



Equality and Diversity

Some additional information.....



What is Sexual Harassment?

- The term '**sexual harassment**'* covers a **spectrum of behaviours** which range from **subtle** and **insidious** to **overt** and **violent**
 - Often discussion of sexual harassment focuses on the more overt and obvious of these; however, the behaviours further down the spectrum create a culture in which all forms of sexual harassment are enabled
- Unwanted comments of a sexual nature can often be so normalised that they go completely **unchallenged**, however they serve to **create a hostile environment** that **demeans** and **diminishes** women and their **contributions**

See also Equality Act 2010 for definition of harassment



What is Sexual Harassment continued

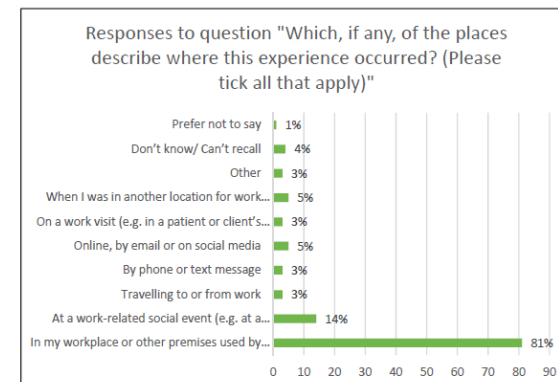
- When sexualised language is framed as ‘banter’ it can provide **tacit consent** to this and other forms of sexual harassment, including unwanted shoulder rubs, hugs or other physical contact, and repeated sexual advances
- This harassment can often take place in front of other colleagues, exacerbating the shame and humiliation felt by the women who are targeted and making it more **difficult to report** because of a fear it will be **dismissed as ‘just a joke’**

TUC report on Sexual Harassment

Still just a bit of banter? Research by TUC in 2016

Key findings

- More than half (52%) of all women polled have experienced some form of sexual harassment
- 35% of women have heard comments of a sexual nature being made about other women in the workplace
- 32% per cent of women have been subject to unwelcome jokes of a sexual nature
- 28% of women have been subject to comments of a sexual nature about their body or clothes
- Nearly one quarter of women have experienced unwanted touching (such as a hand on the knee or lower back).
- One fifth of women have experienced unwanted sexual advances
- More than one in ten women reported experiencing unwanted sexual touching or attempts to kiss them
- In the vast majority of cases, the perpetrator was a male colleague, with nearly one in five reporting that their direct manager or someone else with direct authority over them was the perpetrator
- Four out of five women did not report the sexual harassment to their employer





Examples of Sexual Harasment

- Women's contributions being valued less: their ideas being dismissed in meetings; or their contributions being initially ignored, only to be repeated by a male colleague later, and received positively
- Women working on fewer higher visibility projects
- Sexist jokes and remarks dismissed as 'banter', including a preoccupation with a colleague's physical appearance
- The use of language which diminishes, infantilises or sexualises women, e.g. referring to colleagues as 'the girls', or calling a colleague 'darling' or 'doll', which creates an environment where women feel they are seen as less valuable or held in contempt
- Stereotypical expectations around the type of work or the position a woman, or man, would hold: assuming a woman is a lower grade when she is a senior manager, or a man being assumed to be the manager of a team by a visitor from another department

Have you seen any of these examples happening at work?



Even more examples.....

- Women being expected or asked to make the tea or take minutes, irrespective of their role or seniority
- Meetings where the first ten minutes of discussion is spent by male colleagues discussing a male-oriented activity such as football, which may result in women feeling excluded
- Suggesting a female colleague only got a promotion because the hiring manager found her attractive, or even implying she had slept with him
- Referring to a female manager as 'bossy' or 'a bitch' while male managers are seen as assertive and strong
- The, often unspoken, assumption that women will organise collection sheets, gifts, and nights out for colleagues

Have you seen any of these examples happening at work?



What is Sexism and Misogyny?

- Sexism is the prejudice, stereotyping or discrimination typically against women, on the basis of sex. It is behaviour, conditions or attitudes that foster stereotypes of social roles
- Misogyny is the hatred of, contempt for, or prejudice against women or girls. Misogyny manifests in numerous ways, including social exclusion, sex discrimination, hostility, patriarchy, male privilege, belittling of women, disenfranchisement of women, violence against women, and sexual objectification.

What is the Gender Pay Gap?

Definition: The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men's earnings. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>



Statistical bulletin

Gender pay gap in the UK: 2019

Differences in pay between women and men by age, region, full-time and part-time, and occupation.



What are the causes of the Gender Pay Gap?

- Gender norms and stereotyping about women's capabilities and interests
- Lack of quality part-time and flexible jobs
- Accessibility to education and training
- Women's disproportionate responsibility for caring
- While some of the historical gendered pay inequalities have been addressed some women are still paid less than men for doing equal work

**Do you know what the gender pay gap is within
Aberdeen City Council?**



Is there a link between gender pay gap and women's labour market inequality, Violence against Women and gender inequality in society?

- Women's economic inequality
 - reduces their financial independence
 - restricts their choices in employment
 - may create a conducive context for violence
- Women's higher levels of poverty and financial dependence
 - can make it harder for women experiencing violence or abuse to move on
 - sustain good quality employment

Addressing women's labour market inequality is therefore a fundamental step in eradicating violence against women

More on the links between women's labour market inequality, VAW and gender inequality in society

- Equally Safe, Scotland's [national strategy](#) strives to prevent and eradicate violence against women and girls
 - recognises that violence against women is a **cause** and **consequence** of wider gender inequality
- Women's labour market inequality also sustains, and is a result of, wider gender inequality in society
 - Addressing women's labour market inequality is therefore a necessary step in preventing violence against women, both within and outwith the workplace
- The gender pay gap, the key indicator of women's labour market inequality, represents the divergent experiences men and women have not only in employment but also in education, training, care and other domestic labour.
 - It is a persistent feature of Scotland's labour market, and local government is no exception
- Gender norms and stereotyping about women's capabilities and interests results in a stark segregation in the types of work men and women do
 - In councils, this means that women are more likely to work in homecare, admin, and early learning and education, while men tend to work in IT, refuse collection and in management roles.



More on the links between women's labour market inequality, VAW and gender inequality in society

- A lack of quality part-time and flexible jobs, coupled with women's disproportionate responsibility for caring, contributes towards women's under-representation in management and senior roles
- Pay Modernisation programmes in local government, and the wider public sector, have addressed some of the historical gendered pay inequalities; however, some women are still paid less than men for doing equal work
- While there are commonalities experienced by all women at work, disabled women, Black and minority ethnic (BME) women, Muslim women and other women of faith, lesbian and bisexual women, trans women, refugee women, young women and older women experience different, multiple barriers to participation in the labour market, and to progression within their occupation
- Socioeconomic background also has an influence on women's labour market outcomes, with working class women less likely to be represented in higher paid jobs, and more likely to be in lower paid, stereotypically female work such as childcare and cleaning



ONS Gender Pay Gap Report 2019

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

- The gender pay gap among **full-time** employees stands at **8.9%**, little changed from 2018, and a decline of only 0.6 percentage points since 2012.
- The gender pay gap among **all employees** fell from 17.8% in 2018 to 17.3% in 2019, and continues to decline.
- For age groups under 40 years, the gender pay gap for full-time employees is now close to zero
- Among 40- to 49-year-olds the gap (currently 11.4%) has decreased substantially over time.
- Among 50- to 59- year-olds and those over 60 years, the gender pay gap is over 15% and is not declining strongly over time
- One of the reasons for differences in the **gender pay gap between age groups is that women over 40 years are more likely to work in lower-paid occupations** and, compared with younger women, are less likely to work as managers, directors or senior officials.



What is intersectionality?

- A recognition that women (and men) are not homogenous groups, and that their experiences are shaped by their multiple intersecting identities
 - there are commonalities experienced by all women at work, disabled women, Black and minority ethnic (BME) women, Muslim women and other women of faith, lesbian and bisexual women, trans women, refugee women, young women and older women experience different, multiple barriers to participation in the labour market
 - Socioeconomic background also has an influence on women's labour market outcomes



Intersectionality between gender and other characteristics

- Along with their gender, women and girls have other protected characteristics that increases their level of risk of experiencing violence and abuse
- Drivers for this are often the continuing prejudice and structural barriers in society which cause inequality
 - Lesbian, bisexual and transgender women and girls experience violence and abuse which targets their sexual orientation, gender identity or both;
 - homophobia, biphobia and transphobia can drive (or be used as components of) abuse by perpetrators
- Additional risk factors affecting transgender women and girls include
 - high levels of transphobic street harassment and hate crime
 - greater levels of social isolation, which contributes high levels of vulnerability and
 - increased difficulties in accessing services
- Challenges in relation to some minority ethnic communities, where traditional gender roles can be stronger and where cultural practices involving violence such as Female Genital Mutilation and forced marriage are more prevalent
- Disabled women and girls are more vulnerable to exploitation and coercion
- Older women may be either caring for, or being cared for by, their abuser
- Refugee and asylum seeking women and girls may have experienced particular trauma before or during their journey to Scotland



What can employers do?

- Gender inequality is a **root cause** of violence against women and girls, and despite the many advances being made there remain persistent inequalities between men and women including
 - the gender pay gap
 - overrepresentation of women in lower paid sector
 - underrepresentation of women in senior posts
- Women do not currently have the same life chances as men – due to
 - institutional sexism and
 - disproportionate levels of economic dependence
- To help address these issues requires a programme of work aimed at
 - increasing employability
 - addressing the gender pay gap
 - improving the flexibility of work and
 - reducing occupational segregation

**Do you know what Aberdeen City Council
has done and is doing to address these points?**



What more can an employer do?

- Support those who may be experiencing or at risk of violence or abusive behaviour
- Develop a culture which contributes to the prevention of violence against women and girls through their HR policies and staff training

'There is one universal truth, applicable to all countries, cultures and communities: violence against women is never acceptable, never excusable, never tolerable.'

United Nations Secretary-General, Ban Ki-Moon



Why is this important?

- Societies in which women's participation is valued, and where there are fewer economic, social or political differences in power between men and women, have lower levels of violence.
- But equality alone will not suffice;
 - Scandinavian countries, where high levels of violence against women and girls persist despite those countries being close to achieving gender equality in the workforce
- Attitudes and structures that underpin the violence must also be addressed