



**Risk Assessment instrument:
measuring the incidence and prevalence
of sexual harassment at the workplace**

**CREA, University of Barcelona
Nicosia, June 27th**



Content

1) The ASTRAPI Risk Assessment Tool: a result of the **co-creation process**

2) Pilot's **First results**

ASTRAPI in one of the leading scientific journals

GENDER, WORK & ORGANIZATION

ORIGINAL ARTICLE | [Free Access](#)

“Without support, victims do not report”: The Co-creation of a workplace sexual harassment risk assessment survey tool

Impact factor: 3.465

2020 Journal Citation Reports (Clarivate Analytics): 130/226 (Management) 4/44 (Womens Studies)

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[Early View](#)

Online Version of Record
before inclusion in an issue



1) How have we achieved it? The co-creation process



2) Who was involved?



3) What has this process contributed?

HOW? Communicative methodology (CM) oriented towards Co-creation of knowledge

- **The communicative orientation of the research proposal entails a process of co-creation of scientific knowledge which favours the uptake of the scientific results by society (because of the already established collaboration and because it responds more effectively to the real needs and problems of the society).**
- **Recommended by the European Commission** for research with vulnerable groups (European Commission, 2010; Munté, Serradell & Sordé, 2011).



Violence Against Women

Breaking the Silence at Spanish Universities: Findings From the First Study of Violence Against Women on Campuses in Spain

Rosa Valls, Lidia Puigvert, Patricia Melgar, more... [Show all authors](#)

First Published January 29, 2016 | Research Article | [Find in PubMed](#) | [Check for updates](#)

<https://doi.org/10.1177/1077801215627511>

Article information

Altmetric 196



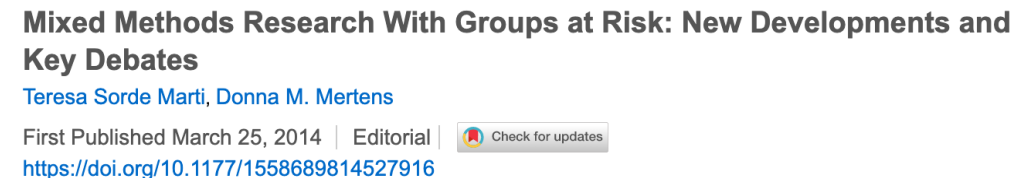
Journal of Mixed Methods Research

MMIRA Mixed Methods Research

5.267 Impact Factor

5-Year Impact Factor 5.705

Journal Indexing & Metrics



Mixed Methods Research With Groups at Risk: New Developments and Key Debates

Teresa Sorde Marti, Donna M. Mertens

First Published March 25, 2014 | Editorial | [Check for updates](#)

<https://doi.org/10.1177/1558689814527916>



Promoting egalitarian dialogue through CM

- An egalitarian relationship **does not imply the same knowledge**, but sharing what each one says, **not depending on power claims but on the best arguments**
- Research professionals have the responsibility of contributing to the dialogue of research **with the accumulated knowledge of the international scientific community**

The Co-creation process



Phase 1. AST design and validation

Phase 2. AST piloting

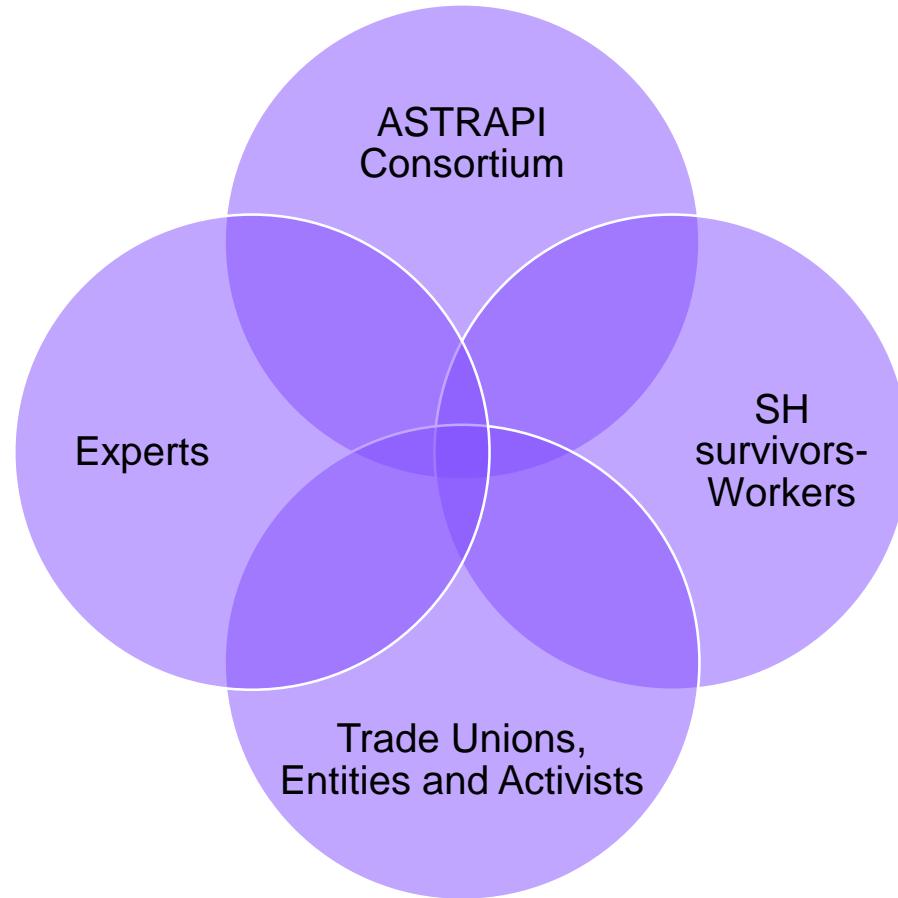
2.1. **Validation with ASTRAPI Consortium members** (review, meetings and translation).

2.2. **Implementation of the AST in 5 countries:** Spain, Denmark, Cyprus, Greece, Bulgaria and Cyprus.

2.3. **Extraction of improvements and recommendations** concerning the usability and adaptability of AST.

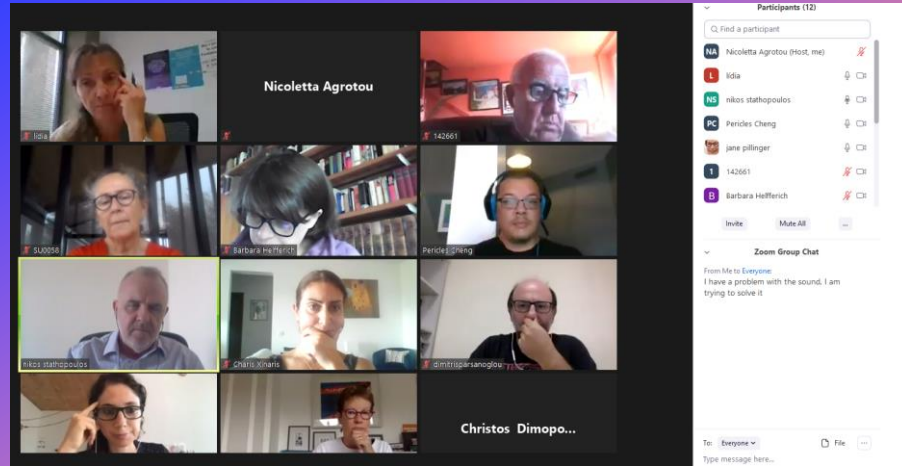
2.4. **Analysis of the data obtained** from the AST piloting.

WHO has been involved in the process?



ASTRAPI Consortium

- Discussion in team meetings
- Validation via email
- Feedbacks and proposals for improvement



Experts & Trade Unions

- Discussion and validation with experts from **5 different fields of knowledge**: Economics and Business; Law; Education; Political Science and Sociology. |


SH survivors & Activists

- Contributions from **women workers with lower levels of education** (e.g. domestic workers), and of members of the **Solidarity Network of Victims of Gender Violence in Universities**. |





Designing the AST, including collective perspectives

- Modification and expansion of items
 - Adaptation to specific contexts
 - Reinforcement of trade unions' contributions to WSH beyond the actual legal perspective.
 - Inclusion of the perspective of WSH survivors: protection measures, strategies for greater outreach, community approaches, etc.
- 

Results of the revision: 6 sections

Section 1: Personal data (15 items).

Sections 2: Gender harassment (21 items)

Sections 3: Unwanted sexual attention (24 items)

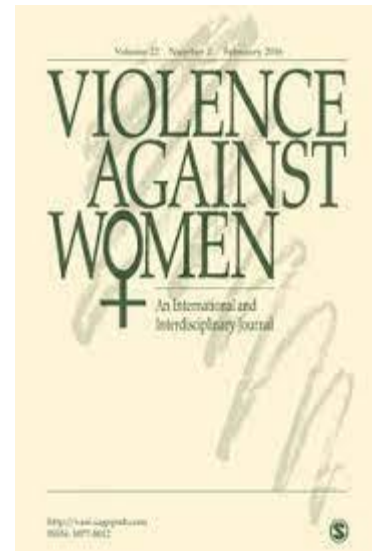
Section 4: Sexual coercion (14 items)

Section 5: WSH circumstances (14 items)

Section 6: Institutional gender perspective (24 items)

First risk assessment tool including IGV perspective.

- IGV: “any kind of violence against those who advocate for gender violence victims. The objective of such violence is to isolate gender violence victims and discourage reporting or receiving support, in order to maintain the impunity of gender violence” (Vidu, et al; 2021; p.185).
- **The relationship between IGV and WSH was not identified in the review of the scientific literature on WSH, nor the guidelines provided by international organizations.**



Survivors

Risk prevention systems and tools must consider this **connection between lack of protection of victim's support networks and difficulty for victims to report:**

*It's a very hard process for the victims because it always involves a lot of questioning [...] And what was the key to moving forward with the complaint and being able to be well and succeed? Well, **it was the support we received [...]. However, then we saw that the attacks also went to those supports. That was really hard [...]. It is essential to realize that the lack of complaints comes from attacks on the people who support us (Sara, WSH survivor).***



Experts

Need to incorporate the **consequences suffered by the victims of IGV** in risk assessment initiatives:

*The first victim who dared to report and those who supported her **have been really crushed**, in terms of slander on social networks, even in the press. And also, labour consequences. After that, when one of us applies for a position, there is always someone who says, "well, it has been said that these people..."*



International Journal of
*Environmental Research
and Public Health*

Open Access Article

Health and Well-Being Consequences for Gender Violence Survivors from Isolating Gender Violence

by  [Adriana Aubert](#) *   and  [Ramon Flecha](#)  

Department of Sociology, University of Barcelona, 08034 Barcelona, Spain

* Author to whom correspondence should be addressed.

How have we included the IGV perspective in the AST?

1

Considering the **relationship** between WSH and IGV

2

Collecting the **consequences** suffered by those who advocate for WSH victims

3

Including items that allow **bystanders** to report WSH situations.



Examples

2.9. In the case of having witnessed that someone has experienced any of the situations described in the previous questions:

Have you contacted the affected person or offered any help?

Yes

No

2.9.a. If not, why not? Please, select the options you consider most representative.

For fear that providing support could have personal repercussions for me

For fear that providing support could have employment repercussions for me

For fear that providing support could have consequences for my environment (e.g., other colleagues, family members, etc.)

It was a situation that did not concern me

Others

2.9.b. If yes, did it imply any negative consequences for you, or were you afraid to receive any negative consequences?

Yes

No

2.9.b.a. If yes, did you identify any of the following consequences?

Please, select the options you consider most representative

Feeling uncomfortable in the workplace

Difficulty concentrating or performing tasks

Avoid socializing with people at work

Fear of going to work

Consider leaving work

Leave the job

Depression or adverse psychological consequences

Problem socializing with friends or family

Others

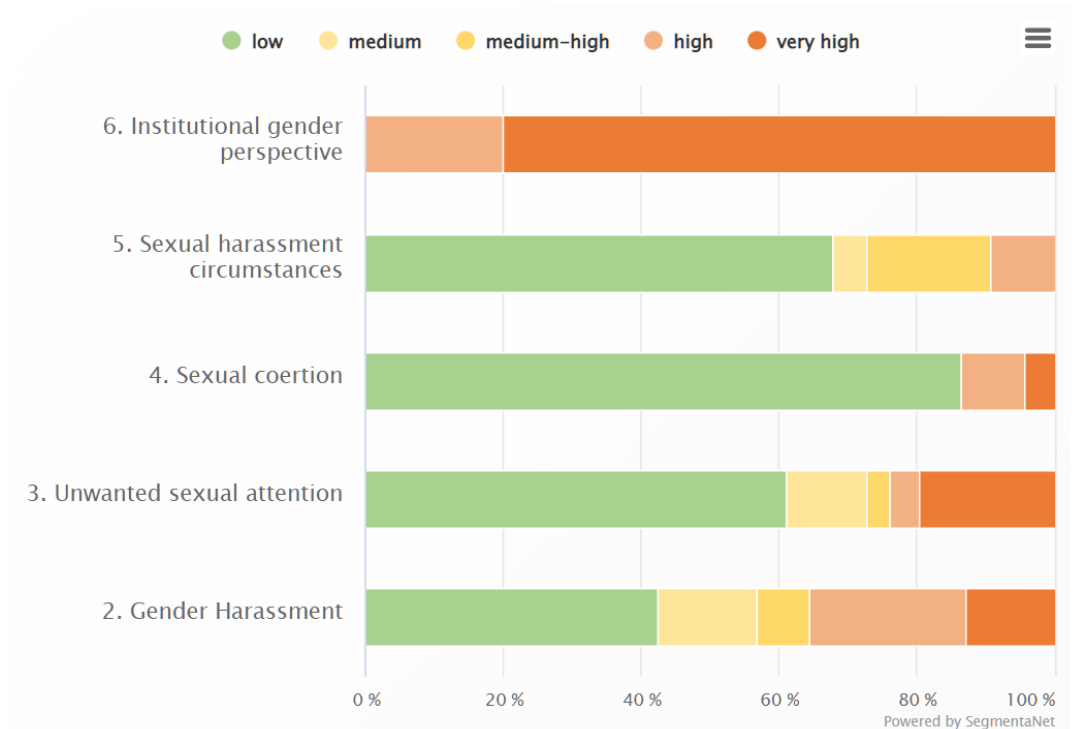
Important remarks

- AST collects situations experienced or witnessed in the last **12 months** (UN Women, 2019). However, item 2.10. allows the identification of WSH incidents prior to the last 12 months.
- Collects the potential impact of **COVID-19 pandemic** in working conditions and WSH incidents (items 5.7; 5.7.1, 5.8).



Measurement of the WSH levels of risk intensity

- Provide a reliable and valid tool to define **WSH levels of risk intensity** in European organizations.
- Provide a **prevention and monitoring tool**, essential to address **low reporting rates** (ILO, 2016; UN Women, 2019).
- Improves WSH data collection to advance towards **greater comparability** of data across European countries (ILO, 2016; UN Women, 2019).



Content

1) The ASTRAPI Risk Assessment Tool: a result of the **co-creation process**

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OVERALL RESULTS



Co-funded by the Erasmus+ Programme of the European Union



Country

None selected

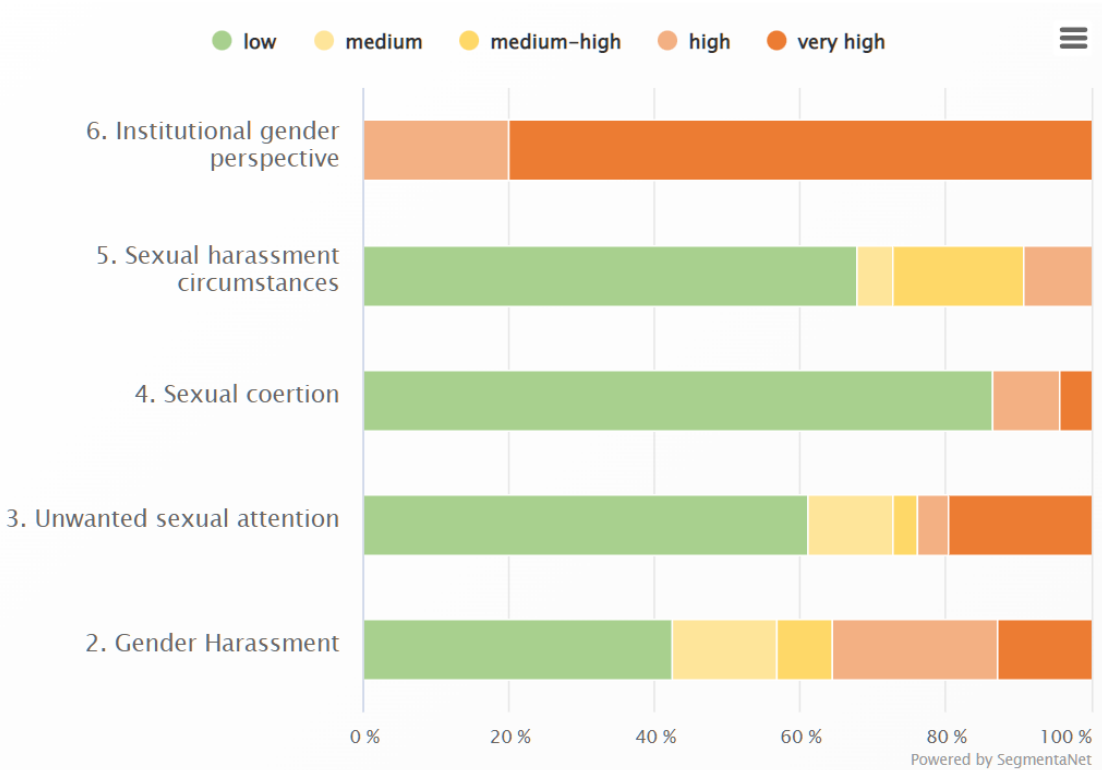
Filter

FREQUENCY AND PERCENTAGE PER LEVEL OF RISK / INCIDENCE

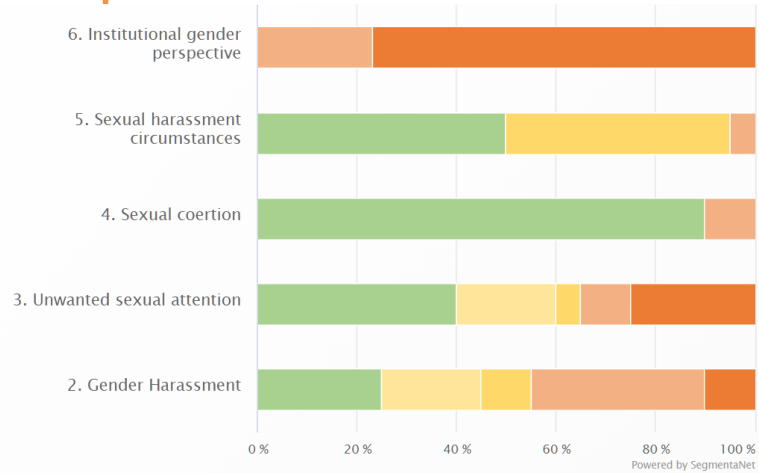
Number of respondents: 119

	LOW		MEDIUM		MEDIUM-HIGH		HIGH		VERY HIGH	
	F	%	F	%	F	%	F	%	F	%
2. Gender Harassment	50	42.4	17	14.4	9	7.6	27	22.9	15	12.7
3. Unwanted sexual attention	72	61	14	11.9	4	3.4	5	4.2	23	19.5
4. Sexual coercion	102	86.4					11	9.3	5	4.2
5. Sexual harassment circumstances	80	67.8	6	5.1	21	17.8	11	9.3		
6. Institutional gender perspective							16	20	64	80

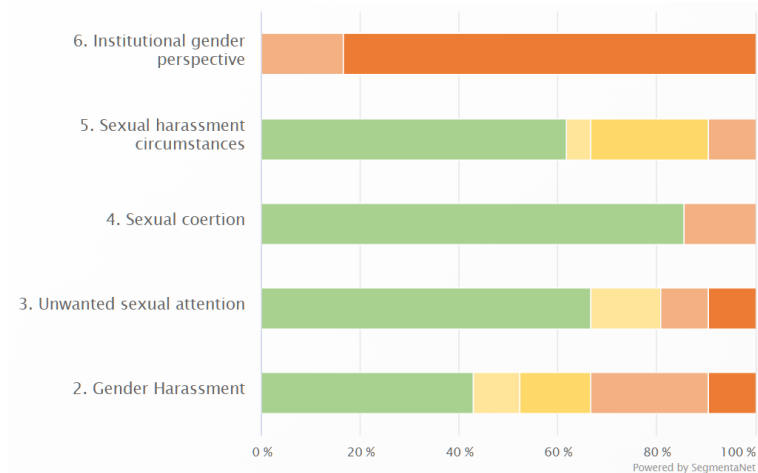
COUNTRY	RESPONDENTS
Cyprus	20
Greece	21
Denmark	28
Bulgaria	29
Spain	21



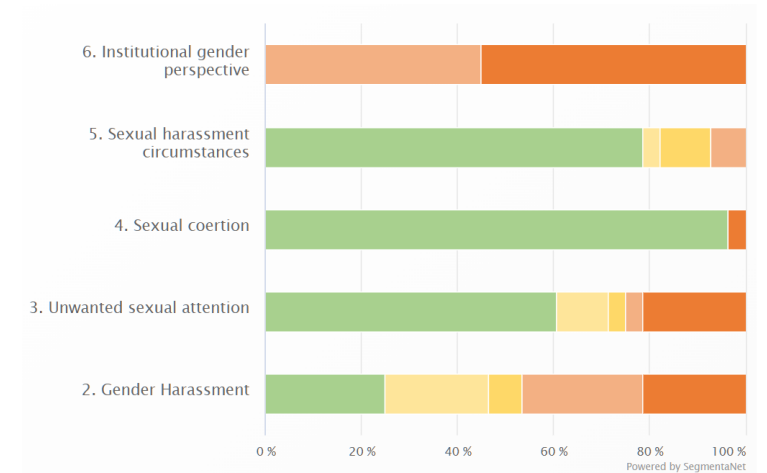
RESULTS BY COUNTRY



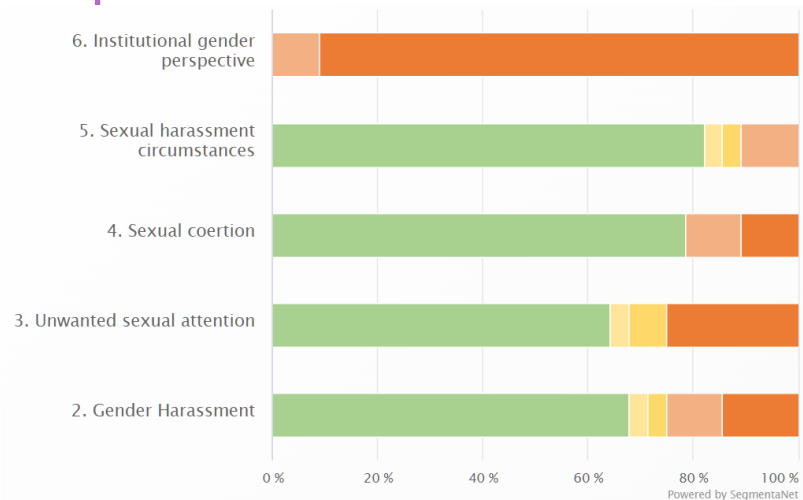
CYPRUS



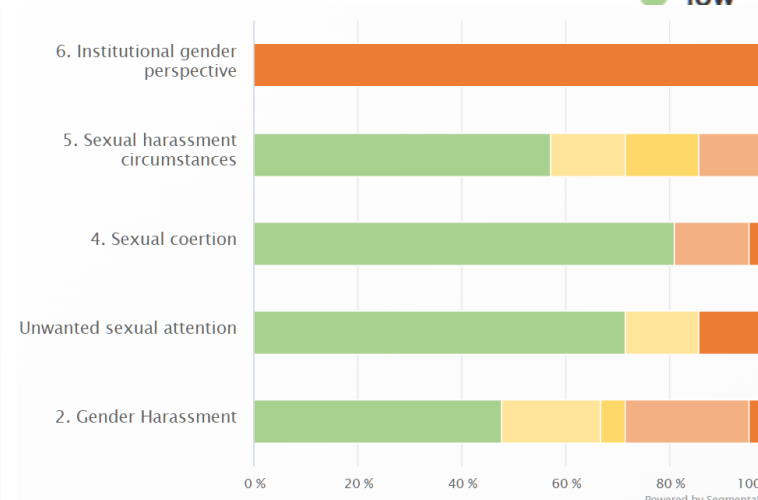
GREECE



DENMARK



BULGARIA



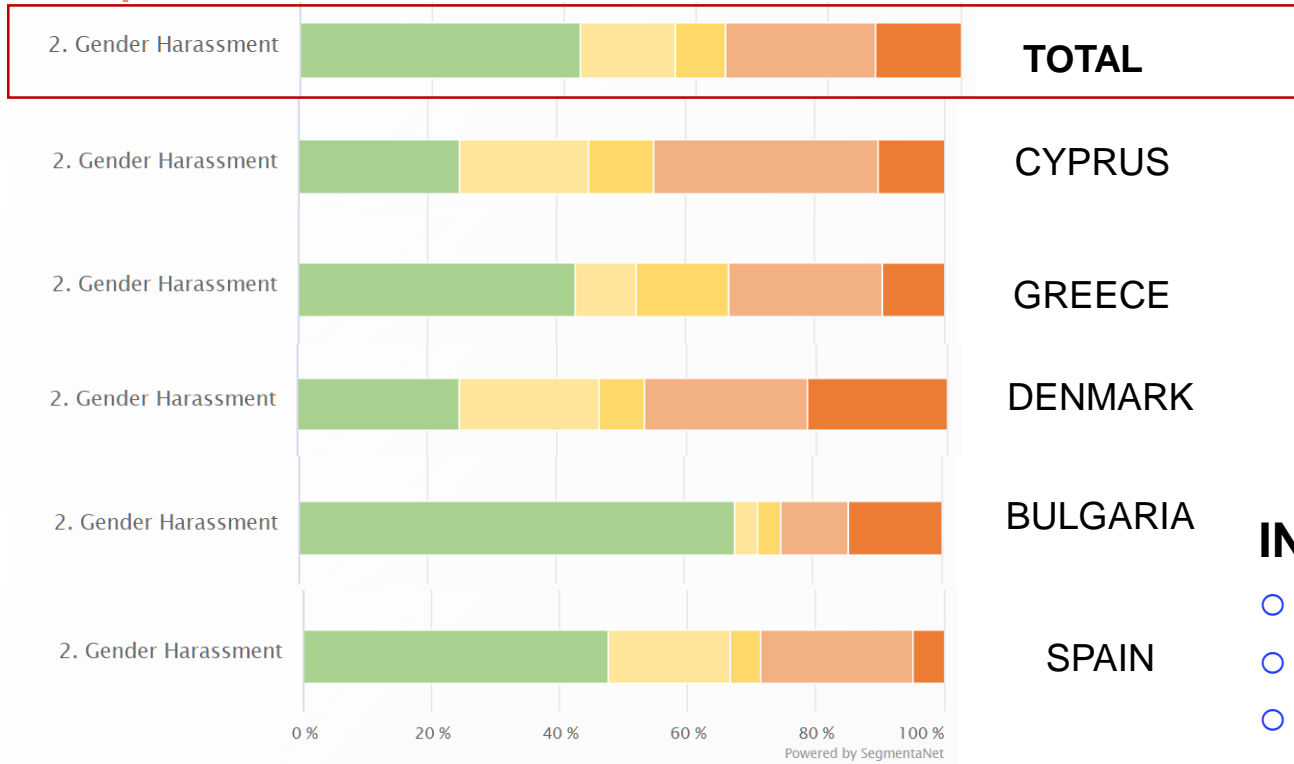
SPAIN

● low ● medium ● medium-high ● high ● very high

- SIMILAR TREND ACROSS COUNTRIES
- DIFFERENT LEVELS OF RISK/INCIDENCE PER CATEGORY

SECTION 2. GENDER HARASSMENT

● low ● medium ● medium-high ● high ● very high



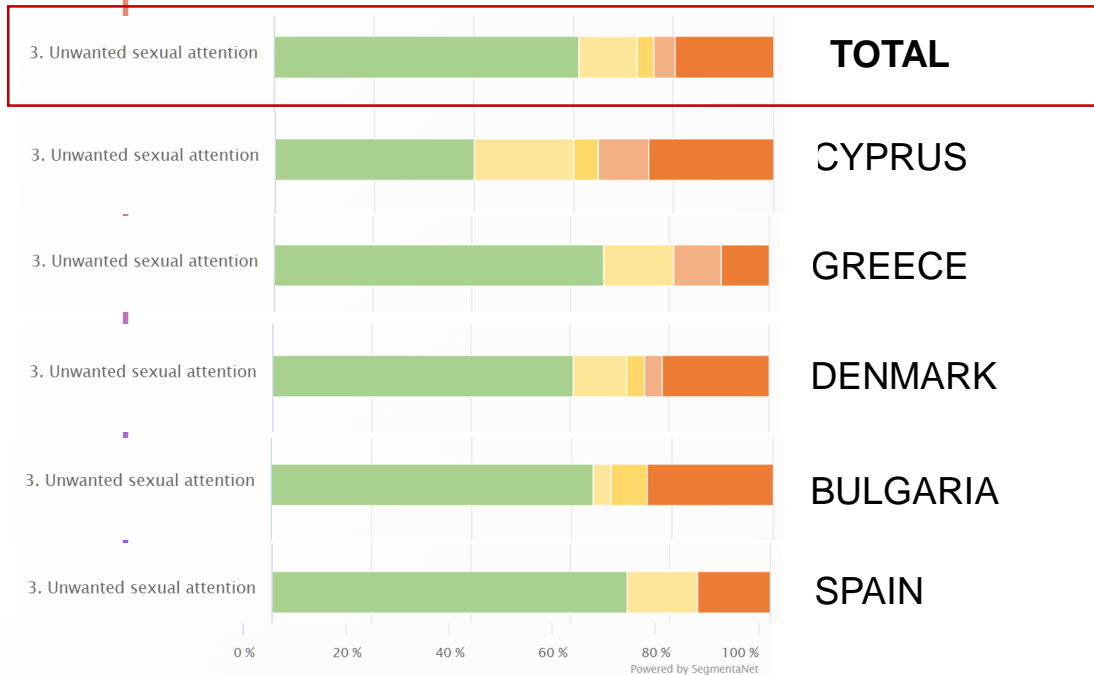
- More than 1/3 (35,6%) of respondents report **High or Very high risk/incidence** of Gender harassment
 - ↑ 45% in Cyprus
 - ↑ 46,4% in Denmark (21,4% very high)

INCLUDING:

- To tell sexist stories
- To display offensive material
- To make offensive remarks
- To refer to gender in insulting or offensive terms
- To put down or act in condescending way because of gender
- Physical threaten or assault

SECTION 3. UNWANTED SEXUAL ATTENTION

● low ● medium ● medium-high ● high ● very high



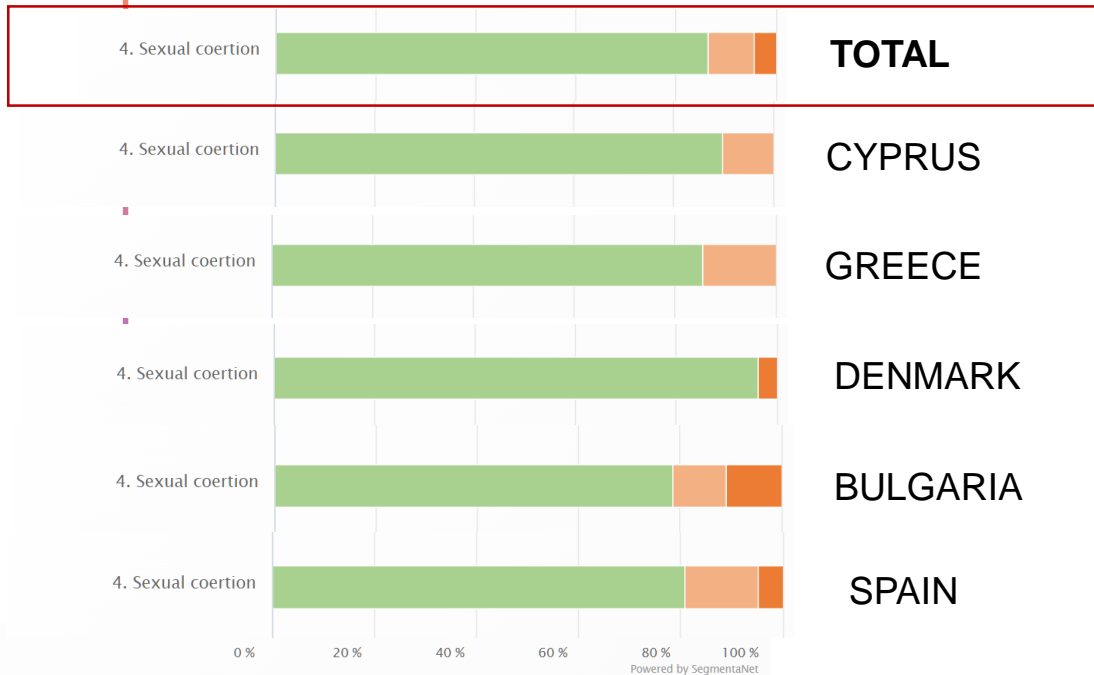
- Almost 1/5 (19,5%) of respondents report **Very high risk/incidence** of Unwanted sexual attention
 - ↑ 25% in Cyprus (+10% high risk/incidence)
 - ↑ 25% in Bulgaria

INCLUDING:

- To attempt to discuss sex in a way that made feel uncomfortable
- To receive unwanted sexual attention
- Staring or leering in a way that made feel uncomfortable
- To request for drink or dinner, despite rejection
- To attempt to stroke or rub, making feel uncomfortable
- To touch in a way that made feel uncomfortable
- To make unwanted attempts to establish a sexual relationship or engage in sexual activities, despite efforts to discourage these attempts or express disinterest

SECTION 4. *SEXUAL COERTION*

● low ● medium ● medium-high ● high ● very high



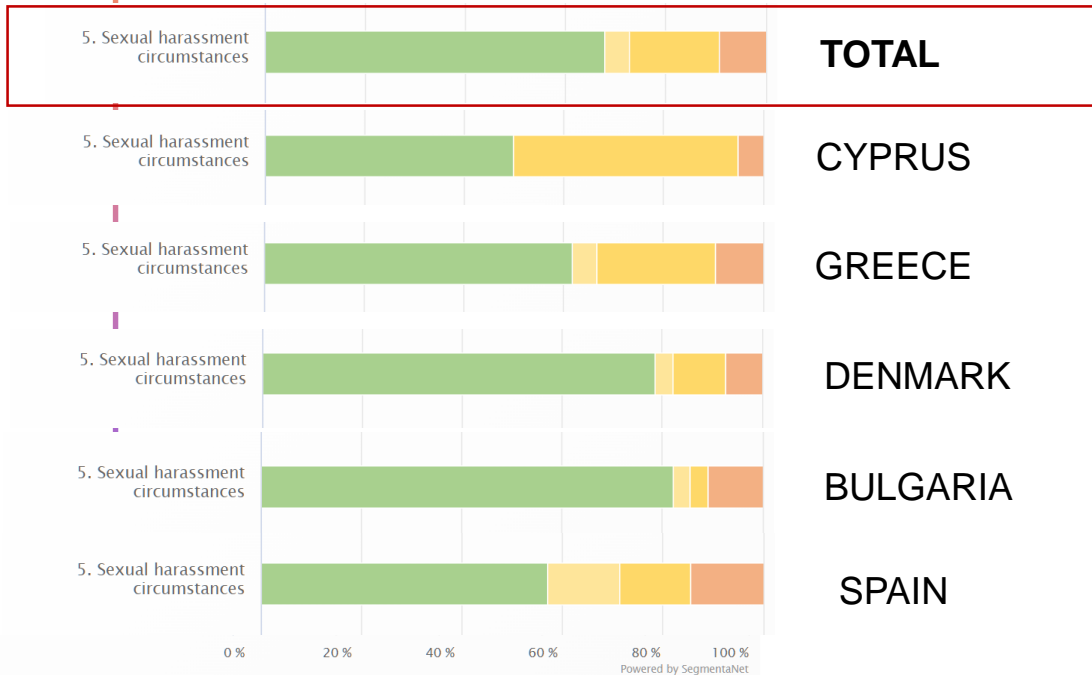
- The 13,5% of respondents report **High or Very high risk/incidence** of Sexual coercion
 - ↑ 21,4% in Bulgaria (10,7% very high)
 - ↑ 19,1% in Spain
- It is the category with **the highest % of low level of risk/incidence**

INCLUDING:

- To make feel like being bribed with some reward or special treatment to engage in sexual behavior
- To make feel threatened with some retaliation for not being sexually cooperative

SECTION 5. SEXUAL HARASSMENT CIRCUMSTANCES

● low ● medium ● medium-high ● high ● very high



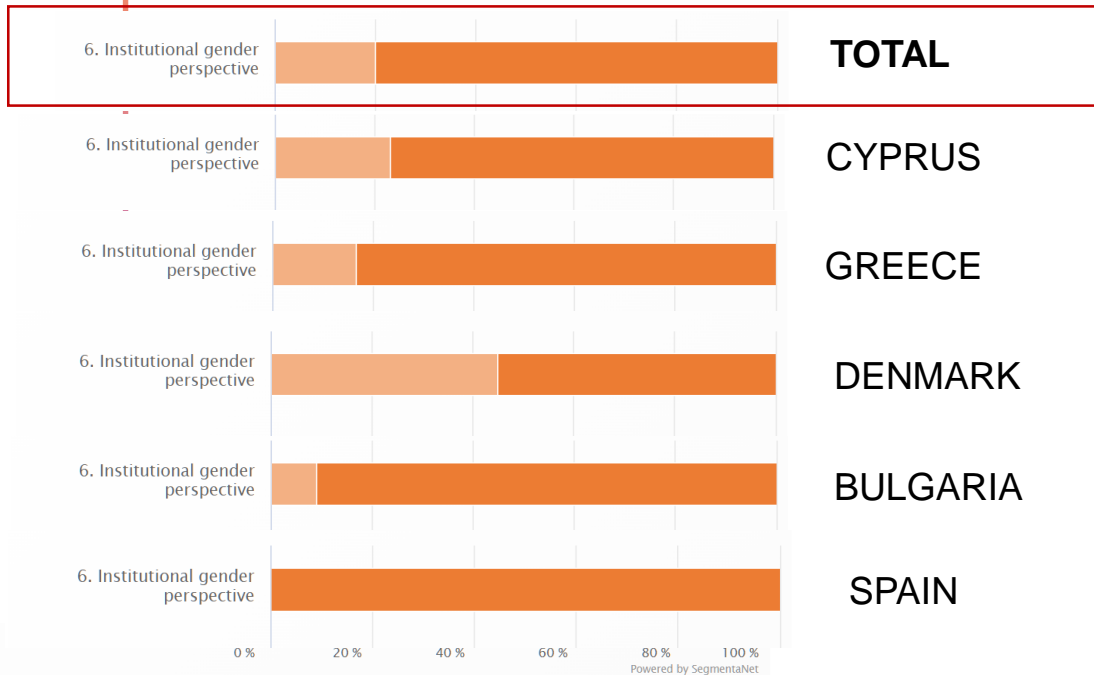
- The 9,3% of respondents report **High risk/incidence** of Sexual harassment circumstances
 - ↑ 14,3% in Spain
 - ↑ 10,7% in Bulgaria
- The 17,8 % of respondents report **Medium-High risk/incidence** of Sexual harassment circumstances
 - ↑ 45% in Cyprus
 - ↑ 23,8% in Greece

INCLUDING:

- Places/environments considered particularly hostile or threatening in the workplace

SECTION 6. INSTITUTIONAL GENDER PERSPECTIVE

● low ● medium ● medium-high ● high ● very high



- The 100% of respondents report **High or Very high risk/incidence** of Institutional gender perspective
- The 80% of respondents report **Very high risk/incidence** of Institutional gender perspective

↑ The 100% in Spain

↑ The 90,9% in Bulgaria

↑ The 83,3% in Greece

INCLUDING:

- Knowing any case of sexual harassment in the workplace
- Company/organization having a workplace policy and/or code of conduct that includes aspects related to sexual harassment
- Company/organization having a complaints procedure in case of sexual harassment
- Company/organization contemplating sanctioning measures against sexual harassment behaviours at the workplace
- Named person in the workplace for collecting and managing sexual harassment incidents
- Unit or service in the workplace in charge of monitoring and/or evaluating measures adopted against sexual harassment among others

THANK YOU





Addressing all kinds of WSH

JUSTICIA >


La Fiscalía investiga el suicidio de una empleada de Iveco tras la difusión de un vídeo sexual

Las imágenes, grabadas por la mujer años atrás, se distribuyeron por WhatsApp entre sus compañeros



The suicide of an employee is investigated after the dissemination of a video with sexual content

Asian female masseurs killed in massage centers



bbcnews • Seguir

bbcnews • 'Asian women are not weak'

Anti-Asian violence is under the spotlight after eight people, most of them Asian women, were shot and killed at massage parlours in Atlanta, Georgia.

Amid nationwide rallies against anti-Asian hate crimes, we ask what it is like to be an Asian woman in the US. #BBCNews

60 sem

faruq_alzabaree_96 🔥🔥🔥🔥🔥🔥

60 sem Responder

1,544,558 reproducciones

24 DE MARZO DE 2021

Inicia sesión para indicar que te gusta o comentar.

Mujeres riders denuncian casos de acoso sexual: "Me sentía desprotegida en todos los sentidos"

ACN/ NOTICIA / 09.04.2021 - 12:10H

— Hay clientes que las reciben desnudos, se insinúan y las puntúan mal en las plataformas si no les satisfacen.



20 BLOGS DE 20MINUTOS

- LA GENTE DE ROSY RUNRÓN
Conoce a Bastian Iglesias, el camaleónico novio de Chanel: El amor de la reina de Eurovisión
- 1 DE CADA 10
Adiós a Juan Andrés Teno, uno de los principales activistas de familias LGTB
- EL BLOG DEL BECARIO
Un conductor de autobús inventa la palanca de cambios más sorprendente
- CIENCIA PARA LLEVAR
Ciencia de lo cotidiano: el experimento en una cocina que se

Una repartidora a domicilio en Barcelona. / ACN

Delivery women denounce cases of sexual harassment: "I felt unprotected in every way"