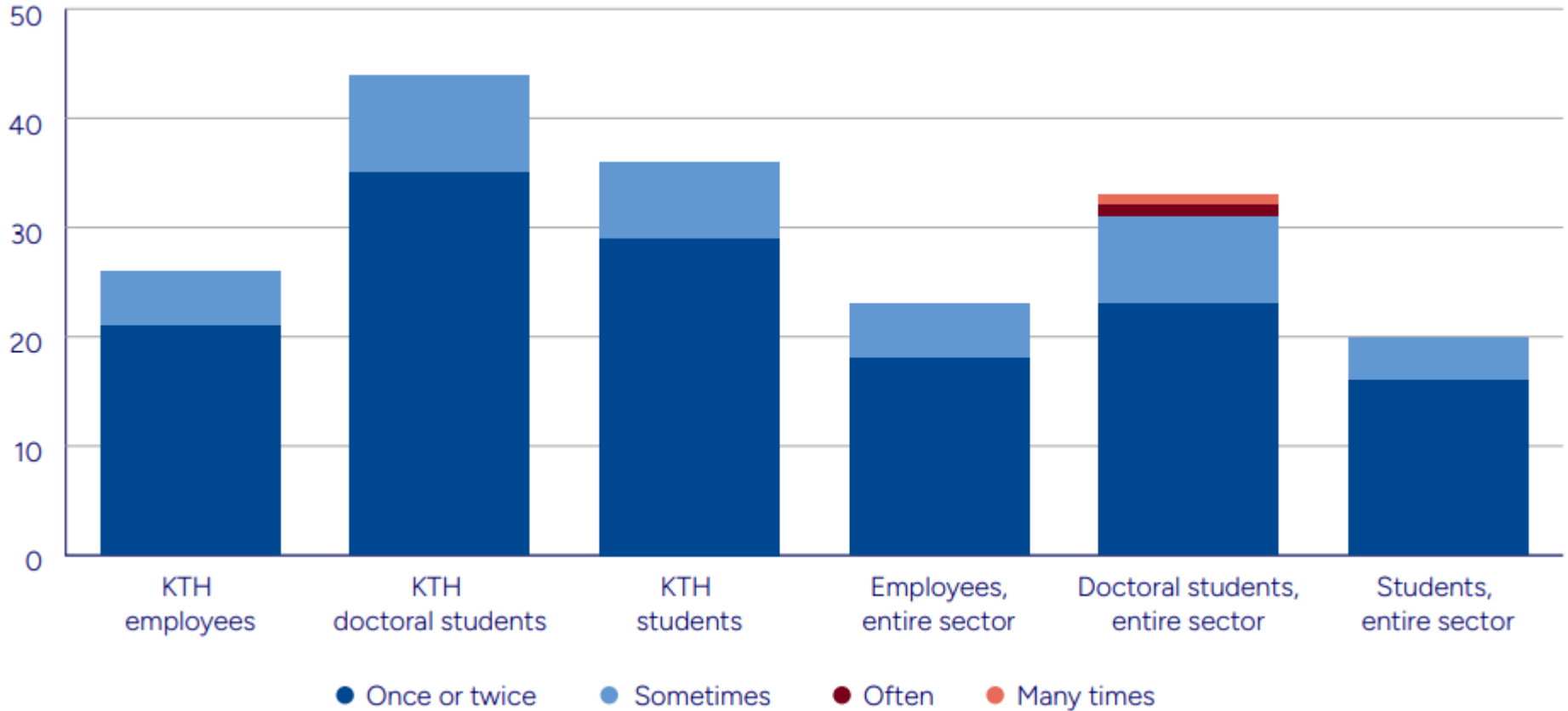
- Women at KTH experience more incivility than men.
- Male employees are the group that reports the lowest percentage in relation to most questions.
- Compared to the entire sector, female students at KTH are more vulnerable than female students in the sector as a whole.
- For men, there is no difference between KTH and the sector in general in terms of being exposed to incivility.

Double discrimination against women

Results on sexual harassment:

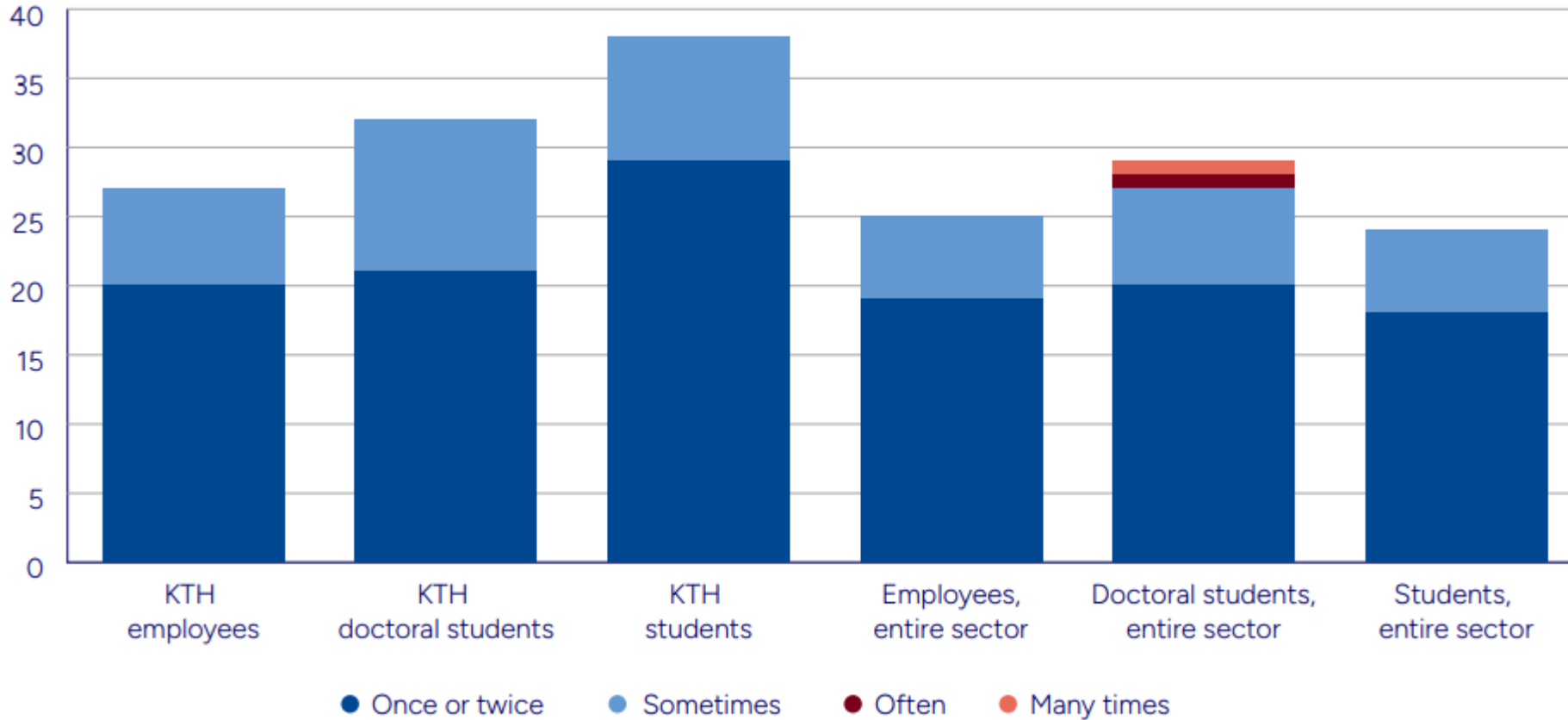
- In response to the direct question about exposure to undesired sexual attention, women experience a higher degree of exposure than men, and women at KTH experience a higher degree of exposure than women in the entire sector.
- The most common types of behaviour to which women are subjected at KTH are being asked questions about their private life in an uncomfortable or disconcerting manner, being looked at in an uncomfortable or disconcerting manner, and receiving comments about their appearance or age.
- Women at KTH in general, and female students in particular, are doubly affected; they are subjected to both incivility and sexual harassment.
- In the seminars with PhD students, a consistent theme in the situations of sexual harassment was that they often occurred in informal contexts.
- Of women at KTH, 13 percent report that someone has touched them physically in a disconcerting manner, compared to six percent of women in the entire sector, e.g. by grabbing, holding, kissing, hugging or caressing them.

In your work/studies, has anyone ever asked questions about your private life in an uncomfortable or disconcerting manner?



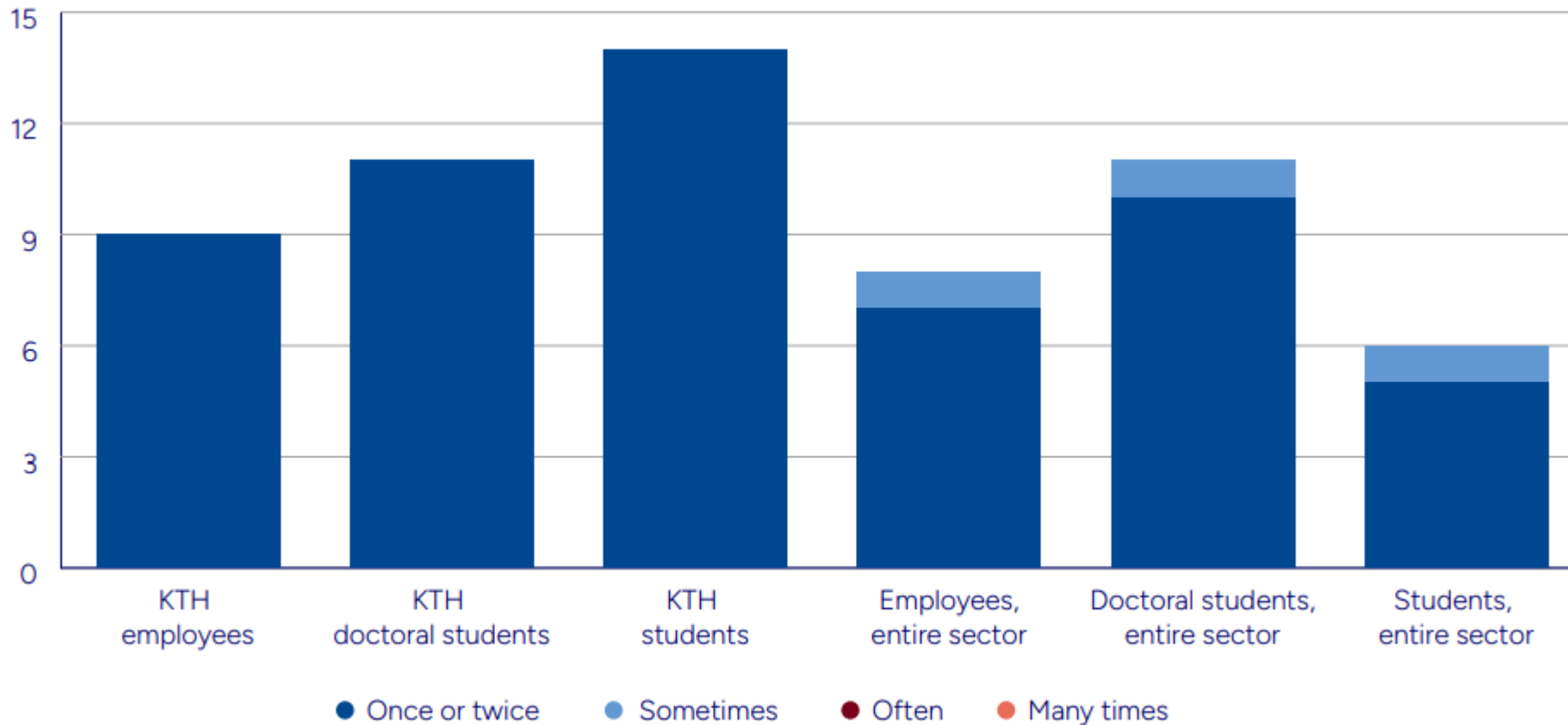
Sector; 95% Confidence interval approximately: $\pm 0,5$ - ± 1

In your work/studies, has anyone ever looked at you in an uncomfortable or disconcerting manner?



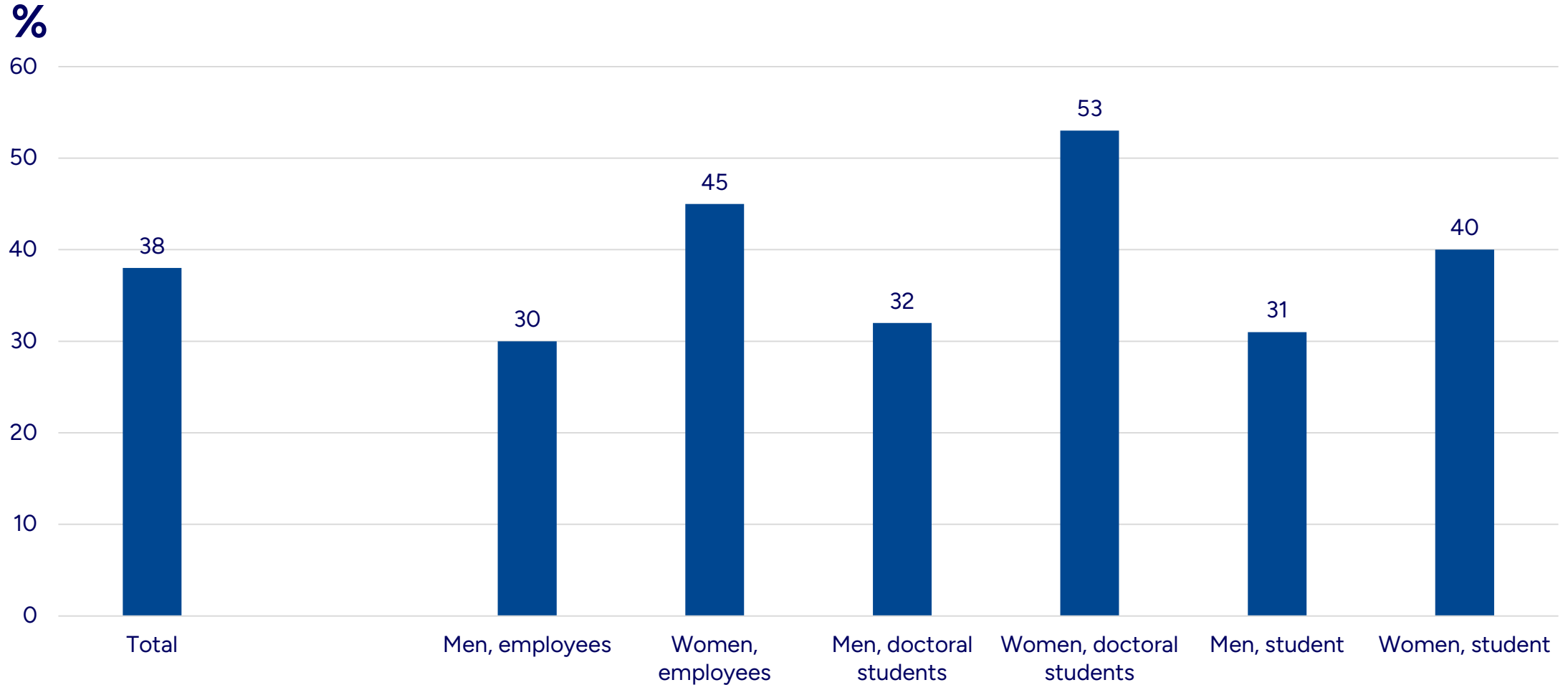
Sector; 95% Confidence interval approximately: $\pm 0,5$ - ± 1

In your work/studies, has anyone ever touched you in a sexual way, e.g. by grabbing, holding, kissing, hugging or caressing you in an uncomfortable or disconcerting manner?



Sector; 95% Confidence interval approximately: $\pm 0,5$ - ± 1

Some of the Yes-options on at least one behavioural question (Latcheva)



Primary data, N= 38 917



Instructions for group exercises aimed at reducing incivility and sexual harassment at KTH

- Do NOT discuss what the victim should do in the situation
- Focus on what we all can do as colleagues, managers and leaders

- Discuss one question or issue at a time
- Appoint a member of the group to keep an eye on the time
- Ensure that everyone is given an opportunity to have their say
- Ensure that the available time is shared equally
- The aim is to share reflections – not debate issues
- Listen actively to each other
- Each participant takes responsibility for what he or she wants to share
- Do not spread details of the group's discussion outside the group, unless it is agreed to do so

Reach agreement on the information that is to be shared with the larger group

Group discussions on incivility

Begin by allocating a few minutes during which each participant thinks about the results and writes down some reflections about them, then go round the group and allow each participant to share their reflections.

1. How can we work to achieve a culture where attention is paid to people's statements and opinions, and where interest is shown?
2. How can we create a culture where we don't interrupt or "speak over" each other?
3. How can a culture be created where we address each other with respect?
4. What can be done in a situation where someone feels ignored?
5. How can we react to inappropriate jokes and jokes that are made at someone's expense?

What do you want to share with the larger group?

Group discussions on sexual harassment

Begin by allocating a few minutes during which each participant thinks about the results and writes down some reflections about them, then go round the group and allow each participant to share their reflections.

1. How can we increase awareness of the inappropriateness of asking questions about someone's private life in an uncomfortable or disconcerting manner?
2. How can we increase awareness of the inappropriateness of looking at colleagues and making comments about their appearance and age in an uncomfortable or disconcerting manner?
3. How can we increase awareness of the risks of sexual harassment in informal contexts? What appropriate measures can be taken or implemented by managers?

What do you want to share with the larger group?