

ALLIANCE FOR A SAFE AND EQUAL WORKING ENVIRONMENT



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A woman's place is no longer in the kitchen, and we can add that of course it never was. However, we are not as we were 10 years ago when we talk about segregation in the labour market and gender inequality.

When discussing about gender equality, we touch several areas, from employment, pay, maternity leave, transport, money to power. We are in 2023 and we still have several steps to go before we fully reach equality. The EIG, European Index Gender, has already published the 2023 Gender Gap Index and the results are still shocking. In several countries, women are still under-represented in many sectors.

According to the EIG, gender inequalities have increased in terms of economic situation, time spent on social activities, health status and access to health care.

On the other hand, some progress towards gender equality has been made in terms of time spent on care activities, segregation and quality of work, participation in economic decision-making and educational attainment and participation.

Women are still discriminated against in the workplace, and that's where the inequalities are, along with the labour market. Women continue to occupy jobs in sectors that pay less and offer fewer career prospects and opportunities for growth. They also earn less than men when they are employed. Statistics show that women in the European Union earn 70% less than men.

Besides the inequality related to employment, women face lots of mobbing and sexual harassment at workplace too. In 2016, a national survey conducted in Belgium by human resources provider Securex registered a 21% increase in harassment at work in the two years since the reform was passed.



Of the 1,700 Belgian employees surveyed, 29% said they had been harassed at work, 19% physically attacked, 14% bullied, 2% sexually harassed and 14% discriminated against. Similar results are found in the 2020 report of the Flemish Institute for Gender Equality and the 2022 Liantis survey, which shows that in 2021 one in seven employees (14.2%) were victims of bullying or harassment at work, either by colleagues or by superiors.

Violence and harassment against women at work is a serious violation of women's human rights and a major obstacle to achieving equal opportunities and access to decent and dignified work.

Harassment at workplace has a devastating impact on women workers' health, well-being and performance at work. It is also deeply rooted in social norms, values and stereotypes that perpetuate gender inequalities, discrimination against women and unequal power relations between genders, including intersecting forms of discrimination, for example based on gender and race, disability or social origin.

The 2014 representative survey by the European Union Agency for Human Rights (FRA), interviewed more than 42,000 women across the 28 Member States of the European Union (EU) and it is estimated that the scale of physical, sexual and psychological violence against women is still extremely high in Europe and calls for renewed policy attention.

On average, 8 % of women have experienced physical and/or sexual violence in the last 12 months before the survey interview, and one in three women (33%) has experienced some form of physical and/or sexual assault since the age of 15.



To improve the prevention and management of sexual harassment in the workplace by building the capacity of workers by adopting effective internal policies, should be a priority.

Projects like [TEAMWORK2](#) involve several stakeholders in Europe to contribute to a safer and fairer workplace from gender-based violence and sexual harassment.

The TEAMWORK2 project for instance aims of create an national helpdesk in Greece, Belgium, Italy, Cyprus, Bulgaria, Spain and Croatia with the objectives of:

- assisting companies seeking advice on how to draw up a plan to combat sexual harassment in the workplace, establish procedures and comply with the law.
- providing information to victims of sexual harassment who need support.

The Diesis network has always been an active player in the field of gender and the promotion of gender equality in the social economy. Throughout the years, Diesis has carried out several actions on this subject with the aim of promoting a fair workplace without inequalities.



Diesis launched in 2020 the **ALLIANCE FOR GENDER SAFETY AT WORK.**

The ALLIANCE aims to promote and invite European, national and local organisations to join forces and work together to raise awareness on the changes needed to create a more inclusive and safe work environment. The alliance counts today more than 40 members between enterprises and supporting organisations.

November is an important month to support the fight for the elimination of Violence Against Women. Despite the scale of the problem and these worrying trends, financial commitments to violence prevention remain limited.

For this reason, Diesis network participates, as it has done in the last years, in the UN-promoted **#16Days of Activism against Gender-based Violence**, which starts on 25 November and ends on 10 December. The main objective of the campaign is to invite all civil society to invest and engage in the prevention of violence against women and girls. In these sixteen days, Diesis will make several calls to action and will share information on gender inequalities, focusing on sixteen European countries.

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