

# 3rd ASTRAPI Newsletter

Active Strategies for Prevention and Handling  
Sexual Harassment Incidents



## ASTRAPI project progress

In the 3rd ASTRAPI Newsletter we present the progress made by the consortium to achieve the objectives set in the project. Specifically, we report the main activities carried out by the Gender Equality Committee of Panteion University from Greece; FIU-Ligestilling from Denmark; HYPATIA Foundation's from Cyprus and CREA from Spain. Furthermore, the consortium has been in close contact through the different virtual meetings held.

## News from Greece

### A public event on sexual harassment organised at Panteion University

The Gender Equality Committee of Panteion University, which was recently established according to Law 4589/2019 (Article 33) in order to receive complaints, investigate and provide mediation services to members of the University community for incidents of sexual



Presentation and  
progress



ASTRAPI news



ASTRAPI events

harassment, organised a public event on 19/3/2021 with the title: “Sexism gender-based violence and sexual harassment: what are we doing how do we organise the University?”

Many representatives of organisations such as NGOs, Student Unions, Universities, and many members of Panteion University, such as the Rector and the Psychologist of the University, participated in the event. Many attendants shared their experiences dealing with sexual harassment incidents and their suggestions to establish specific procedures for preventing sexual harassment, politics of disclosure, interventions and institutional changes.

During the event Prof Georgia Pertraki, Director of the Centre for Gender Studies, made a brief presentation of the ASTRAPI Project and its progress.

## **The Greek Parliament ratifies the ILO Convention 190**

In June 2021 the Greek Parliament voted in favour of the ratification of ILO Violence and Harassment Convention No.190 and Recommendation 206. However, even if the law 4808/2021 reinforces the existing legal framework by expanding the definition of gender-based violence and harassment, there are some points that need to be confirmed during its implementation. Employers’ respect for the new provisions and the obligations that arise from them needs to be proven in practice. The creation of an autonomous department within the Labour Inspectorate Body that will be in charge of sexual harassment incidents is a positive step, but what is crucial is its strengthening with staff and resources.

Finally, it is important to note that the new law might have an impact on gender issues in general and on work-life balance in particular, since it introduces among others the possibility for further flexibility in working hours and arrangements. Even if it transposes the EU Directive 2019/1158 on work-life balance, we cannot underestimate the fact that care within households still burdens disproportionately women, while men are less likely to assume relevant responsibilities by benefiting from provisions, such as paternity leave.

## **News from Cyprus**

### **Hosting Virtual Events to disseminate Project Outputs in Cyprus**

During the Months of Feb-May 2021 the project was under COVID-19 restrictions. As such, Hypatia Foundation decided to host a number of virtual multiplier events to disseminate IO1 “The European Toolkit for the effective implementation of policy to prevent and handle sexual harassment in the world of work”. The aim of these virtual events was to present and discuss the innovative intervention strategy model and tools to key stakeholders and decision makers.

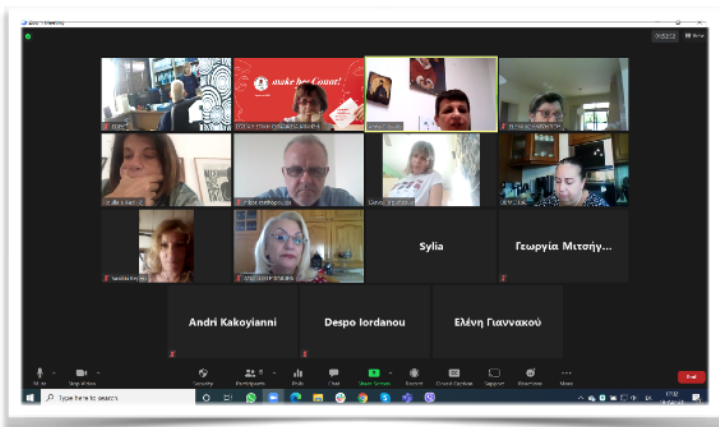
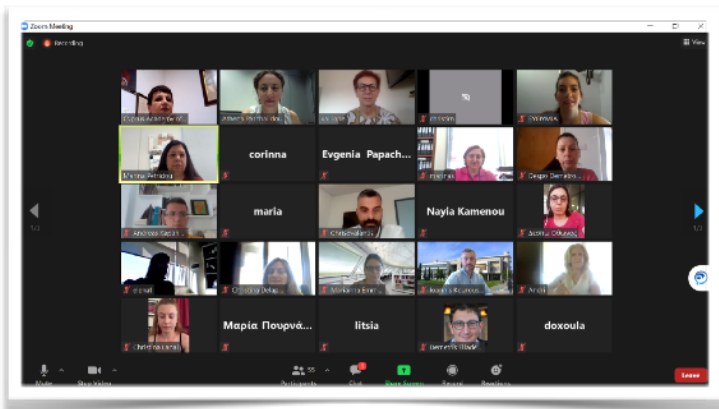
There were five virtual multiplier events organized, inviting staff and faculty of a local public University, and members of two NGOs. Particularly, the University of Cyprus organized 3 events in May, while the Pan-Cyprian Volunteerism Coordinative Council and the Women Socialist Movement each organized one event in April. Over 175 people attended the virtual events.

The 2-hour presentation was organized in three distinct parts:

**Part 1:** presented key concepts of sexual harassment, their impact in the world of work, the legal and policy context and an overview of specific International Agreements and Policy to combat sexual harassment.

**Part 2:** introduced participants the framework for a comprehensive and transformative approach developed by the project to end sexual harassment in the world of work and several tools and strategies to sensitize both employers as well as workers.

**Part 3:** presented a model workplace policy and procedure, with guidance and checklists, to address sexual harassment in a comprehensive way, covering all forms of violence and harassment including domestic violence.



## News from Denmark

Currently, there is a lot of focus on sexual harassment in Denmark, both politically and in the media. In the beginning of the year the Minister of Employment initiated three-part negotiations (negotiations where the government, employer organizations, and unions reach agreements about new, concrete initiatives) to come up with new ways to prevent sexual harassment. According to the plan these negotiations will be finished this October and the aim is to present new initiatives and new legislation. For the time being, the government has presented these 14 initiatives:

### 1) Three-part-negotiations about sexual harassment in the labor market

Better prevention of and a bigger focus on the consequences of sexual harassment in Danish workplaces. The three-part-dialogue will take place at the Ministry of Employment and Equality.

### 2) Alliance about sexual harassment

The Minister of Employment and Equality will create an alliance of relevant organizations, NGOs, and social partners with the aim of securing a lasting focus on the elimination of sexual harassment and on creating the necessary cultural changes. Knowledge sharing and dialogue is in the center of the work of this alliance. The alliance will share knowledge and recommendations that can support the creation of a harassment-free culture.

### 3) Letter to public and private workplaces

The Minister of Employment and Equality will send out a letter to public and private workplaces with recommendations and good advice on how to prevent and fight sexual

harassment. The letter will also describe how to find the Danish Working Environment Authority's (WEA) online hotline for sexual harassment and how to find the WEA's different, relevant tools and initiatives online. The letter will be sent out via the social partners.

#### **4) Strengthening the teaching of the topic 'psychological work environment', including sexual harassment, in the vocational educations and upper secondary education**

By informing the students about sexual harassment and their rights related to this topic, the focus on psychological work environment will be increased in the vocational educations and upper secondary education. In part, this initiative will be put into action by adjusting the content of relevant educational subjects that the Ministry of Children and Education has defined.

#### **5) Dissemination of the Danish Working Environment Authority's initiatives**

WEA will expand the relevant online tools and initiatives further. In addition to this, the knowledge about these harassment tools and initiatives will be increased.

#### **6) Whistleblower legislation**

With a new whistleblower legislation, the government will create an opportunity for all employers to whistleblow about cases of sexual harassment in the workplace. This proposed legislation will be actualized through the implementation of the EU Whistleblower Directive.

#### **7) Measurement of the workplaces' initiatives**

A continuous measurement of how workplaces handle sexual harassment will be initiated. This will be done by conducting a base-line

measurement of relevant activities, including the scope of existing policies, guidelines, and other procedures concerning the monitoring of sexual harassment cases. These measurements will monitor the efforts made in the workplaces.

#### **8) Recommendation to establish a whistleblower line on educational institutions**

Educational institutions will be recommended to create a whistleblower line where students can bring attention to cases of sexual harassment. This will be in accordance with each educational institutions' already existing obligation to make sure that the students have a healthy teaching environment.

#### **9) Dialogue with relevant parties in the educational field**

In alliance with the Ministry of Employment, the Ministry of Children and Education will meet to have a dialogue about challenges and about the needs for new tools to prevent and deal with sexual harassment. In these meetings student-, teacher-, and executives' associations across secondary education, as well as social partners, will participate.

#### **10) Continuous overview of the educational institutions' challenges, including students enrolled in vocational training**

The Ministry of Children and Education will look into the possibility of incorporating questions about experiences with sexual harassment into surveys and the like. The aim is to make educational institutions become more aware of and gain more knowledge about potential challenges. Furthermore, the aim is for the ministry to gain insight into which educational institutions or sectors are most challenged.

### **11) Focus on sexual harassment in the survey “Uddannelseszoom” regarding higher education**

The Minister of Education and Science will expand the survey called “Uddannelseszoom” where the students’ level of thriving and the quality of the higher education institutions are mapped out. This means that new questions about sexism and sexual harassment – including what happens, where, and by whom – will be added to the survey. This survey is sent to approx. 250.000 students.

### **12) Relaunch of the Danish Working Environment Authority’s hotline**

WEA will inform and increase the knowledge about WEA’s harassment hotline where anyone anonymously can get advice and council about experiences with harassment, including sexual harassment.

### **13) Dialogue about the obligations of vocational training-based education institutions**

The Ministry of Children and Education will initiate a dialogue with the social partners about the need for changing the rules regarding the trade committees’ quality assurance work and about the need to quality assure the educational institution’s’ vocational training so that the prevention of sexual harassment becomes a central part of this quality-oriented work.

### **14) Dialogue about increased focus on preventing sexual harassment in the workplaces where students’ vocational training takes place**

The Ministry of Children and Education will initiate a dialogue with the social partners about the need for changing the rules regarding the

trade committees’ approval of organizations providing vocational training. A dialogue will be initiated about the need for making conditional approvals possible, meaning the committees must be able to approve an organizations/ workplace on the condition that the organization/workplace will comply with certain obligations concerning the prevention of sexual harassment.

Susanne Fast Jensen. FIU-ligestilling.

## **News from Spain**

### **Developing an evidence-based Survey tool against sexual harassment in Europe**

During this period, CREA has focused its efforts on the Development of the ASTRAPI Survey Tool (AST). The specific aim of the AST is to provide a reliable and valid tool for measuring risk factors that can define levels of intensity of sexual harassment at very diverse workplaces. In this way, it will contribute to respond to the needs identified by organizations such as the ILO and the UN Women, which warn about problems such as under-reporting and the lack of monitoring systems and about the need to improve the systems of collecting data on violence and harassment as one of the keys to developing informed laws and policies. Furthermore, the AST will contribute to advance towards greater comparability of data across European countries, to fully understand the impact of violence and harassment in the world of work.

The AST is an evidence-based instrument that has been developed considering the scientific literature on sexual harassment, as well as the recommendations issued by relevant international organizations such as UN Women or the ILO. In addition, it has taken as reference

previous instruments such as the Sexual Harassment Questionary (SEQ) or the Workplace Climate Survey. As the AST's main contribution, it is worth highlighting the incorporation into the tool of the latest scientific advances in the field of gender violence prevention, which contemplate sexual harassment suffered by the victim herself but also Isolating Gender Violence (IGV), which affects both the victim and the people who support them.

The methodological approach used for the development of the instrument has been the communicative methodology. It has meant involving a wide variety of agents during the AST development process, including victims/survivors of sexual harassment in the workplace; experts from various fields of knowledge (e.g., gender studies; sociology; economics; education or social work); as well as union representatives, NGOs and European foundations.

Currently, the consortium is working on organizing the piloting of the tool in very diverse work contexts. It will be carried out in the different European countries where the project consortium is present.

## Dissemination in two international conferences: CICFEM and CIMIE

The results obtained during the development of the project have been disseminated in two relevant international scientific conferences in which CREA participate.

On March 6, 2011, the project's contributions were presented at the International Congress on Science, Feminism, and Masculinity ([CICFEM](#)) under the title “Advancing against sexual harassment in the workplace: contributions from the European ASTRAPI project”.



Furthermore, on July 2, 2021, the project was shared at the Multidisciplinary International Conference on Educational Research ([CIMIE](#)) under the title “Training strategies against sexual harassment in the world of work: contributions from the European ASTRAPI project”.



## Upcoming events

### ASTRAPI Multiplier event in Denmark

On November 25, an ASTRAPI multiplier event organized by FIU-Ligestilling will be held. For more information, you can access this [link](#) (information in Danish).

**PROGRAM**

## Seksuel chikane og kønsbestemt vold

KONFERENCE 2021

Torsdag den 25. november er FN's mærkedag til bekæmpelse af vold mod kvinder.

FIU-Ligestilling støtter op om markeringen og sagen med dette dialogmøde, hvor der sættes fokus på arbejdspladens muligheder for at forebygge kønsbestemt vold, herunder seksuel chikane.

Konferencen skal give inspiration og viden med henblik på at forebygge og håndtere seksuel chikane og kønsbestemt vold på det danske arbejdsmarked.

**Målgruppe**  
Tillids- og arbejdsmiljørepræsentanter, fagforeningsrepræsentanter, ansatte på kvindekrisecentre, sprogkollektorer, undervisere fra fagbevægelsen, politikere og interesserede fra andre organisationer, der arbejder med "kønsbestemt vold" og seksuel chikane.

**TID OG STED**  
Torsdag den 25. november 2021  
kl. 10.00 – 13.30.  
Christiansberg, Lokale:  
Provanthuset Fro D.

**Tilmelding:**  
FIU-nr.: 5207 21 00 61

Tilmelding foregår ved ansøgning i din egen fagforening. Er du ikke medlem af et forbund tilsluttet FIU, kan tilmelding ske til [meev@danstmetat.dk](mailto:meev@danstmetat.dk), med angivelse af FIU-nummer.

Tilmelding efter "først til mølle"-princip.

**Pris:**  
Gebyrfit.

**Tovholder:**  
Susanne Fast Jensen.  
Spørgsmål kan stilles på mail [susanne.fast.jensen@BF.dk](mailto:susanne.fast.jensen@BF.dk).

**ASTRAPI**  
EU PROJECT

With the support of the Erasmus+ Programme of the European Union

**FIU-LIGESTILLING**  
MANKIFOLGDE POLICE FÆLLESGRADER

#### ASTRAPI Partnership



#### Associated Partner:



KA2 - Cooperation for innovation and the exchange of good practices  
KA204 - Strategic Partnerships for adult education  
2019-1-CY01-KA204-058414

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