



Minerva - Laboratory on Gender Diversity and Gender Inequality
Sapienza University of Rome



Funded by the
European Union

Sexual Harassment at workplaces



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Minerva Lab

Laboratory on Diversity and Gender Inequality

*it is part of the Dip. of Statistics of Sapienza University of Rome
it contributes to scientific research on gender equality and equity
using both qualitative and quantitative methods, and to develop
collaborations between scholars. The laboratory carries out
multidisciplinary research activities promoting the contamination
between different research fields, from economics, law, history,
sociology, demography and statistics.*



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Violence and Harassment in the World of Work



International
Labour
Organization

1. ILO Convention No. 190 and Recommendation No.206



ILO Convention No. 190 and Recommendation No.206

- The ILO has established new global standards aimed at ending violence and harassment in the world of work
- ILO Convention No. 190 is the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment
- The Convention was adopted in June 2019 and came into force on 25 June 2021

<https://www.ilo.org/global/topics/violence-harassment/lang--en/index.htm>

ILO Convention No. 190 and Recommendation No.206

INTERNATIONAL DEFINITION

Violence and harassment as:

“a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.”

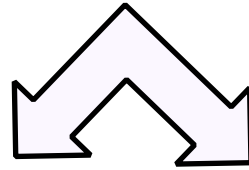
Gender-based violence and harassment (GBVH)

“violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately.”

What are the root causes of gender-based violence and harassment?

GBVH

used as a way to keep women in an unequal position
caused by



unequal gender roles

unequal power relations

work is generally divided between men and women according to established gender roles and stereotypes (segregation)



patriarchy - a socially created and oppressive system in which men are more likely to hold positions of power, leadership, authority, and privilege

What is sexual harassment?

- **Physical:** unwelcome and unnecessary physical touching, fondling, caressing, hugging, or kissing, physical assault, unnecessary close proximity;
- **Verbal:** sexually suggestive or offensive comments, insults, jokes, insinuations, or questions about private life, physical appearance, gender identity or sexual orientation; inappropriate sexual invitations or requests;
- **Non-verbal:** inappropriate staring or leering; receiving or being shown offensive, sexually explicit pictures or gifts; indecent exposure; any gesture which has a sexual connotation;
- **Online violence:** receiving unwanted, offensive, sexually explicit emails or messages; inappropriate advances online, including through the use of virtual meeting platforms.

What is sexual harassment?

Domestic violence - not as a private issue but as a societal issue - considered in the world of work

Article 10

Each Member shall take **appropriate measures to:**
recognize the effects of domestic violence and, so far as is reasonably practicable, mitigate its impact in the world of work

R206

Appropriate measures to mitigate the impacts of domestic violence in the world of work:

- (a) leave for survivors of domestic violence;
- (b) flexible work arrangements and protection for survivors of domestic violence;
- (c) temporary protection against dismissal for survivors of domestic violence, as appropriate, except on grounds unrelated to domestic violence and its consequences;
- (d) the inclusion of domestic violence in workplace risk assessments;
- (e) a referral system to public mitigation measures for domestic violence, where they exist; and
- (f) awareness-raising about the effects of domestic violence.

Violence and harassment has serious negative consequences for people's health.

Psychological

- Anger, anxiety, shock, fear, and stress
- Mental health problems including post-traumatic stress disorder, depression, and anxiety
- Loss of motivation, morale, and desire to be productive
- Loss of confidence and self-esteem, feelings of isolation

Physical

- Sleep disturbances, headaches and migraines, increased risk of heart disease, digestive disorders, decreased physical strength and musculoskeletal complaints, all relating to anxiety and stress
- Sexual and reproductive health problems
- Immediate physical injuries, and even loss of life because of physical attack, rape, or suicide

Work/Social

- Difficulty returning to work, lost workdays, decreased job performance, loss of interest
- Social isolation from work colleagues, friends, and families
- Fear of clients or members of the public
- Negative impact on income and career progression and dismissals
- Work colleagues may also suffer stress and fear. If a worker is absent or under-performing, colleagues may have to deal with a higher workload.

Violence and harassment results in costs for employers.

→ **This is a good argument to use when negotiating with employers:**

- High staff turnover, worker absenteeism, use of sick leave, and long-term disability costs
- Increased risk of errors and accidents
- Lowered morale, performance, lost productivity, and motivation
- Legal costs including investigations, liability, and case settlement
- Reputation costs and clients experiencing a lower quality of service

It also puts a strain on and affects the quality of public and private services.

→ **This is a good argument to use when lobbying government.**

- Long-term rehabilitation costs for survivors
- Unemployment and welfare benefits, and retraining
- Legal and criminal costs
- Health care and counselling
- Loss of GDP from workers missing from paid employment

costs of GBVH for workers
costs of GBVH for employers
costs of GBVH for society

Ratifications of C190 - Violence and Harassment Convention, 2019 (No. 190)

Date of entry into force: 25 Jun 2021

18 ratifications

▪ Denounced: 0

See also

▶ [Countries have not ratified](#)

Display the list by: Country Status of convention

In Force

Country	Date
Argentina	23 Feb 2021
Ecuador	19 May 2021
Fiji	25 Jun 2020
Namibia	09 Dec 2020
Somalia	08 Mar 2021
Uruguay	12 Jun 2020

Not in force

Country	Date	Status	Note
Albania	06 May 2022	Not in force	The Convention will enter into force for Albania on 06 May 2023.
Antigua and Barbuda	09 May 2022	Not in force	The Convention will enter into force for Antigua and Barbuda on 09 May 2023.
Central African Republic	09 Jun 2022	Not in force	The Convention will enter into force for Central African Republic on 09 Jun 2023.
El Salvador	07 Jun 2022	Not in force	The Convention will enter into force for El Salvador on 07 Jun 2023.
Greece	30 Aug 2021	Not in force	The Convention will enter into force for Greece on 30 Aug 2022.
Italy	29 Oct 2021	Not in force	The Convention will enter into force for Italy on 29 Oct 2022.
Mauritius	01 Jul 2021	Not in force	The Convention will enter into force for Mauritius on 01 Jul 2022.
Peru	08 Jun 2022	Not in force	The Convention will enter into force for Peru on 08 Jun 2023.
San Marino	14 Apr 2022	Not in force	The Convention will enter into force for San Marino on 14 Apr 2023.
South Africa	29 Nov 2021	Not in force	The Convention will enter into force for South Africa on 29 Nov 2022.
Spain	25 May 2022	Not in force	The Convention will enter into force for Spain on 25 May 2023.
United Kingdom of Great Britain and Northern Ireland	07 Mar 2022	Not in force	The Convention will enter into force for United Kingdom of Great Britain and Northern Ireland on 07 Mar 2023.

2. Proposal for a Directive on Combating Violence against Women and Domestic Violence 8 March 2022



Proposal for a Directive on Combating Violence against Women and Domestic Violence

key elements of the proposed new rules:

1. Criminalisation of rape, female genital mutilation, and cyber violence
2. Safe reporting and risk assessment procedures
3. Respect for survivors' privacy in judicial proceedings and right to compensation
4. Support for survivors through helplines and rape crisis centres
5. Better coordination and cooperation

...harassment in the workplaces...

Proposal for a Directive on Combating Violence against Women and Domestic Violence

harassment in the workplaces

Article 30

Specialist support for victims of sexual harassment at work

Member States shall ensure external counselling services are available for victims and employers in cases of sexual harassment at work. These services shall include advice on adequately addressing such instances at the workplace, on legal remedies available to the employer to remove the offender from the workplace and providing the possibility of early conciliation, if the victim so wishes.

Article 37

Training and information for professionals

3. Persons with supervisory functions in the workplace, in both the public and private sectors, shall receive training on how to recognise, prevent and address sexual harassment at work, including on risk assessments concerning occupational safety and health risks, to provide support to victims affected thereby and respond in an adequate manner. Those persons and employers shall receive information about the effects of violence against women and domestic violence on work and the risk of third party violence.

Why Should we Analyse the Economic Costs of Gender-Based Violence and Harassment?

Why Economic Costs?

measurement of the impact of the violence as a monetary value:

PROS

- Facilitate understanding the wider effects of gender based and intimate partner violence on society beyond the immediate survivors
- Let the societal dimension of gender-based violence be more visible
- Provide assessment of the costs of non-intervention and lack of financial prioritization
- To argue for greater priority in the allocation of scarce resources to programs to prevent violence against women

LIMITS

- Data - administrative data on the costs and use of services.
 - WAY TO UNDERLINE THE NEED FOR BETTER DATA IN PARTICULAR AREAS

Data

When data are not available, alternative estimation techniques are used (but...less robust estimates)

Different ways for defining the services and their use

1. Expert judgement

asking experts working in the field for their opinion on which services survivors use, how many times, and by how many

2. Survivors recall

in-depth interviews or surveys with a small number of survivors in which they recall the costs incurred, services used and frequency

3. Surveys

asks a representative sample of the population whether they have been exposed to GBVH, by who, the nature of the impacts experienced, what services were used and how many times

Data

4. Administrative data

using administrative data routinely collected by health, legal and specialist survivor-support services to identify the nature and extent of service utilisation. This method has the advantage of providing information about service utilisation and the costs of episodes of service use from data collected during routine service operations

5. Population data sets (the few available for IPV/GBV)

large nationally representative, usually longitudinal data sets

6. Studies of similar harms

using the costs computed for different harms (i.e. traffic accidents) other than GBVH to infer its costs

Main methodologies for estimating the costs of GBVH

Bottom-up approach

a unit cost per item is established which is then multiplied by the number of survivors and/or incidents (i.e. prevalence and/or incident rates)

Top-down approach

a total service or overall budget cost is established, of which, based on administrative data, a proportion is identified as the GBVH component

first step

define types of costs to measure
and the agents bearing the costs individual/society

Step 3: Data on incidence or prevalence or number of cases of GBVH: national surveys or police-recorded data on gender-based violence, total number of divorces, visits to hospital, relocations, etc.



Step 2: Collection of data on unit costs: for example, average cost of lost productivity, unit costs of service use and average costs of divorce using existing research or own calculations



Step 2: Collection of data on total government expenditure or budget allocations for the public sector: for example, total public sector legal costs, total police expenditure, total expenditure on child protection



Step 3: estimates of the proportion of these costs that can be attributed to IPV or GBV: proportion of total costs that can be attributed to gender-based violence using existing research or own calculations



Studies



 Home Office

UK 2019

The economic and social costs of domestic abuse

Research Report 107

Rhys Oliver, Barnaby Alexander, Stephen Roe and Miriam Wlasny

January 2019



FRANCE 2015



Economic Systems Research

ITALY 2021

ISSN: (Print) (Online) Journal homepage: <https://www.tandfonline.com/loi/cesr20>

Evaluating the impact of violence against women in the macroeconomic Input-Output framework

Clio Ciaschini & Francesco Maria Chelli

To cite this article: Clio Ciaschini & Francesco Maria Chelli (2021) Evaluating the impact of violence against women in the macroeconomic Input-Output framework, Economic Systems Research, 33:2, 214-249, DOI: [10.1080/09535314.2020.1790505](https://doi.org/10.1080/09535314.2020.1790505)

To link to this article: <https://doi.org/10.1080/09535314.2020.1790505>



Sexual Harassment at workplace

Costs of gender-based and intimate partner violence for EU

The ideal way to measure these costs would be to use comparable data on the prevalence of gender-based violence and administrative data on the cost and use of services as a result of gender-based violence (for unit costs), harmonised at EU level for each Member State.

But...data are not available

the development of one excellent case study of one Member State (UK);

the **extrapolation** of the findings to the EU as a whole or for each Member State considering the population size



Gender-based violence costs us all

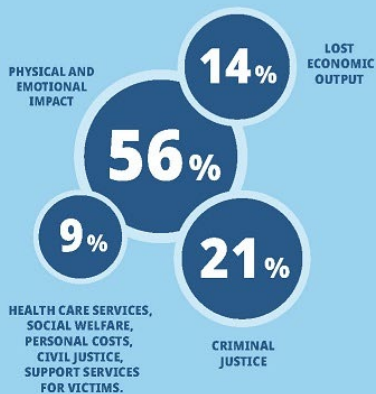
The pain and suffering caused by gender-based violence does not have a price. But knowing the different costs of violence can help countries channel money to where it's really needed - and where it's most cost-effective.

Gender-based violence places large costs on the economy and on society as a whole:

366 billion each year

Violence against women makes up **79%** of this cost.

The estimated cost of gender-based violence against women and men in the. **This is the break-down of costs:**



The **COST OF INTIMATE PARTNER VIOLENCE*** is **174 billion** a year. Intimate partner violence against women makes up **87%** of this cost.



*intimate partner violence refers to a sub-set of gender-based violence which is defined by the Council of Europe as 'all acts of physical, sexual, psychological or economic violence between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence with the victim.'



No country can afford gender-based violence

Member State	Cost of gender-based violence	Member State	Cost of gender-based violence
Belgium	€ 9,4 bn	Lithuania	€ 2,3 bn
Bulgaria	€ 5,7 bn	Luxembourg	€ 0,5 bn
Czechia	€ 8,7 bn	Hungary	€ 8 bn
Denmark	€ 4,8 bn	Malta	€ 0,4 bn
Germany	€ 68,1 bn	Netherlands	€ 14,1 bn
Estonia	€ 1,1 bn	Austria	€ 7,3 bn
Ireland	€ 4 bn	Poland	€ 31,2 bn
Greece	€ 8,8 bn	Portugal	€ 8,4 bn
Spain	€ 38,5 bn	Romania	€ 16 bn
France	€ 55,1 bn	Slovenia	€ 1,7 bn
Croatia	€ 3,3 bn	Slovakia	€ 4,4 bn
Italy	€ 49,1 bn	Finland	€ 4,5 bn
Cyprus	€ 0,7 bn	Sweden	€ 8,3 bn
Latvia	€ 1,6 bn		
		EU-27	€ 366 bil

EIGE has **calculated the cost of gender-based violence in the EU** and in each Member State based on extrapolated data from the United Kingdom. This links the cost of **gender-based violence** in each EU Member State directly to its population size.



Costs

Lost economic output

Usually bottom-up methodology: the total amount of time (in hours) lost at work as a consequence of gender-based violence and multiplying this by the average national wage.

	Types of costs	Methodology	Elements to estimate costs
EU EIGE (2021)	Survivor losses: loss of earnings from time taken off work and loss of productivity	Bottom-up: unit cost multiplied by number of incidents	Unit cost: average cost of lost productivity for crime victims Incidence data: number of incidents of gender-based and intimate partner violence in UK
FRANCE Cavalin et al. (2015)	Employer losses: sick pay, absenteeism and incapacity to work Other - cost to society: perpetrator losses: productivity loss because of imprisonment	Bottom-up: average expenditure per beneficiary on sick pay; difference in absence days (hourly salary) multiplied by the number of beneficiaries as a result of intimate partner violence /	Unit costs: average expenditure per beneficiary on sick pay, absenteeism costs, average salary - National Assembly report on sick pay Prevalence: number of beneficiaries as a result of intimate partner violence <i>Insee, existing literature (Reed et al., 2018) and National Observatory of Crime and Criminal Justice data</i> Multiplier: number of lost hours

Costs: Healthcare costs

bottom-up methodology: multiplying the unit cost of each injury by the number of survivors making use of the health service.

	Types of costs	Methodology	Elements to estimate costs
EU EIGE (2021)	Service sector costs: health service costs (ambulance, medical procedure and counselling costs) associated with physical and emotional harms of violence	Bottom-up: unit cost of health services multiplied by number of incidents	Unit cost: average health cost of all injuries suffered as a result of the crime (by category) Incidence data: number of incidents of gender-based and intimate partner violence in the United Kingdom
FRANCE Cavalin et al. (2015)	Service sector costs: health care costs (including costs of emergency services and hospitalisations and medical devices) attributable to intimate partner violence Survivor costs: additional consultations (with general practitioners or for psychological support)	Bottom-up: unit costs of healthcare services multiplied by the number of survivors in need of support	Service sector costs - unit costs: healthcare services; prevalence: number of survivors in need of support Survivor costs - unit costs: the costs of general practice / psychiatry and related services Frequency data: additional numbers of visits needed and estimates of use of emergency and hospitalisation services because of intimate partner violence

Costs: Legal costs

1-criminal justice system costs

2-civil justice system costs /divorce and related proceedings (such as financial matters and child custody) and child welfare cases (where intimate partner violence co-occurs with child abuse)

	Types of costs	Methodology	Elements to estimate costs
EU EIGE (2021)	<p>Service sector costs: criminal justice system (prosecution, magistrates, crown courts and police), civil justice system (legally aided civil justice family law)</p> <p>survivor costs: civil justice system (divorce and related proceedings related to intimate partner violence)</p>	<p>Bottom-up: unit costs of criminal justice system multiplied by incidence of gender-based violence and intimate partner violence</p> <p>Top-down: budget data for civil justice proceedings multiplied by the estimated proportion attributable to intimate partner violence</p>	<p>Unit costs: criminal justice system unit cost, cost of divorce and related proceedings, local authority expenditure on police</p> <p>Prevalence: incidence data for gender-based violence, intimate partner violence (criminal justice), number of civil justice proceedings, number of legally aided family law proceedings</p>
FRANCE Cavalin et al. (2015)	<p>Service sector costs: <i>civil justice</i> system costs attributable to intimate partner violence, <i>criminal justice</i> system costs attributable to intimate partner violence, prison administration costs attributable to intimate partner violence</p>	<p>Bottom-up: unit costs of the relevant legal service (civil justice court cases, criminal justice court cases, prison administration and police) multiplied by the corresponding frequency data (average cost of court cases, number of prison months, number of crimes)</p>	<p>Unit costs: average cost of a divorce (civil justice system), average cost of a sanctioned offence, average cost of a prisoner, police costs (criminal justice system)</p> <p>Frequency data: number of divorces attributable to intimate partner violence (civil justice system), number of court cases, prison time, number of incidents of intimate partner violence recorded by the police</p>

Costs: Other monetisable costs

costs of public services to assist survivors, in terms of housing, other specialised services and public expenditure on child welfare.

	Types of costs	Methodology	Elements to estimate costs
EU EIGE (2021)	Service sector costs: housing aid costs	Top-down: local authority expenditure on homelessness prevention and relief multiplied by the reported percentage of households due housing aid because of domestic violence	Budget data: local authority expenditure on homelessness prevention and relief Multiplier: proportion of beneficiaries of prevention or relief funds that are homeless because of intimate partner violence
	Survivors' costs: costs of moving home	Top-down: estimate of the total cost incurred by divorced individuals for moving home multiplied by the estimated percentage of couples who have divorced because of intimate partner violence	Budget data: average cost of setting up a new home after divorce Multiplier: proportion of divorces attributable to intimate partner violence
	Costs to the economy: specialist service costs	Top-down: government expenditure data and budget data from specialist service organisations were used to estimate costs	Budget data from specialist service sources

Costs: Other monetisable costs

costs of public services to assist survivors, in terms of housing, other specialised services and public expenditure on child welfare.

	Types of costs	Methodology	Elements to estimate costs
FRANCE Cavalin et al. (2015)	Service sector costs: costs of supporting survivors and prevention services for perpetrators of intimate partner violence	Top-down: the budget provided by the state to which the support provided by departments and regions is added	Unit costs: state budget: national subsidies for receiving and supporting survivors (including subsidies for diverse associations, e.i. CNIDFF and FNSF); departmental and regional budget: budget for local actions
	Service sector costs: costs of housing assistance provided to survivors of intimate partner violence (refuge spaces and housing aid)	Bottom-up: unit cost of refuge space per year or housing subsidies multiplied by the number of people who will use these services because of intimate partner violence	Unit costs: average cost per space per year (refuges), average cost of housing subsidies (housing assistance) Frequency data: number of refuge spaces available, number of people having divorced because of intimate partner violence (considering only couples with children)
	Service sector costs: costs of family support allowance and active solidarity income for survivors in connection with divorces attributable to intimate partner violence	Bottom-up: number of divorces attributable to intimate partner violence multiplied by the percentage of intimate partner violence survivors who will need support multiplied by the average amount of family support allowance given to each family or amount of active solidarity income	Unit costs: average family support allowance, average active solidarity income Multipliers: number of divorces attributable to intimate partner violence and proportion of survivors who will need support services
	Service sector costs: child welfare support costs attributable to intimate partner violence	Top-down: total budget for child welfare multiplied by the percentage of children who are ASE (child welfare) beneficiaries as a result of intimate partner violence	Budget data: total budget for child welfare (ASE) in 2012 Multiplier: percentage of children who are ASE beneficiaries as a result of intimate partner violence

Costs: Other non-monetisable costs

impacts on the quality of life of survivors

	Types of costs	Methodology	Elements to estimate costs
EU EIGE (2021)	<p>survivor costs: physical and emotional impacts on survivors</p> <ul style="list-style-type: none"> - reduction in the quality of life of survivors from the physical and emotional harms suffered as a result of the crime 	<p>Bottom-up: the unit cost of the physical and emotional impacts multiplied by the incidence of gender-based violence and intimate partner violence in the United Kingdom for different crime categories</p>	<p>Unit cost: negative percentage impact on a person's quality of life (QALY loss) from different injuries multiplied by the duration of harm for different injuries</p> <p>Incidence data: number of incidents of gender-based and intimate partner violence in the United Kingdom</p>
FRANCE Cavalin et al. (2015)	<p>Costs to society / the economy: loss of human capital because of deaths linked to intimate partner violence (survivors, perpetrators and children)</p>	<p>Bottom-up: number of deaths linked to intimate partner violence multiplied by the statistical value of human life</p>	<p>Unit cost: statistical value of human life (EUR 3 million)</p> <p>Incidence data: number of deaths linked to intimate partner violence</p>

The Wage Effect of Workplace Sexual Harassment: Evidence for Europe

Wage Effect of Workplace Sexual Harassment

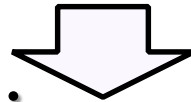
impact of sexual harassment on personal earnings/wages using a combination of different methods and micro-data about employees and workplace environments.

Workplace Sexual Harassment has **indirect effects** (reduced job satisfaction, turnover, declines in psychological, physical and professional well-being and deteriorated relationships with co-workers) that might feed **disparities in wages**.

Workplace Sexual Harassment conceptualized as a **discrimination in work amenities** where a person of equal quality is exposed to worse working conditions without **wage compensating differentials**

Wage Compensating Differentials

compensating differential wage theory



firms with adverse working conditions, all else equal, have to offer higher wages than those with attractive work conditions.

Adam Smith

“the whole of the advantages and disadvantages of the different employments of labor and stock must, in the same neighborhood, be either perfectly equal or continually tending toward equality”
(The Wealth of Nations, 1776).

Compensating wage differentials and Sexual Harassment

sexual harassment



extremely negative working condition

A wage premium may arise for a working environment at high risk of sexual harassment

wages and harassment risks should be positively correlated

but is it true in reality?

Compensating wage differentials and Sexual Harassment

Journal of Risk and Uncertainty (2018) 57:111–131
<https://doi.org/10.1007/s11166-018-9288-0>



Valuing the risk of workplace sexual harassment

Joni Hersch¹

Published online: 11 October 2018

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Hersch (2018)

US woman
hour premium 0.25 USD for working in an environment
with an average risk of sexual harassment, similar to
compensation for fatality risks

BUT....

True only for white women

The Wage Effect of Sexual Harassment: Evidence for Europe

- we test whether there is a **compensating wage differential** associated with an increasing risk of sexual harassment (RSH) in Europe
 - controlling for differences in personal characteristics of employees and workplace environments

COMPLEXITY

- how compensating wage differentials for SH risk interact with workplace **power relations**?
 - Focus on occupations

Wage Effect, Sexual Harassment and the Paradox of power

“paradox of power”

by McLaughlin et al. (2012)

women in superior positions challenge gender conformities and that **sexual harassment** is used against them as an “**equaliser**” by reducing women to sexual objects, undermining their workplace authority, and depowering their supervisory roles, reinforcing sexist stereotypes about patriarchal gender roles in the workplace.

- Is the compensating wage differential for higher sexual harassment risk confirmed for high skilled ?

Data

About Eurofound's random probability surveys

 **European Company Surveys (ECS)**

 **European Quality of Life Surveys (EQLS)**

 **European Working Conditions Surveys (EWCS)**

[EWCS 2021](#)

[EWCS 2015](#)

[Research reports](#)



EWCS 2015 – Sampling



European Working Conditions Surveys (EWCS) | 2015

The sample used in the European Working Conditions Survey (EWCS) is representative of those aged 15 years and over (16 and over in Bulgaria, Norway, Spain and the UK) who are in employment and are resident in the country that is being surveyed. In each of the 35 countries, a multi-stage, stratified clustered sampling design was used.

In each country, primary sampling units (PSUs) were sampled, stratified according to geographic regions (NUTS 2 level or below) and three levels of urbanisation (DEGURBA). Subsequently, in each PSU, households were sampled. In countries where an up-to-date, high-quality address or population register was available, this was used as the sampling frame. If such a register was not available, enumeration was used to generate addresses using the random-walk method. Enumeration was separated from the interviewing stage. Finally, a screening procedure was applied to select the eligible respondent within each household.

EWCS 2015 – Weighting



European Working Conditions Surveys (EWCS) | 2015

The target number of interviews was 1,000 per country – except in Poland (1,200), Spain (1,300), Italy (1,400), France (1,500), UK (1,600), Germany (2,000) and Turkey (2,000). The governments of Belgium, Slovenia and Spain made use of the possibility offered by Eurofound to pay for an addition to the initial sample size, which resulted in sample sizes of 2,500, 1,600 and 3,300 respectively in these countries.

As in previous surveys, three types of weights needed to be applied to ensure that results based on the data from the sixth survey could be considered representative for workers in Europe.

Design weights: Because of the way the sampling process is designed, people in households with fewer workers have a greater chance of being selected into the sample than people in households with more workers. For example, in a household with one person in employment, the probability of this person being selected is 100%, whereas it drops to 50% for persons in a household with two people in employment. Selection probability weights (or design weights) are constructed to correct for this. Also, they correct for the differences in sizes of primary sampling units (PSUs) and the share of people in employment.

Post-stratification weights: Because of differences in individual's willingness and availability to participate in the survey, certain groups are overrepresented – and others underrepresented – in the EWCS sample. To ensure that the results accurately reflect the population of workers in each country, post-stratification weighting is needed. The design weights are calibrated by comparing the EWCS with Eurostat's Labour Force Survey with regard to respondents' gender, age, region, occupation and sector of economic activity.

Supranational weights: The differences between countries in the size of their workforce are not (fully) reflected in the sample size in each country. To ensure that larger countries weigh heavier in the EU-level results, supranational weights need to be applied when performing analyses on the European level.

Working condition survey 2015

Q81. And over the past 12 months, during the course of your work have you been subjected to any of the following?

[IF Q17=00: And since you started your main paid job, during the course of your work have you been subjected to any of the following?]

SHOW CARD Q81 – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A – physical violence (MODIFIED TREND)	1	2	8	9
B – sexual harassment	1	2	8	9
C – bullying / harassment	1	2	8	9

Q80. Over the last month, during the course of your work have you been subjected to any of the following?

SHOW CARD Q80. – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A – verbal abuse?	1	2	8	9
B – unwanted sexual attention?	1	2	8	9
C – threats?	1	2	8	9
D – humiliating behaviours?	1	2	8	9

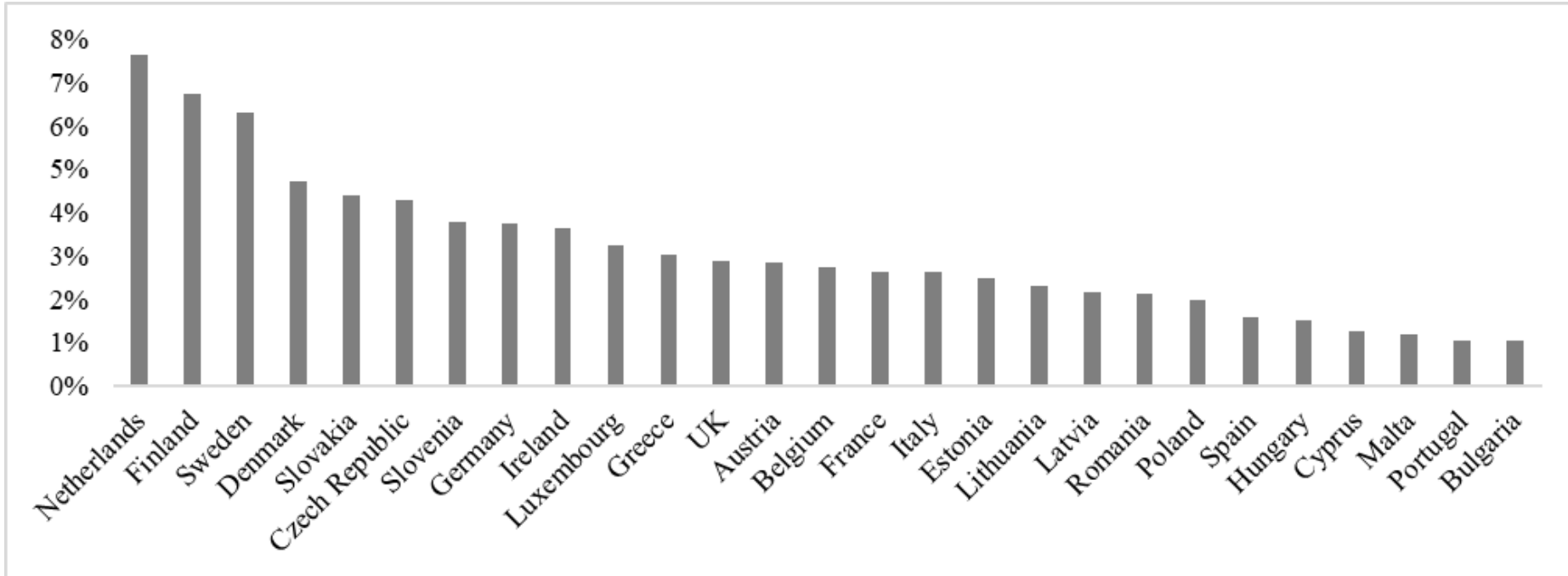
Prevalence of sexual harassment in Europe: EWCS, 2015

	% of men	% of women
Physical violence	1.67	2.02
Bullying/harassment	4.01	4.97
Sexual harassment	0.31	1.24
Unwanted sexual attention	0.80	2.87
Threats	5.02	3.86
Humiliating behavior	5.23	6.58
Verbal abuse	11.15	12.10

Source: European Working Conditions Survey (EWCS) 2015.

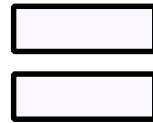
Notes: Data for Austria, Belgium, Bulgaria, Republic of Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, and Sweden.

Prevalence of hostile work environment sexual harassment for female employees by country (2015)

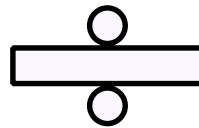


hostile work environment sexual harassment rates

- hostile work environment sexual harassment rates by industry and age group *HWESHRisk*



- number of female employees that declared to have been exposed to sexual harassment and/or unwanted sexual attention within each industry and age group



- number of women employed in the same industry and age group

Empirical strategy

$$\ln(wage)_i = \beta_0 + \beta_1 \ln(HWESHRisk)_{j,a} + \gamma X_i + \varepsilon_i$$

controlling for country and industry fixed effects, along with various control sets.

The focal independent variable is *HWESHRisk*_{*j,a*} hostile work environment sexual harassment risk at industry *j* and age-group *a* levels.

We controlled for:

variables

Variable used	Description
Hourly wage	Logarithm of hourly wages in constant euros of employees with wages higher than 1 euro per hour
Personal characteristics	
Educational level	9 levels as in the International Standard Classification of Education (ISCED), going from early childhood education as the lowest level to doctorate or equivalent as the highest
Migrant	1= not born in the same country where responder is living and working
Age	Age of the employee
Workplace characteristics	
Small size company	1=less than 10 employees in total work in the company where responder is employed
Big size company	1=more than 250 employees in total work in the company where responder is employed
The gender care gap and work-life balance	
Living with a spouse or partner	1 =responder has a partner or a spouse in her household
Mother	1=responder has at least one child (son/daughter of respondent or of her cohabiting partner) in her household
Children in the household	No. of children under 14 (Q3b) in the household
Family responsibilities	1= the responder finds that her family responsibilities prevented her from giving the time she should to her job
Gender occupational segregation	
Horizontal segregation	share of women employed per industry
Feminized job	1= most women at workplace are workers with the same job title of responder
Vertical segregation	share of women employed as managers by industry
Male boss	1= immediate boss is a man
Gender employment gap	
Temporay job	1= responder is employed with contract of limited duration or with a temporary employment agency contract or with an apprenticeship or other training scheme
Part time job	1= part-time employee
Public sector job	1= employee in the public sector
Years in company	No. of years in the company/institution where responder works
Occupational safety and health and adverse social behaviour	
Risky workplace	1= responder thinks that her health or safety is at risk because of her work
Social Dialogue	1= in the company/organization where the responder is employed is present a trade union, works council or a similar committee representing employees
Rewarding job	1=if the immediate boss encourages and supports responder's development

Wage effect

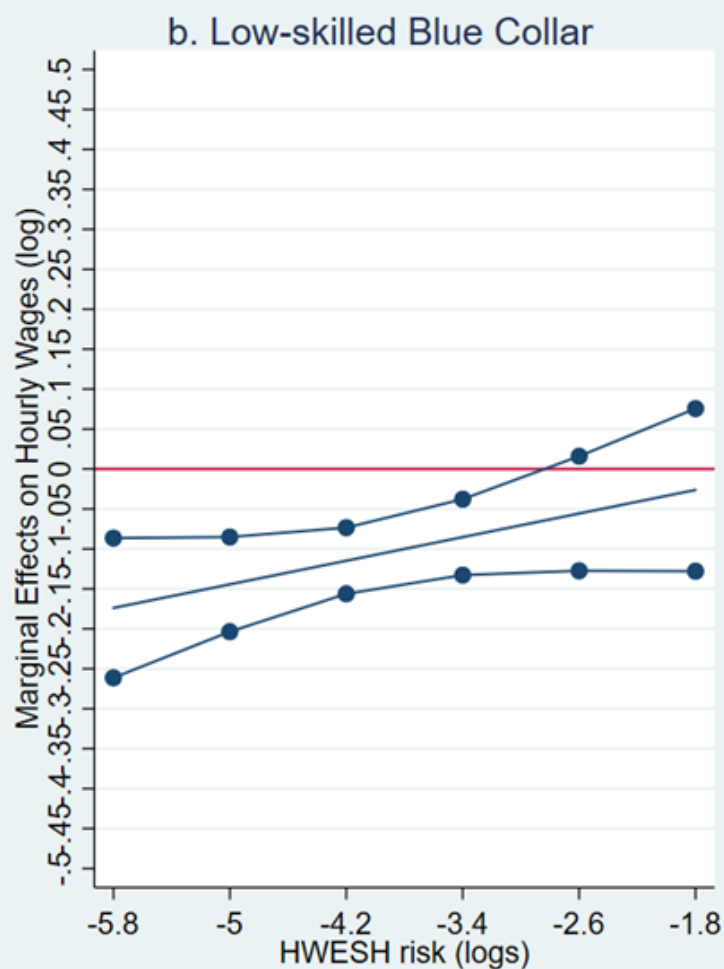
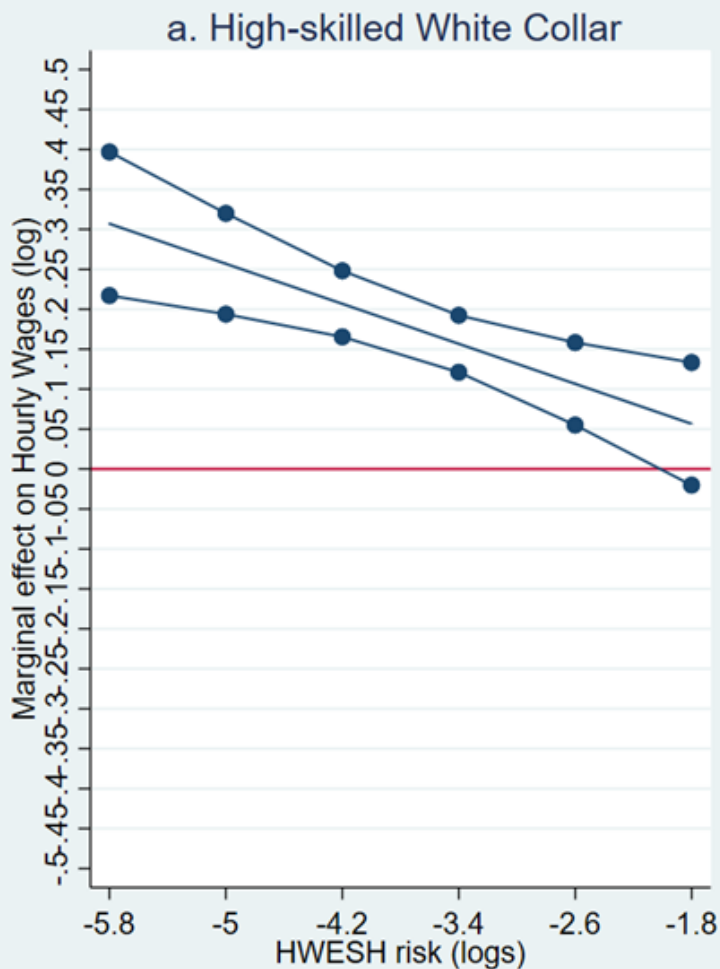
	All	High skilled	Low skilled
Log(HWESH Risk)	-0.046*** (0.013)	-0.071*** (0.020)	-0.035** (0.016)
Personal characteristics			
Educational level	0.089*** (0.005)	0.076*** (0.008)	0.057*** (0.007)
Living with a spouse or partner	0.031** (0.015)	0.041* (0.023)	0.023 (0.017)
Migrant	-0.025 (0.025)	0.029 (0.051)	-0.032 (0.023)
Mother	0.026* (0.014)	0.028 (0.022)	0.033** (0.016)
Family responsibilities	0.014 (0.014)	0.027 (0.020)	-0.015 (0.017)
Years in company	0.010*** (0.002)	0.010** (0.003)	0.008** (0.003)
Years in company sq	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)
Work and Workplace characteristics			
Public sector job	0.028 (0.023)	0.030 (0.035)	-0.004 (0.029)
Full time job	0.046 (0.050)	0.126 (0.096)	0.004 (0.051)
Permanent job	0.069*** (0.021)	0.135*** (0.036)	0.025 (0.024)
Small size workplace	-0.072** (0.023)	-0.091** (0.032)	-0.051* (0.030)
Big size company	0.028* (0.016)	0.061** (0.024)	-0.003 (0.018)
Social Dialogue	0.061*** (0.016)	0.045* (0.027)	0.069*** (0.018)
Feminized job	-0.050*** (0.014)	-0.056** (0.021)	-0.022 (0.017)
Male boss	0.02 (0.015)	0.011 (0.023)	0.034** (0.016)
Rewarding job	0.031** (0.013)	0.034 (0.020)	0.022 (0.016)
Risky workplace	0.027 (0.019)	0.025 (0.027)	-0.006 (0.022)
Cons.	1.683*** (0.191)	1.861*** (0.275)	1.646*** (0.211)
Industry dummy	Yes	Yes	Yes
Country dummy	Yes	Yes	Yes
N. of Obs.	10376	4649	5727
R ²	0.698	0.731	0.671

Hostile work environment SH risk interaction with occupational status: the paradox of power

	(1)	(2)	(3)	(4)
	White Collar Low Skilled	White Collar High Skilled	Blue Collar Low Skilled	Blue Collar High Skilled
Log(HWESH Risk)	-0.054*** (0.016)	-0.029** (0.014)	- 0.058*** (0.014)	-.046*** (0.368)
White Collar Low Skilled	0.007 (0.067)			
White Collar Low Skilled # HWESH Risk	0.028 (0.018)			
White Collar High Skilled		-.056 (0.072)		
White Collar High Skilled # HWESH Risk		-0.063*** (0.019)		
Blue Collar Low Skilled			0.040 (0.089)	
Blue Collar Low Skilled # HWESH Risk			.0036* (0.022)	
Blue Collar High Skilled				0.076 (0.247)
Blue Collar High Skilled # HWESH Risk				0.014 (0.061)
Personal characteristic controls	yes	yes	yes	yes
Work and Workplace characteristics controls	yes	yes	yes	yes
Industry dummy	yes	yes	yes	yes
Country dummy	yes	yes	yes	yes
N. of Obs.	10328	10328	10328	10328
R ²	0.700	0.707	0.699	0.697

Hostile work environment SH risk interaction with occupational status: the paradox of power

Average Marginal Effects with 95% CIs



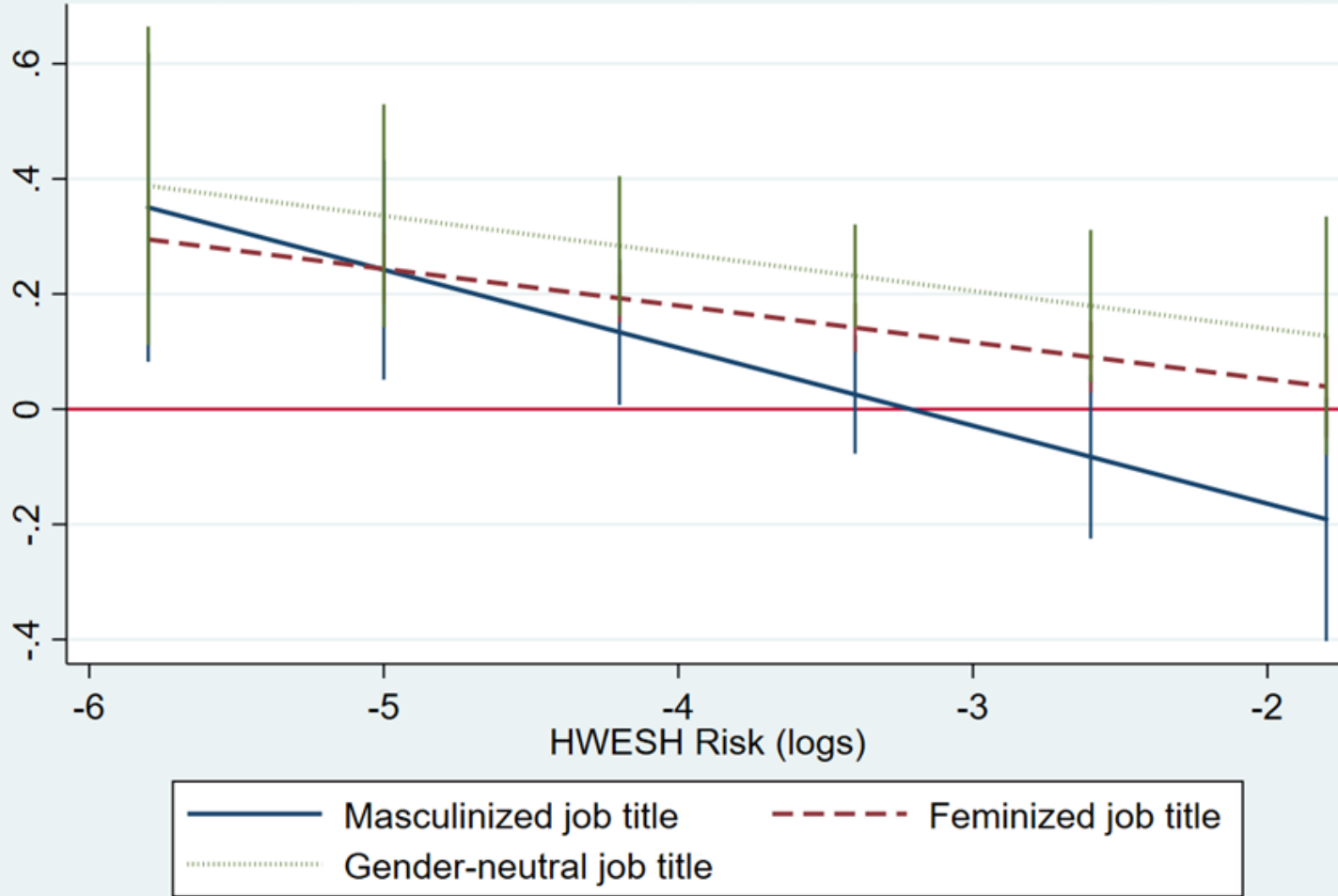
Impact for for high-skilled white collar women working in a feminized, masculinized or neutral workplace

Q22. At your place of work are workers with the same job title as you ...?

ONE ANSWER ONLY!

- 1 - Mostly men
 - 2 - Mostly women
 - 3 - Approximately equal numbers of men and women
 - 4 - Nobody else has the same job title
-
- 8 - DK/no opinion (spontaneous)
 - 9 - Refusal (spontaneous)

Average Marginal Effects of High-skilled White Collars (CI 95%)



	Total	Mostly men with the same job title	Mostly women with the same job title	Approximate equal number men and wo:
Log(HWESH Risk)	-0.0692** (0.021)	-0.259*** (0.069)	-.045* (0.026)	-0.118** (0.055)
Personal characteristics				
Educational level	0.077*** (0.008)	0.072*** (0.013)	0.081*** (0.010)	0.053** (0.016)
Living with a spouse or partner	0.059** (0.023)	0.109** (0.055)	0.077** (0.031)	0.028 (0.051)
Migrant	0.049 (0.052)	0.13 (0.088)	0.026 (0.074)	0.051 (0.085)
Mother	0.050** (0.022)	-0.072 (0.062)	0.057* (0.029)	0.067 (0.042)
Family responsibilities	0.005 (0.021)	-0.018 (0.048)	0.011 (0.027)	-0.015 (0.037)
Years in company	0.011** (0.003)	0.009 (0.009)	0.010** (0.005)	0.013** (0.006)
Years in company sq	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)	-0.000 (0.000)
Work and Workplace characteristics				
Public sector job	0.025 (0.035)	-0.161* (0.096)	0.07 (0.047)	-0.024 (0.072)
Full time job	0.095 (0.098)	-0.101 (0.135)	0.135 (0.132)	0.074 (0.141)
Permanent job	0.129*** (0.040)	0.071 (0.082)	0.158** (0.052)	0.066 (0.083)
Small size workplace	-0.103** (0.022)	-0.176 (0.115)	-0.066 (0.041)	-0.127 (0.092)
Big size company	0.050** (0.025)	0.152** (0.065)	0.013 (0.033)	0.114** (0.047)
Social Dialogue	0.045 (0.028)	0.115* (0.067)	0.048 (0.034)	0.085 (0.065)
Risky workplace	0.031 (0.028)	0.079 (0.572)	0.068** (0.034)	-0.024 (0.062)
Feminized job	-0.046** (0.020)			
Industry dummy	yes	yes	yes	yes
Country dummy	yes	yes	yes	yes
No. of Obs.	4386	358	2623	932
R2	0.712	0.852	0.731	0.679

Conclusions

Intra-gender differences based on occupations need to be considered in a strategy to combat sexual harassment in the workplace.

When we look at sexual harassment, we have to conceptualize power dynamics - paradox of power risk premiums associated with sexual harassment:
Is not present for female employees in EU

The negative effect on wages is higher for women in top power positions in workplaces - high skilled

Variable used	Description	Obs.	Mean or %	Std. dev.
Hourly wage	Logarithm of hourly wages in constant euros of employees with wages between 1.50 and 100 euro per hour	10924	9.672	7.376
Base-line model				
High skilled	1= high-skilled employees (ISCO codes 2, 3, 6 and 7)	10922	40.40%	0.491
Low skilled	1= low-skilled employees (ISCO codes 4, 5, 8 and 9)	10922	55.50%	0.497
Sexual harassment risk (2010)	The number of women being subjected of unwanted sexual attention over the last month and/or sexual harassment over the last 12 months divided by the total number of women employed by industry and age group	10924	5.40%	
Feminized job responder	1= most women at workplace are workers with the same job title of responder	10924	61.50%	0.487
Years in company	No. of years in the company/institution where responder actually works	10924	9.651	9.392
Years in company sq	Squared no. of years in the company/institution where responder actually works	10924	181.33	310.906
Migrant	1= not born in the same country where responder is actually living and working	10924	9.80%	0.297
Public	1= employee in the public sector	10924	33.50%	0.472
Educational level	level the International Standard Classification of Education (ISCED), going from early childhood education as the lowest level to doctorate or equivalent as the highest	10924	5.085	1.723
Married	1 =responder has a partner in her household	10924	61.60%	0.486
Full time job	1= full-time employee	10924	96%	0.197
Augmented model				
Male boss	1= immediate boss is a man	10924	46.70%	0.499
Rewarding job development	1=if the immediate boss encourages and supports responder's development	10924	58.70%	0.492
Risky wp	1= responder thinks that her health or safety is at risk because of her work	10924	14.80%	0.355
Mother	1=responder has at least one child in her household	10924	50.90%	0.5
Small size wp	1=less than 10 employees in total work in the company where responder is employed	10924	10.30%	0.304
Big size wp	1=more than 250 employees in total work in the company where responder is employed	10924	34.20%	0.474
Permanent job	1= employed with contract of unlimited duration (UK: permanent)	10924	79.50%	0.404
Manager	1= employed with ISCO code 1	10924	4.10%	0.197

Table A2: Robustness check: experience of sexual harassment and wages

	(1)	(2)
	All females	All females
Subject to SH	0.114*** (0.039)	-0.005 (0.020)
Feminized job	-0.131*** (0.02)	-0.048*** (0.007)
Years in company	0.019*** (0.003)	0.017*** (0.002)
Years in company sq	-0.000*** (0.00)	-0.000*** (0.00)
Migrant	0.271*** (0.030)	-0.046** (0.018)
Public sector	-0.117*** (0.022)	-0.005 (0.012)
Educational level	0.069*** (0.008)	0.088*** (0.004)
Married	0.024 (0.016)	0.042*** (0.009)
Full time job	-0.073* (0.041)	0.003 (0.027)
Const.	1.279*** (0.082)	1.782*** (0.052)
Industry dummy	Yes	Yes
Country dummy	No	Yes
N. of Obs.	11,309	11,309
R2	0.131	0.711

Note Clustered standard errors at industry and age group level in parentheses * $p < .1$, ** $p < .05$, *** $p < .01$. Coefficients show OLS estimates. Subject to SH is a dummy that takes value of one when the individual states being sexually harassed or had unwanted sexual attention in the workplace in the 2015 wave of the survey.



Thank you for your attention!

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