

The background of the slide features a grayscale photograph of a modern office interior. In the foreground, the silhouettes of several people are visible, standing and talking. The background is dominated by large windows that let in bright light, creating a high-contrast scene. The overall atmosphere is professional and contemporary.

Violence and harassment in European workplaces: Extent, impacts and policies

Report published in 2015 by
European Foundation for the Improvement of Living and Working Conditions
(Eurofound)

Victoria University
Wellington February 2018

Andrea Fromm

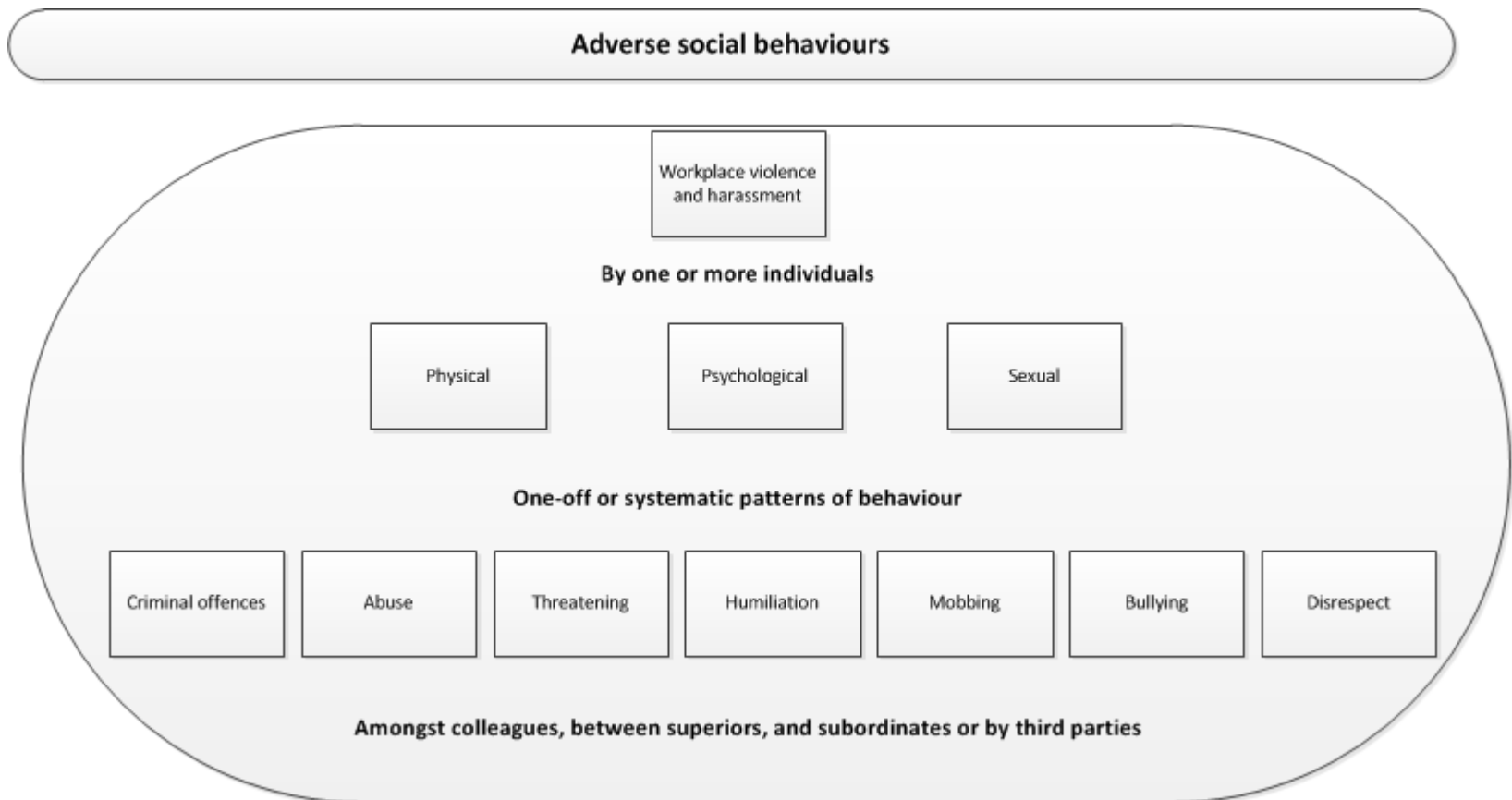
Key messages

1. It is difficult to measure and compare violence and harassment
2. The prevalence of VH is relatively constant
3. The focus should be on raising awareness and on improving policy coherence and legislation

The image shows a modern office interior with large windows in the background. In the foreground, several people are silhouetted against the bright light coming from the windows. Two women are standing and talking in the center, with one gesturing with her hand. To the left, another person is partially visible, and to the right, another person is also partially visible. The overall atmosphere is professional and collaborative.

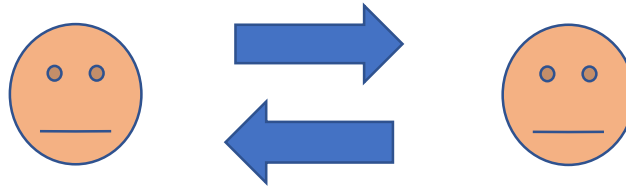
Measuring violence and harassment

Definition

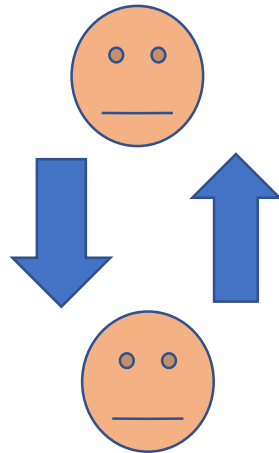


Perpetrators

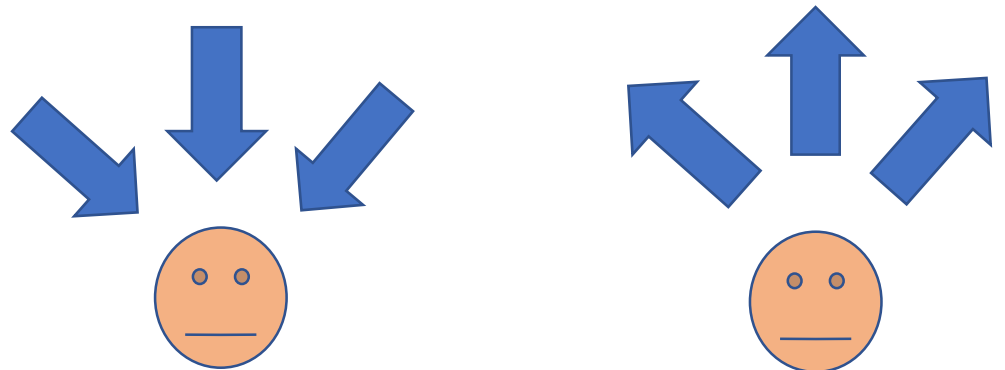
- Horizontal:



- Vertical:



- Third party violence:



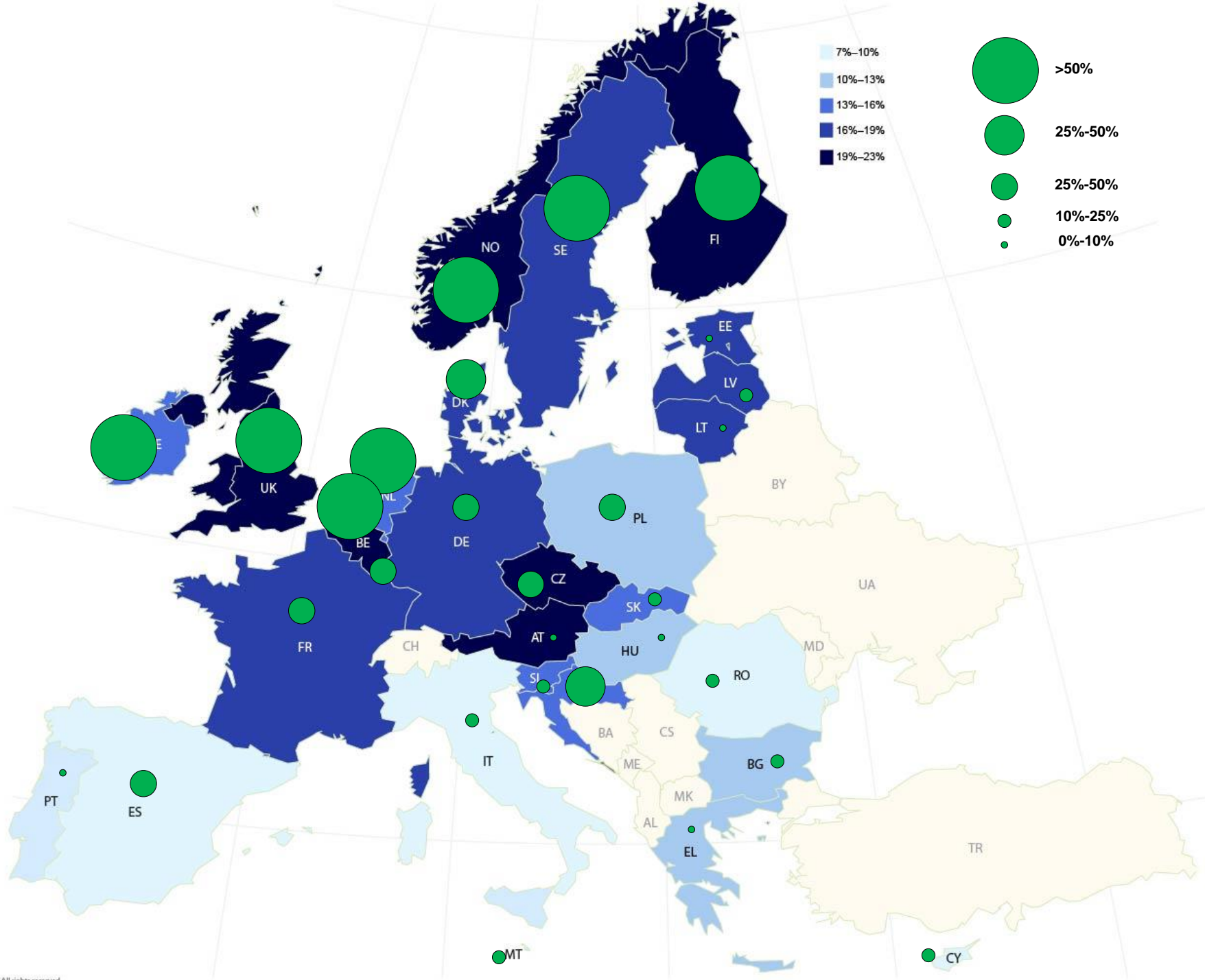
Surveying and reporting

Personality/socio-economic, political, cultural, and work context

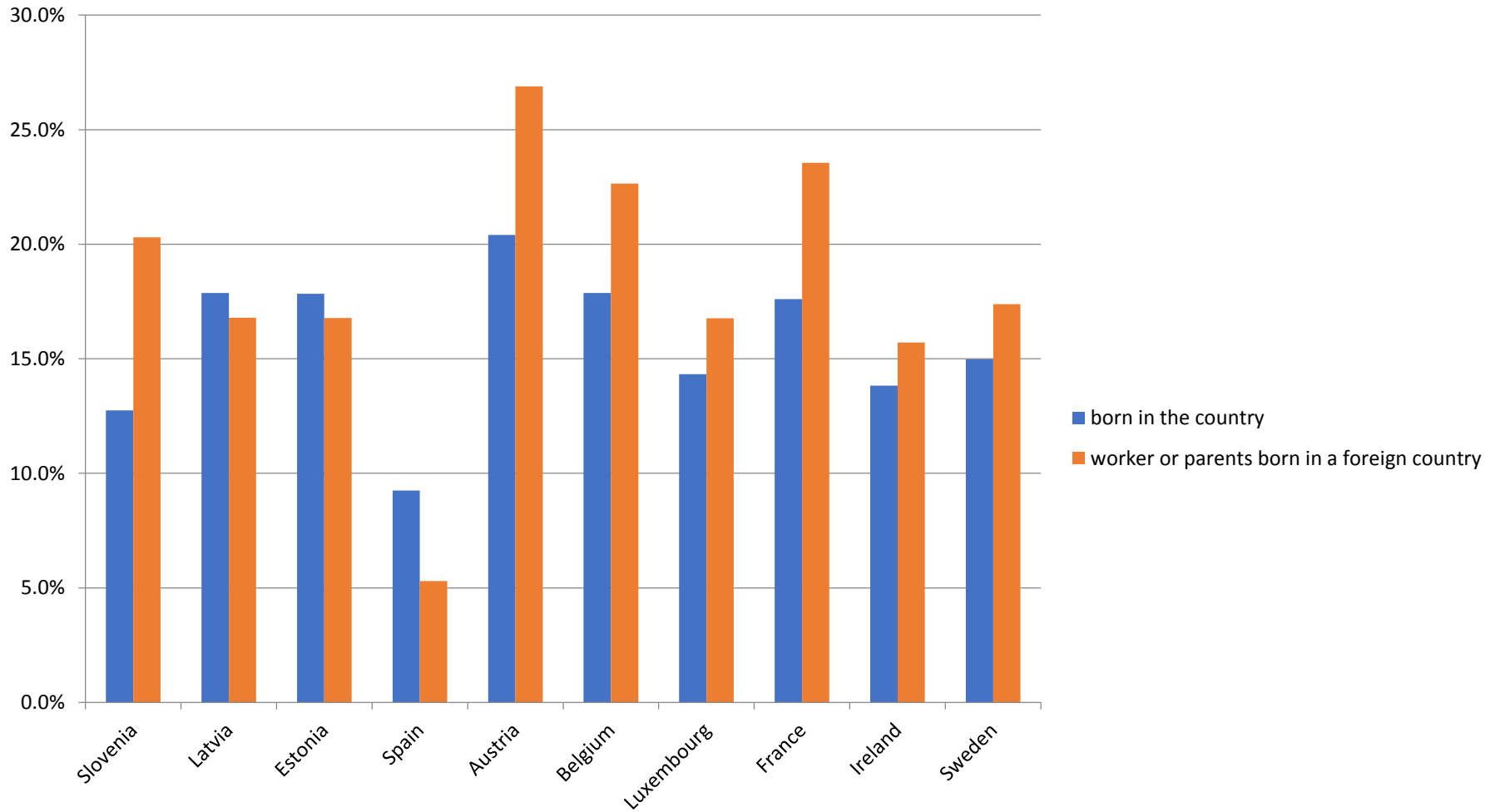


The background of the slide is a grayscale photograph showing the silhouettes of several people in a modern office or public space. They are standing near large windows, and their forms are dark against the bright light coming from the windows. The overall mood is professional and contemporary.

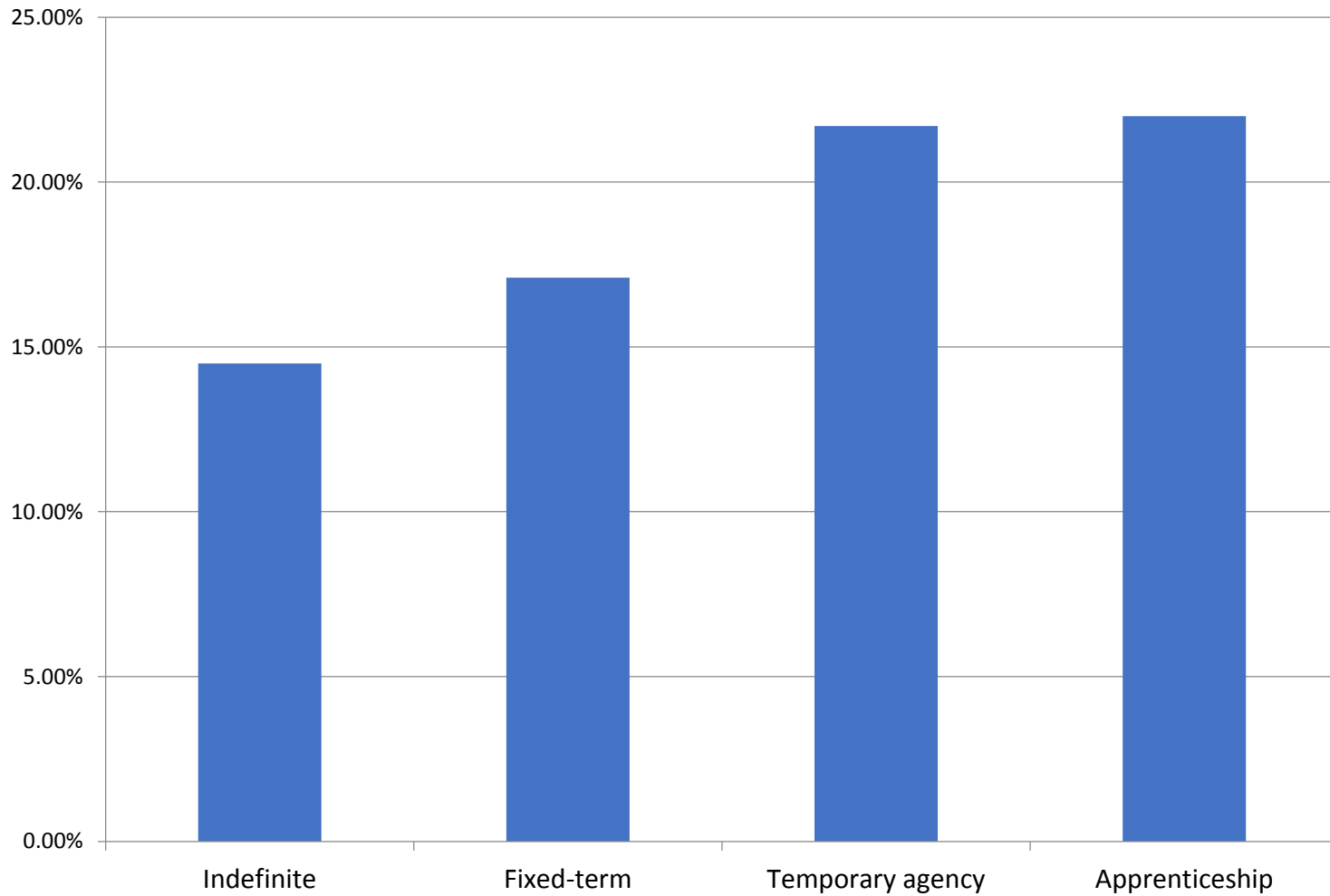
Prevalence of violence and harassment



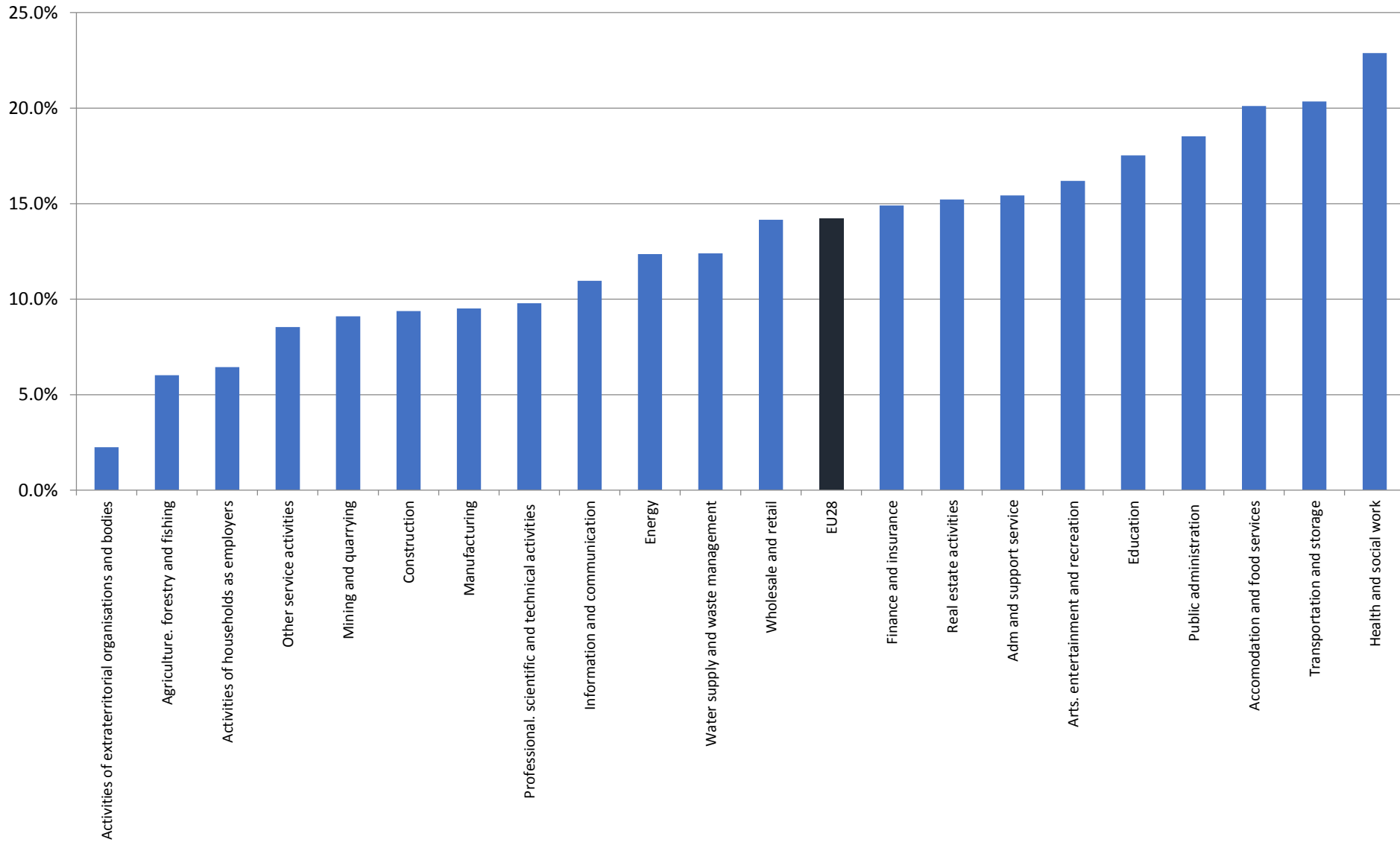
Prevalence in the EU – by country of birth



Prevalence in the EU –by type of contract



Prevalence in the EU – by sector



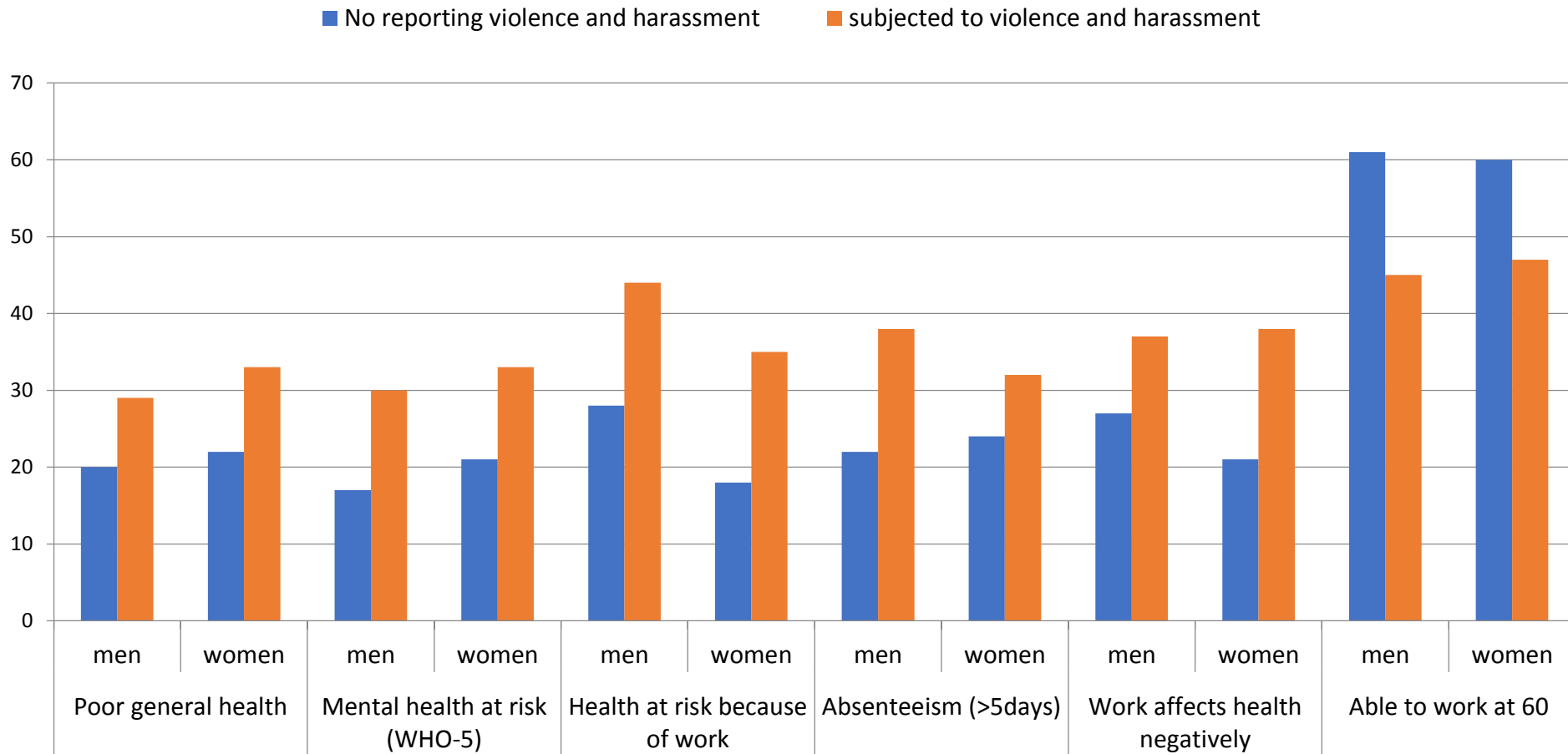
A grayscale photograph showing the silhouettes of several people in a modern office or public space. The scene is backlit by large windows, creating a bright, hazy atmosphere. In the center, two women are engaged in conversation, with one gesturing with her hand. To the left, another person is partially visible, and to the right, another person stands near a table. The overall mood is professional and collaborative.

What fosters violence and harassment

Certain working conditions can foster violence and harassment

- increased job demands
(“Experience stress always”)
- change and re-structuring
(“poor work-life balance” and “work intensity (never have time to do the job”)
- organisational and social resources
(“Risk of losing a job” and “Manager is not good at planning”)

Impacts on the worker



Impacts on the business

- Higher job turnover
- Lower productivity
- Lower willingness/ability of workers to work until retirement age
- Higher absence rates

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Prevention of violence and harassment

Public prevention policies

- Prevention of violence and harassment is generally **not** part of the public discussions and political debates
- Good legal definition →
existence of long term strategy →
presence of measures on company level

Government activities

- Adoption of legislation
- Supporting OHS activities
- Defining the scope and content of intervention
- Cooperation with other actors on the implementation of policies

Social partner initiatives

- Collective agreements
- Guidelines and awareness raising campaigns
- Bipartite activities and union activities
- Training of counsellors and health and safety representatives
- Helplines, websites, toolkits
- Events related to broader issues (well-being)

An integrated and coherent approach?

Approach	Country
Weakly coordinated activities	AT, CY, HU, IT, PL
Public activities only	EE, EL, LT, PT, RO
Government initiatives integrated and complemented by social partners	BE, DK, FR, NT, ES, SE, SI, DE
Government initiatives integrated by at least tripartite actions	DE
Decentralised activities (sectoral and company level)	BG, CZ, LV, SI, HR

Recommendations

- Raising awareness and reporting
- Improving and clarifying legislation
- Improving working conditions
- Improving policy coherence and integration of different actors

The background of the slide features a grayscale image of several people in a modern office environment. They are silhouetted against large windows that let in bright light, creating a high-contrast scene. The people appear to be in conversation or working at desks, though their features are not clearly visible due to the lighting.

Government to start tracking sexual misconduct in the workplace

"Many women have had unsafe experiences in the workplace - this needs to stop, and there needs to be consequences for workplaces that don't take action," she said.

"The more people know about the scale of the problem, the more we can do to address it."

5 February 2019, Stuff