

# Frida

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„At work I want to be  
treated professionally!“

RESEARCH SUMMARY

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# RESEARCH SUMMARY<sup>1</sup>

The research objectives were to gain insight into existence and presence of sexual harassment at work and whether companies in Croatia have an effective system for prevention and implementing anti-sexual harassment corrective measures.

The research was conducted on a convenience sample. There were 448 people participating in the research, out of whom 92.41% women, 7.14% men. Total 0.45% of the sample has not answered the question. As many as 71.36% of the respondents answered that they have experienced sexual harassment at work during their working lives. The share of women who have experienced sexual harassment at work is 73.36%, while with men it is 50.00%.

The most common forms of sexual harassment at work, as many as in 90.09% of the cases, are the unwanted sexual remarks, and suggestive and insulting comments and/or jokes directed at a person or made in the presence of a person. This is followed by 63.78% lustful and inappropriate staring at body parts. 52.63% of the respondents experienced unwanted touches, hugs and kisses, and 40.25% of respondents experienced unwanted calls of a sexual nature. As many as 82.36% of the respondents indicated that they had experienced two or more forms of sexual harassment at work.

<sup>1</sup> For further information regarding research, please send e-mail at [dunja@bonacci.hr](mailto:dunja@bonacci.hr)

Every third respondent experiencing sexual harassment at work has experienced it from more than one person. Total of 61.18% of the respondents have experienced sexual harassment from a superior.

Regarding the reporting of sexual harassment to someone in the company, 83.23% of the respondents state that they did not report it to anyone in the company. Only 16.77% reported sexual harassment at work. It got reported by women, exclusively. The majority of the respondents, 38.90%, have had the harassment reported on the same or the next working day of occurrence. In most cases, 53.57%, the harassment got reported to a superior. The report did not necessarily mean a positive outcome as 51.85% of the respondents state that there were no further steps taken after the reporting. When asked on how the reporting got resolved, in 20.69% of the cases the respondents did not know how it was resolved. In 20.69% of cases, they state that the abuser received a reprimand, while in 17.24% of the cases the harassment has not been determined.

The most common reason for not reporting sexual harassment at work is distrust of the employer. 56.77% of the respondents believe that the employer would not take any action in case of reporting. As many as 53.38% of the respondents answered that they had opposed the abuser themselves. 34.96% of them stated that they did not report sexual harassment for fear of a revenge and/or other unwanted consequences. Furthermore, 25.56% state that they do not know

to whom in the company they are to report it. 23.68% of the respondents did not report sexual harassment due to shame, while 23.31% of respondents did not report abuse due to fear of losing their job. The share of the respondents who did not report because they were not familiar with the application process is 21.80%, while 21.43% of the respondents state that the reason for not reporting is that they do not know if what had happened was sexual harassment.

Respondents who work in companies with 20 or more employees in 44.89% answer that their companies have a prevention system set through a rulebook or other similar document. However, 16.45% of the respondents answered that the companies in which they work do not regulate the prevention system through the work regulation documents, while 37.33% of them stated that they did not know whether the rules regulated the protection of workers' dignity. Furthermore, 46.67% state that there is a commissioner in the companies where they work to protect the dignity of workers. However, 23.56% of them state that there is no commissioner for the protection of workers' dignity in the companies where they work, while 29.77% of the respondents do not know whether there is a commissioner for protection in the company in which they work.

As many as 75.22% of respondents answered that the companies in which they work do not provide education on sexual harassment at work.

<sup>2</sup> According to the Croatian Labour Law, companies with 20 or more employees must have regulated protection of the dignity of workers, which includes protection against sexual harassment.