

## STUDY: Sexual Harassment of women in the Workplace 2022

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- ▶ The core research objective is to identify Sexual Harassment in the workplace using the following outcomes:
- ▶ the incidence and nature of sexual harassment in the workplace;
- ▶ variation by industry sectors and job requirements;
- ▶ socio-economic and demographic factors related to victim profiles;
- ▶ the nature of sexual harassment experienced, type of harassment, actions taken, and offender profiles; and
- ▶ awareness of a Sexual Harassment Policy in the work place.

**The study asks the question, has the prevalence of sexual harassment in the workplace changed with the increasing number of women in the workforce and/or with the increasing number of women in decision- making roles?**

- 62 women participated in this survey that was disseminated online and through phone calls and face to face
- The findings of this survey show 66% of women have experienced sexual harassment at their work places whilst 34% have not.
- 54% of girls and women between the ages of 16 – 29 years have experienced a higher rate of sexual harassment at the work place, with 32% of women aged between 30 – 39 years and 14% aged 40+ years.
- Education and Government Sectors were the most prevalent for experiencing sexual harassment.
- Women and girls in a non-management position (29%), or a junior management position (29%), faced the highest amount of sexual harassment in the workplace. This was followed by senior management level (22%) and middle management (20%).
- 68% of women and girls experienced sexual harassment more than 12 months ago whilst 32% experienced it within the last 12 months.
- Single women and girls experience the most sexual harassment at their work places followed by De facto, Married and Others.
- 48% of women and girls have knowledge of the different types of sexual harassment.
- Verbal harassment, followed by gestural harassment and physical harassment were the most prevalent types of sexual harassment experienced in the workplace.
- 40% of sexual harassment offenders were aged between 30 – 39 years, 33% are 40+ and 27% are between 18 – 29 years.
- 79% of sexual harassment cases at the work place were NOT reported, only 21% of cases were reported.

**Reasons as to why victims of sexual harassment at the work place did not report their cases:**

- ▶ *'I thought it was normal. That was my first job and he did it to most women and girls at the workplace.'*
- ▶ *'I am young and new in this work place and I don't know how or where to report.'*
- ▶ *'The institution I am working for does not have any policy that would protect the right of its employees.'*
- ▶ *'His background and reputation surpass mine and I would be called a liar and all sorts of names. He was also a senior officer and I was one of the new ones to be under his management and so I became a victim.'*
- ▶ *'He did the same thing to most girls at work and it felt like it was normal.'*

Most organisations did have a sexual harassment policy but the results find that just under half, at 48%, did not implement it effectively, with nothing done as a result of sexual harassment being reported.