European Observatory on sexism and sexual harassment at work

Report by fop for Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)

September 30th, 2019
Survey conducted by Ifop for Fondation Jean Jaurès and FEPS

### Sample

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Italy</td>
<td>1,000</td>
</tr>
<tr>
<td>Spain</td>
<td>1,021</td>
</tr>
<tr>
<td>France</td>
<td>1,004</td>
</tr>
<tr>
<td>Germany</td>
<td>1,001</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>1,000</td>
</tr>
</tbody>
</table>

The survey was carried out among a representative sample of **5,026 females** aged 18 and above in the following countries:

In each country, the survey was conducted among a sample of which the representativeness was guaranteed by using a quota method (age, profession of the interviewee, official matrimonial status) following a stratification by region.

The data ensuring the representativeness of the results were drawn from data supplied by: The European Union Labour Force Survey (EU LFS 2011).

Interviews were conducted through a self-administered online questionnaire from **11th to 15th April 2019**.

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**CAUTION**: If you were to quote this study, please be aware that you must conform to French law that requires to specifically quote the brand of the company but also the name and title of the client. It also requires to indicate the number of interviewees and the dates between which the survey was conducted. Ifop warns that the publication of these results without any of these notices is now punished by a €75,000 fine.

**TO QUOTE THIS STUDY, PLEASE USE THE FOLLOWING SENTENCE:**

‘Survey conducted by Ifop for Fondation Jean Jaurès and FEPS using a self-administered online questionnaire from 11th to 15th April 2019 among a sample of 5,026 females aged from 18 years old and more and resident of Italy, Spain, France, Germany and the United Kingdom.’
SEXUAL HARASSMENT AND SEXISM EXPOSURE AT WORK
A.1

How many women have already been victim of one form of sexism or sexual harassment at work in their life?
QUESTION: In your life so far, at your work place, have you ever ...?

Basis: women who have already had a job in their life so far

**Visual and verbal harassment**
- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)
  - Yes, repeatedly: 26
  - Yes, but only once: 20
  - Total: 46
- Been exposed to embarrassing comments on your clothes or body
  - Yes, repeatedly: 17
  - Yes, but only once: 20
  - Total: 37
- Been exposed to obscene proposals or messages with a sexual connotation
  - Yes, repeatedly: 10
  - Yes, but only once: 13
  - Total: 23
- Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content
  - Yes, repeatedly: 5
  - Yes, but only once: 7
  - Total: 12

**Physical harassment**
- Been exposed to light physical content like brushing against your hands, hair, face or legs
  - Yes, repeatedly: 14
  - Yes, but only once: 19
  - Total: 33
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss
  - Yes, repeatedly: 5
  - Yes, but only once: 13
  - Total: 18

**Psychological harassment (with sexual intentions)**
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)
  - Yes, repeatedly: 5
  - Yes, but only once: 12
  - Total: 17
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent
  - Yes, repeatedly: 5
  - Yes, but only once: 11
  - Total: 16
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)
  - Yes, repeatedly: 3
  - Yes, but only once: 6
  - Total: 9
QUESTION: In your life so far, at your work place, have you ever ...?

Visual and verbal harassment
- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)
- Been exposed to embarrassing comments on your clothes or body
- Been exposed to obscene proposals or Messages with a sexual connotation

Physical harassment
- Been exposed to light physical content like brushing against your hands, hair, face or legs
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss

Psychological harassment (with sexual intentions)
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)

Share of women victims of each of the situation in their life so far
In your life so far, at your work place, have you ever been exposed to ...?

- Yes, repeatedly
- Yes, but only once
- No, never

- Whistling, rude gestures or comments, or suggestive looks
- Embarrassing comments on your clothes or body
- Obscene proposals or messages with a sexual connotation
- See or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content
- Light physical content
- Touching of genital or erogenous zones
- Invitations that could potentially put you in a compromising situation
- Been offered embarrassing gifts
- Pressure to obtain a sexual favour from you

SHARE OF WOMEN EXPOSED TO AT LEAST ONE OF THESE SITUATIONS

- United Kingdom: 57%
- Germany: 68%
- France: 55%
- Italy: 56%
- Spain: 66%
Focus on the profile of women who have experienced « at least one » one form of sexism or sexual violence in their professional life

Reading aid: 73% of women wearing clothes that reveal your body shape are in this situation compared to 21% on average.

<table>
<thead>
<tr>
<th>Age of Interviewee</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years</td>
<td>66</td>
</tr>
<tr>
<td>30 to 39 years</td>
<td>62</td>
</tr>
<tr>
<td>40 to 49 years</td>
<td>60</td>
</tr>
<tr>
<td>50 to 59 years</td>
<td>56</td>
</tr>
<tr>
<td>60 years or above</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level of Education</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-graduate</td>
<td>60</td>
</tr>
<tr>
<td>Under-graduate</td>
<td>64</td>
</tr>
<tr>
<td>Average</td>
<td>59</td>
</tr>
<tr>
<td>Low</td>
<td>55</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Interviewee’s Employment Situation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>ACTIVE</td>
<td>60</td>
</tr>
<tr>
<td>'White-collar'</td>
<td>62</td>
</tr>
<tr>
<td>Middle class</td>
<td>58</td>
</tr>
<tr>
<td>'Blue-collar'</td>
<td>61</td>
</tr>
<tr>
<td>Inactive</td>
<td>61</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Career Main Status</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A family assistant</td>
<td>71</td>
</tr>
<tr>
<td>A self-employed worker</td>
<td>66</td>
</tr>
<tr>
<td>A paid employee</td>
<td>59</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net Income Per Month</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>€ 3,000 or above</td>
<td>63</td>
</tr>
<tr>
<td>€ 2,000 to € 3,000</td>
<td>63</td>
</tr>
<tr>
<td>€ 1,500 to € 2,000</td>
<td>62</td>
</tr>
<tr>
<td>€ 1,000 to € 1,500</td>
<td>60</td>
</tr>
<tr>
<td>Under € 1,000</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Working Environment Gender</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Mainly men</td>
<td>71</td>
</tr>
<tr>
<td>Mostly men, but also women</td>
<td>70</td>
</tr>
<tr>
<td>About an equal number</td>
<td>57</td>
</tr>
<tr>
<td>Mostly women</td>
<td>55</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contact with the Public</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>In direct contact with the public</td>
<td>63</td>
</tr>
<tr>
<td>Face to face</td>
<td>62</td>
</tr>
<tr>
<td>Telephone only</td>
<td>70</td>
</tr>
<tr>
<td>No contact with the public</td>
<td>52</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Mandatory Clothing That Reveal Your Body Shape</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>73</td>
</tr>
<tr>
<td>No</td>
<td>59</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual Preference</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>60</td>
</tr>
<tr>
<td>Bisexual, lesbian (*)</td>
<td>69</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Experience of a Sexual Intercourse Without Desire</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Women having experienced it frequently</td>
<td>80</td>
</tr>
<tr>
<td>Women having experienced it rarely</td>
<td>75</td>
</tr>
<tr>
<td>Women who never experienced it</td>
<td>54</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Previous Marital Status</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>In a relationship</td>
<td>60</td>
</tr>
<tr>
<td>Married</td>
<td>57</td>
</tr>
<tr>
<td>Not married</td>
<td>65</td>
</tr>
<tr>
<td>Single</td>
<td>62</td>
</tr>
</tbody>
</table>
QUESTION: In your life so far, at your work place, have you ever been exposed to ...?

- Yes, repeatedly
- Yes, but only once
- No, never

whistling, rude gestures or comments, or suggestive looks

embarrassing comments on your clothes or body

obscene proposals or messages with a sexual connotation

see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

light physical content

touching of genital or erogenous zones

invitations that could potentially put you in a compromising situation

been offered embarrassing gifts

pressure to obtain a sexual favour from you

OBJECTIVE INDICATOR: TOTAL SHARE OF FRENCH WOMEN HARASSED (ACCORDING TO LAW)

(*) The share of french women who are victims of harassment or sexual violence according to a legal definition:
- having known one of the situations in a repeated way with only two exceptions (having been pressured to obtain an act of sexual nature and having been subjected to contacts on a genital or erogenous zone).

IN TOTAL, NEARLY 1 FRENCH WOMAN OUT OF 3 HAS ALREADY BEEN HARASSED OR SEXUALLY ASSAULTED ON HER WORKPLACE (ACCORDING TO LAW)*

None of these situations 70%

Yes, at least one of these situations 30%

TOTAL PROPORTION OF FRENCH WOMEN HAVING KNOWN AT LEAST ONE OF THESE SITUATION -
A.2 How many women have been victim of one form of sexism or sexual harassment at work recently? What is their profile?
**QUESTION**: More specifically, at your work place in the past 12 months, have you ...

**Basis**: women who have already been in each of these situations

<table>
<thead>
<tr>
<th><strong>Visual and verbal harassment</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Been exposed to embarrassing comments on your clothes or body</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Physical harassment</strong></td>
</tr>
<tr>
<td>Been exposed to obscene proposals or messages with a sexual connotation</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content</td>
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<tr>
<td></td>
</tr>
<tr>
<td><strong>Psychological harassment (with sexual intentions)</strong></td>
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<tr>
<td>Been exposed to light physical content like brushing against your hands, hair, face or legs</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td><strong>Recent confrontation with sexist situations or sexual harassment</strong></td>
</tr>
<tr>
<td>Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent</td>
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<tr>
<td></td>
</tr>
<tr>
<td>Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)</td>
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</tbody>
</table>

**TOTAL**

*‘Has been a victim of this at least once’*
RECENT CONFRONTATION WITH SEXIST SITUATIONS OR SEXUAL HARASSMENT
- Personal exposition to the following situations at work -

**Share of women victims of this situation in the past 12 months**

- **Visual and verbal harassment**
  - Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)
  - Been exposed to embarrassing comments on your clothes or body
  - Been exposed to obscene proposals or messages with a sexual connotation
  - Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

- **Physical harassment**
  - Been exposed to light physical content like brushing against your hands, hair, face or legs
  - Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss

- **Psychological harassment (with sexual intentions)**
  - Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)
  - Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent
  - Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)
More specifically, at your work place in the past 12 months, have you ...

- Yes, in the last 12 months
- Yes, but not in the last 12 months
- No, never

- Whistling, rude gestures or comments, or suggestive looks
- Embarrassing comments on your clothes or body
- Obscene proposals or messages with a sexual connotation
- See or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content
- Light physical content
- Touching of genital or erogenous zones
- Invitations that could potentially put you in a compromising situation
- Been offered embarrassing gifts
- Pressure to obtain a sexual favour from you

SHARE OF WOMEN HAVING BEEN EXPOSED TO AT LEAST ONE OF THESE SITUATIONS IN THE PAST 12 MONTHS

- Spain: 31
- France: 18
- Italy: 21
- Germany: 23
- United Kingdom: 17
OA5/OA6: In your life so far, at your work place, have you ever been exposed to ...? More specifically, at your work place in the past 12 months, have you ...

- Yes, in the past 12 months
- Yes, but not in the past 12 months
- No, never

whistling, rude gestures or comments, or suggestive looks
embarrassing comments on your clothes or body
obscene proposals or messages with a sexual connotation
see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content
light physical content
touching of genital or erogenous zones
invitations that could potentially put you in a compromising situation
been offered embarrassing gifts
pressure to obtain a sexual favour from you

TOTAL SHARE OF WOMEN VICTIMS OF AT LEAST ONE SITUATION

ANSWERS, BY COUNTRY
Focus on the profile of women having known ‘at least one’ form of sexual or sexist violence in the last 12 months

Reading aid: 42% of women under 30 years old are in this situation compared to 21% on average.
A.3 Where were the women victims of sexual harassment when it happened?
OAX: The last time that each of these situations took place, where was it?

**Visual and verbal harassment**
- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)
- Been exposed to embarrassing comments on your clothes or body
- Been exposed to obscene proposals or messages with a sexual connotation
- Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

**Physical harassment**
- Been exposed to light physical content like brushing against your hands, hair, face or legs

**Psychological harassment (with sexual intentions)**
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)

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**WORK PLACES (in %)**

<table>
<thead>
<tr>
<th></th>
<th>The usual place where you work</th>
<th>Common, collective areas at work</th>
<th>In the home of the aggressor*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basis: women who have already been in each of these situations</td>
<td>56-24-7-4-22</td>
<td>54-25-7-5-20</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>54</td>
<td>43</td>
<td>28-21-10-20-32</td>
</tr>
<tr>
<td></td>
<td></td>
<td>72</td>
<td>39-20-12-8-30</td>
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<tr>
<td></td>
<td></td>
<td>75</td>
<td>40-17-12-10-33</td>
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<tr>
<td></td>
<td></td>
<td>59</td>
<td>35-19-12-14-30</td>
</tr>
<tr>
<td></td>
<td></td>
<td>54</td>
<td>38-17-21-11-26</td>
</tr>
</tbody>
</table>

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*client, user, or patient*
TOTAL SHARE OF WOMEN HAVING BEEN VICTIMS OF HARASSMENT IN THEIR USUAL WORKING PLACE

OAX: The last time that each of these situations took place, where was it?

<table>
<thead>
<tr>
<th>Basis: women who have already been in each of these situations</th>
</tr>
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<tbody>
<tr>
<td><strong>Visual and verbal harassment</strong></td>
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<td>Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent</td>
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<tr>
<td>Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)</td>
</tr>
</tbody>
</table>

Share of women victims of this situation in their life

Basis: women who have already been in each of these situations

- Visual and verbal harassment
- Physical harassment
- Psychological harassment (with sexual intentions)
EXPERIENCE OF FORCED SEXUAL INTERCOURSE AT WORK
QUESTION: In the course of your career or professional activities, have you ever had a sexual relationship with ...?

Basis: women who have already had a job in their life so far

- Yes, and that’s something you had always wanted at that point
- Yes, and that’s not something you had always wanted, but you accepted it
- Yes, and it was something you were forced to do against your will

A superior at work

- Yes: 7
- No: 3
- Forced: 2

A colleague with more or less the same hierarchical level as you

- Yes: 14
- No: 5
- Forced: 1

A subordinate, i.e. a colleague with a lower hierarchical level than you

- Yes: 3
- No: 3
- Forced: 2

Someone from outside your company/establishment (e.g. a visitor, client, supplier, etc.)

- Yes: 6
- No: 3
- Forced: 2

Someone else

- Yes: 9
- No: 3
- Forced: 2
In the course of your career or professional activities, have you ever had a sexual relationship with ...?

- Yes, not wanted, but you accepted it
- Yes, but forced to do against your will

A superior at work

A colleague with more or less the same hierarchical level as you

A subordinate, i.e. a colleague with a lower hierarchical level than you

Someone from outside your company/establishment (e.g. a visitor, client, supplier, etc.)

Someone else
Focus on the profile of women having had a forced or desired sexual intercourse with someone from their working environment

Reading aid: 15% of women under the age of 30 are in this situation compared to 11% on average.

**AGE**
- Under 30 years: 15%
- 30 to 39 years: 13%
- 40 to 49 years: 10%
- 50 to 59 years: 9%
- 60 years or above: 9%

**LEVEL OF EDUCATION**
- Post-graduate: 12%
- Under-graduate: 11%
- Average: 8%
- Low: 13%

**INTERVIEWEE’S EMPLOYMENT SITUATION**
- ACTIVE: 11%
- 'White-collar': 14%
- Middle class: 9%
- 'Blue-collar': 14%
- Inactive: 10%

**CAREER MAIN STATUS**
- A family assistant: 16%
- A self-employed worker: 14%
- A paid employee: 10%

**NET INCOME PER MONTH**
- € 3,000 or above: 13%
- € 2,000 to € 3,000: 13%
- € 1,500 to € 2,000: 12%
- € 1,000 to € 1,500: 10%
- Under € 1,000: 10%

**WORKING ENVIRONMENT GENDER**
- Mainly men: 19%
- Mostly men, but also women: 14%
- About an equal number: 9%
- Mostly women: 7%
- Women having experienced it frequently: 28%
- Women having experienced it rarely: 18%
- Women who never experienced it: 5%

**CONTACT WITH THE PUBLIC**
- In direct contact with the public: 12%
- Face to face: 10%
- Telephone only: 22%
- No contact with the public: 8%

**CLOTHES THAT REVEAL YOUR BODY SHAPE**
- Yes: 33%
- No: 9%

**SEXUAL PREFERENCE**
- Heterosexual: 10%
- Heterosexual, lesbian (*): 19%

**EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE**
- In a relationship: 10%
- Married: 9%
- Not married: 12%
- Single: 12%

**BODY MASS INDEX**
- Thin: 15%
- Normal: 11%
- Overweight: 8%
- Obese: 11%

**JUDGEMENT OF OWN BODY SHAPE**
- Very pretty: 19%
- Quite pretty: 14%
- Average: 9%
- Not pretty: 10%

**TYPE OF GEOGRAPHICAL AREA**
- In the central town: 14%
- In an affluent suburb: 18%
- In a working-class suburb: 9%
- In an urban community (no metropilitan): 8%
- In a rural community: 8%

**RELIGION**
- Catholic: 10%
- Protestant: 10%
- Muslim: 30%

**POLITICAL PREFERENCES**
- Radical Left: 17%
- Moderate left: 11%
- Centre: 13%
- Moderate right: 10%
- Radical right: 11%
REACTIONS TO SEXUAL HARASSMENT AT WORK
C.1 Who was responsible for the last act of sexual harassment at work?
**THE PERSON RESPONSIBLE FOR THE LAST ACT OF SEXUAL HARASSMENT AT WORK**

**QUESTION:** The last time that each of these situations took place, who was responsible for it?

Basis: only ask women who have already been in each of these situations

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**Values:**
- **A superior at work**: 26%
- **A colleague with more or less the same hierarchical level**: 32%
- **A subordinate**: 28%
- **Someone from outside your company/establishment**: 24%
Q: The last time that each of these situations took place, who was responsible for it?

Basis: women who have already had a job in their life so far

- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.): 16%
- Been exposed to embarrassing comments on your clothes or body: 21%
- Been exposed to obscene proposals or messages with a sexual connotation: 17%
- Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content: 11%
- Been exposed to light physical content like brushing against your hands, hair, face or legs: 24%
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss: 21%
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.): 26%
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent: 18%
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion): 34%
Focus on the victims’ profile of acts of pressure from one of ‘their superior at work’ to obtain a sexual intercourse.

Reading aid: 40% of ‘working class’ women are in this situation compared to 34% on average.

**AGE**
- Under 30 years: 24
- 30 to 39 years: 19
- 40 to 49 years: 26
- 50 to 59 years: 54
- 60 years or above: 50

**LEVEL OF EDUCATION**
- Post-graduate: 31
- Under-graduate: 42
- Average: 23
- Low: 37

**INTERVIEWEE’S EMPLOYMENT SITUATION**
- ACTIVE: 30
- 'White-collar': 22
- Middle class: 32
- 'Blue-collar': 40
- Inactive: 41

**CAREER MAIN STATUS**
- A family assistant: 14
- A self-employed worker: 34
- A paid employee: 36

**NET INCOME PER MONTH**
- € 3,000 or above: 32
- € 2,000 to € 3,000: 29
- € 1,500 to € 2,000: 28
- € 1,000 to € 1,500: 45
- Under € 1,000: 36

**WORKING ENVIRONMENT GENDER**
- Mainly men: 41
- Mostly men, but also women: 31
- About an equal number: 37
- Mostly women: 33
- Women: 20

**CONTACT WITH THE PUBLIC**
- In direct contact with the public: 35
- Face to face: 38
- Telephone only: 21
- No contact with the public: 29

**MANDATORY CLOTHES THAT REVEAL YOUR BODY SHAPE**
- Yes: 24
- No: 37

**SEXUAL PREFERENCE**
- Heterosexual: 37
- sexual, lesbian (*): 19

**EXPERIENCE OF A SEXUAL INTERCOURSE WITHOUT DESIRE**
- Women having experienced it frequently: 18
- Women having experienced it rarely: 42
- Women who never experienced it: 42

**PREVIOUS MARITAL STATUS**
- In a relationship: 30
- Married: 32
- Not married: 28
- Single: 40

**BODY MASS INDEX**
- Thin: 36
- Normal: 33
- Overweight: 38
- Obese: 30

**JUDGEMENT OF OWN BODY SHAPE**
- Very pretty: 37
- Quite pretty: 34
- Average: 29
- Not pretty: 46

**TYPE OF GEOGRAPHICAL AREA**
- In the central town: 29
- In an affluent suburb: 25
- In a working-class suburb: 47
- In an urban community (no metropolitan): 40
- In a rural community: 39

**RELIGION**
- Catholic: 35
- Protestant: 35
- Muslim: 25

**POLITICAL PREFERENCES**
- Radical Left: 34
- Moderate left: 38
- Centre: 26
- Moderate right: 42
- Radical right: 27
How many women talked to someone about the last non-desired sexual intercourse they were victim of?
**REACTION TO HARASSMENT AT WORK**

**OAX** : The last time that each of these situations took place, did you talk about it ...?

**Basis:** only ask women who have already been in each of these situations

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**Total share of victims who talked to someone**

- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.): 53%
- Been exposed to embarrassing comments on your clothes or body: 57%
- Been exposed to obscene proposals or messages with a sexual connotation: 59%
- Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content: 62%
- Been exposed to light physical content like brushing against your hands, hair, face or legs: 53%
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss: 58%
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.): 58%
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent: 67%
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion): 67%

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**Share of victims who talked to a ‘superior at work’**

- 9%
- 9%
- 10%
- 10%
- 8%
- 13%
- 10%
- 11%
- 16%
### Reaction to Harassment at Work

**Visual and Verbal Harassment**
- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.): 57% (63% in Germany)
- Been exposed to embarrassing comments on your clothes or body: 64% (62% in Italy)
- Been exposed to obscene proposals or messages with a sexual connotation: 66% (66% in France)

**Physical Harassment**
- Been exposed to light physical content like brushing against your hands, hair, face or legs: 55% (63% in Spain)
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss: 68% (63% in Germany)

**Psychological Harassment (with sexual intentions)**
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.): 63% (61% in Spain)
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent: 73% (72% in Germany)
- Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion): 66% (61% in Spain)

**Total Share of Victims Who Talked to Someone**

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**Share of Victims Who Talked to a ‘Superior at Work’ or a ‘Staff or Union Representative’**

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Focus on the victims’ profile having talked to ‘a superior at work’ or a ‘staff or union representative’ about the pressure for a sexual intercourse

Reading aid : 27% of women under the age of 30 are in this situation compared to 16% on average.

**AGE**
- Under 30 years: 27%
- 30 to 39 years: 14%
- 40 to 49 years: 16%
- 50 to 59 years: 12%
- 60 years or above: 10%

**LEVEL OF EDUCATION**
- Post-graduate: 23%
- Under-graduate: 18%
- Average: 11%
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**INTERVIEWEE’S EMPLOYMENT SITUATION**
- ACTIVE: 17%
- 'White-collar': 23%
- Middle class: 17%
- 'Blue-collar': 7%
- Inactive: 15%

**CAREER MAIN STATUS**
- A family assistant: 17%
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**NET INCOME PER MONTH**
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**MANDATORY CLOTHES THAT REVEAL YOUR BODY SHAPE**
- Yes: 28%
- No: 11%

**SEXUAL PREFERENCE**
- Heterosexual: 16%
- Homosexual, lesbian (*): 26%

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- Women having experienced it frequently: 19%
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- In an affluent suburb: 14%
- In a working-class suburb: 27%
- In an urban community (no metropolitan): 9%
- In a rural community: 4%

**RELIGION**
- Catholic: 17%
- Protestant: 16%
- Muslim: 38%

**POLITICAL PREFERENCES**
- Radical Left: 29%
- Moderate left: 12%
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