

WORKPLACE SEXUAL HARASSMENT IN SINGAPORE

Report prepared by:

Ipsos Public Affairs
For AWARE Singapore

aware

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GAME CHANGERS



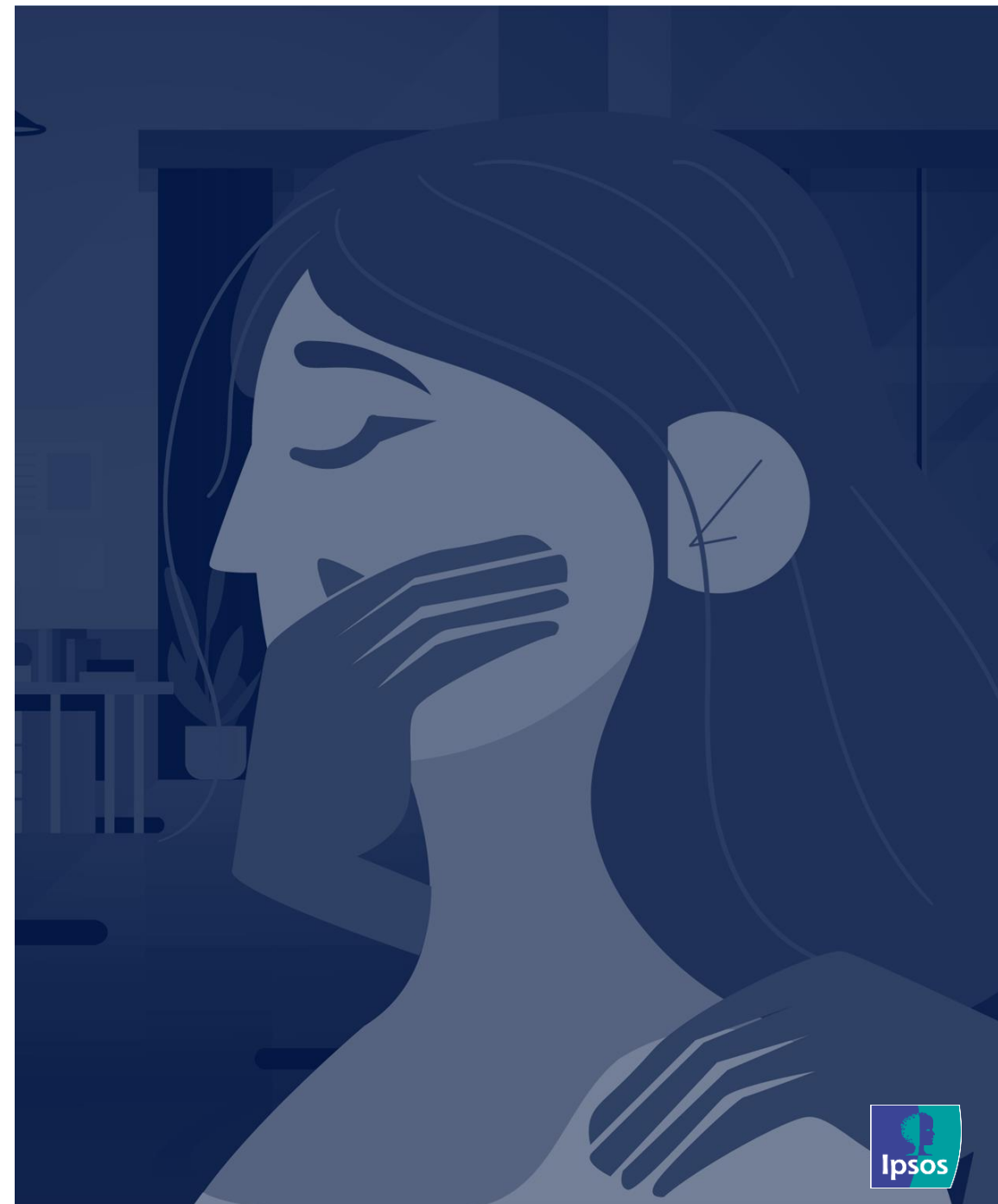
CONTENTS

EXECUTIVE SUMMARY

1. METHODOLOGY & SAMPLE PROFILE
2. PREVALENCE OF WORKPLACE SEXUAL HARASSMENT IN SINGAPORE
3. REPORTING OF SEXUAL HARASSMENT & OUTCOMES
4. NOT REPORTING OF HARASSMENT & OUTCOMES

EXECUTIVE SUMMARY

- Prevalence of sexual harassment in the workplace is high with 2 out of 5 say they have encountered sexual harassment behaviour in the last 5 years.
- Most experienced harassment from a peer or a senior person in the office.
- Less than half of them reported the harassment to an authority, mostly attributing it to wanting to forget about the incident, did not think it was severe enough or that there was not enough evidence of the harassment.
- Of those who reported the harassment, findings indicate that persons in authority require additional training in guiding survivors more effectively through the reporting and recovery process.



METHODOLOGY AND SAMPLE PROFILE

1

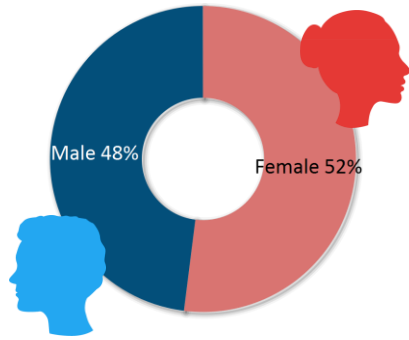
METHODOLOGY & SAMPLE PROFILE

The study was conducted via Ipsos' online panel from **3rd to 9th Nov 2020**.

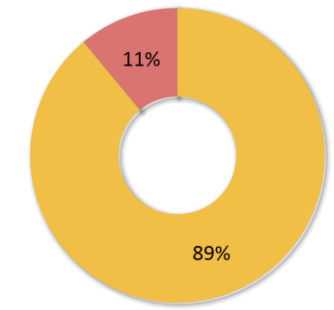
A sample of **n=1,000 Singapore Citizens and Permanent Residents** were surveyed.

The sample consists of **persons engaged in paid work** (full-time, part-time, self-employed and freelance) in the last 5 years, with quotas placed on **age, race and gender**.

GENDER

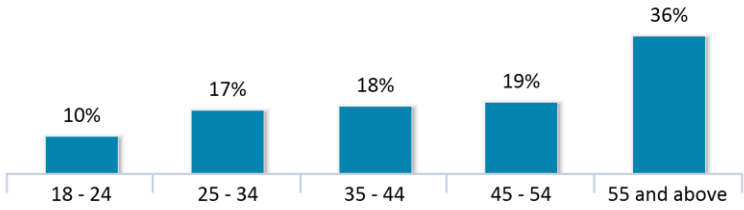


CITIZENSHIP STATUS

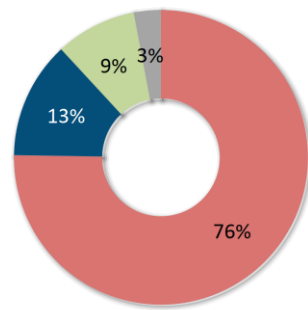


■ Singapore Citizen ■ Singapore PR

AGE GROUP

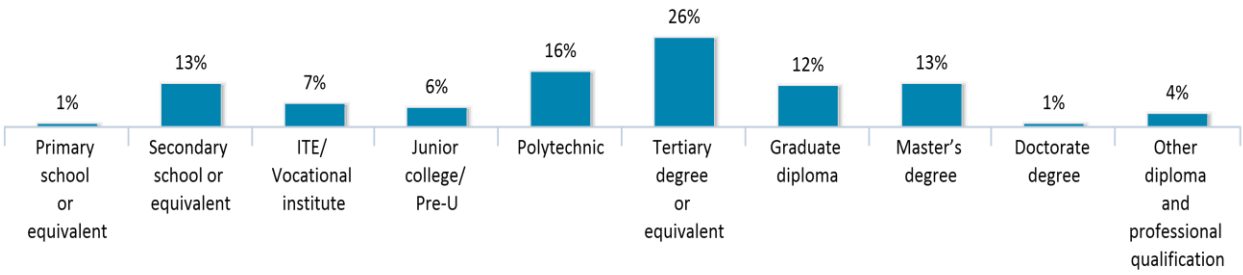


ETHNICITY



■ Chinese ■ Malay ■ Indian ■ Others

EDUCATION LEVEL



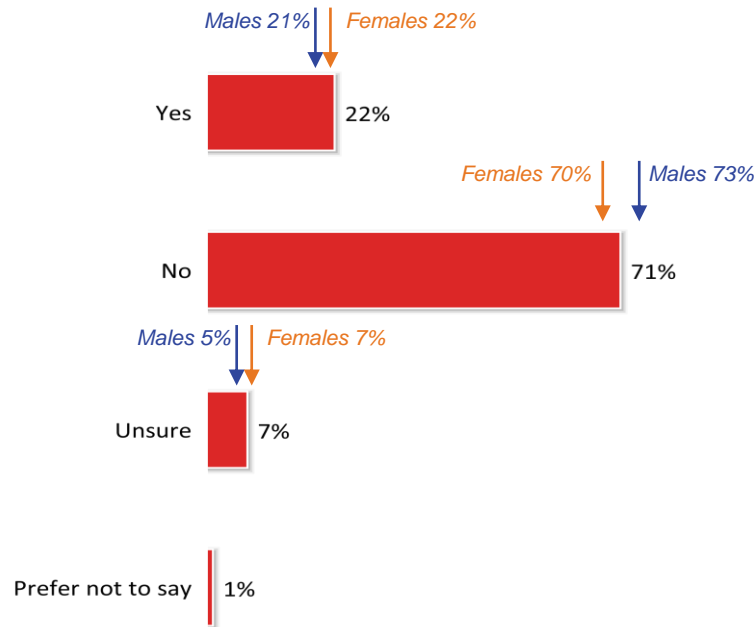
PREVALENCE OF SEXUAL HARASSMENT IN THE WORKPLACE

2

When asked a direct question, 1 in 5 say they have been sexually harassed in the workplace. This is similarly asserted by both men and women.

In the last five years, have you ever been sexually harassed in the workplace?

QA1: Workplace sexual harassment can occur when one party at the workplace (including but not limited to colleagues, supervisors, clients and contractors) demonstrates behaviour of a sexual nature that causes or is likely to cause harassment, alarm or distress to another party. Examples of behaviour that may be considered harassment include (but not limited to): using threatening, abusive, or insulting language, comments or other non-verbal gestures cyber bullying stalking

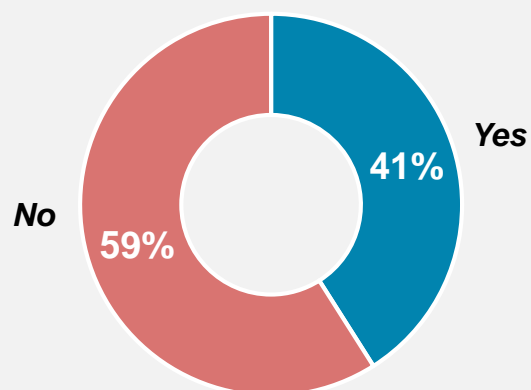


Base size: All respondents n=1,000. (Males n=475, Females n=522, Non-Binary n=3)



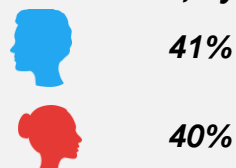
However, when specific harassment situations were described, 2 in 5 reported that they had experienced such behaviours - indicating a major gap in understanding of what constitutes sexual harassment

Experienced at least one form of workplace sexual harassment behaviour within the last five years



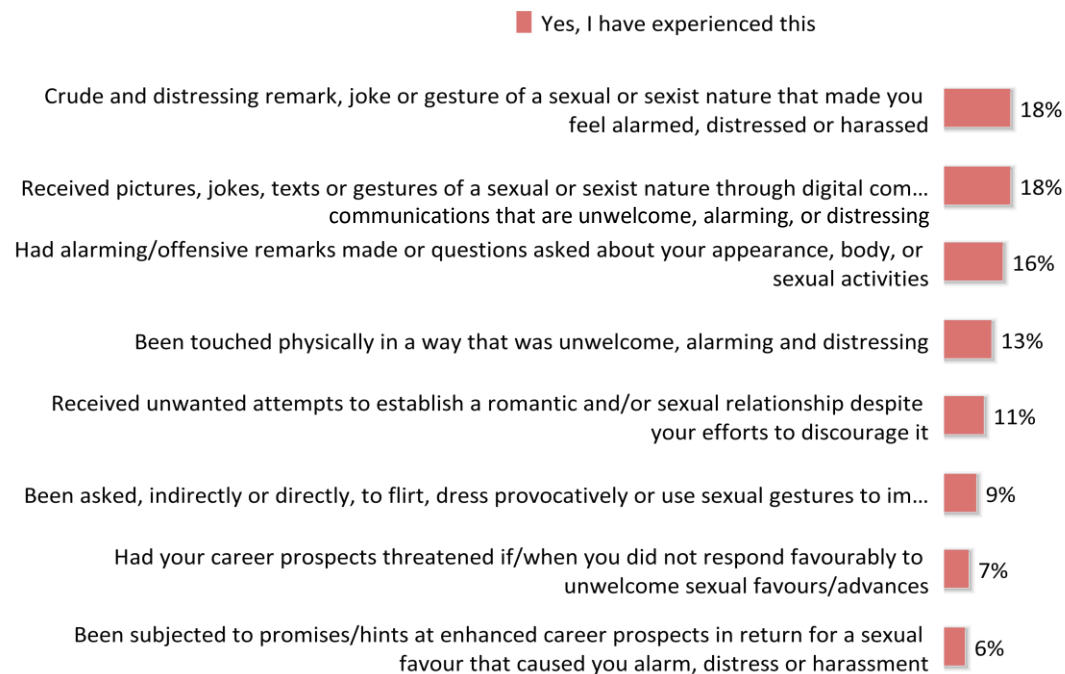
Base size: All respondents n=1,000.

% Yes, by gender



Have you experienced any of the following workplace sexual harassment behaviours within the last five years?

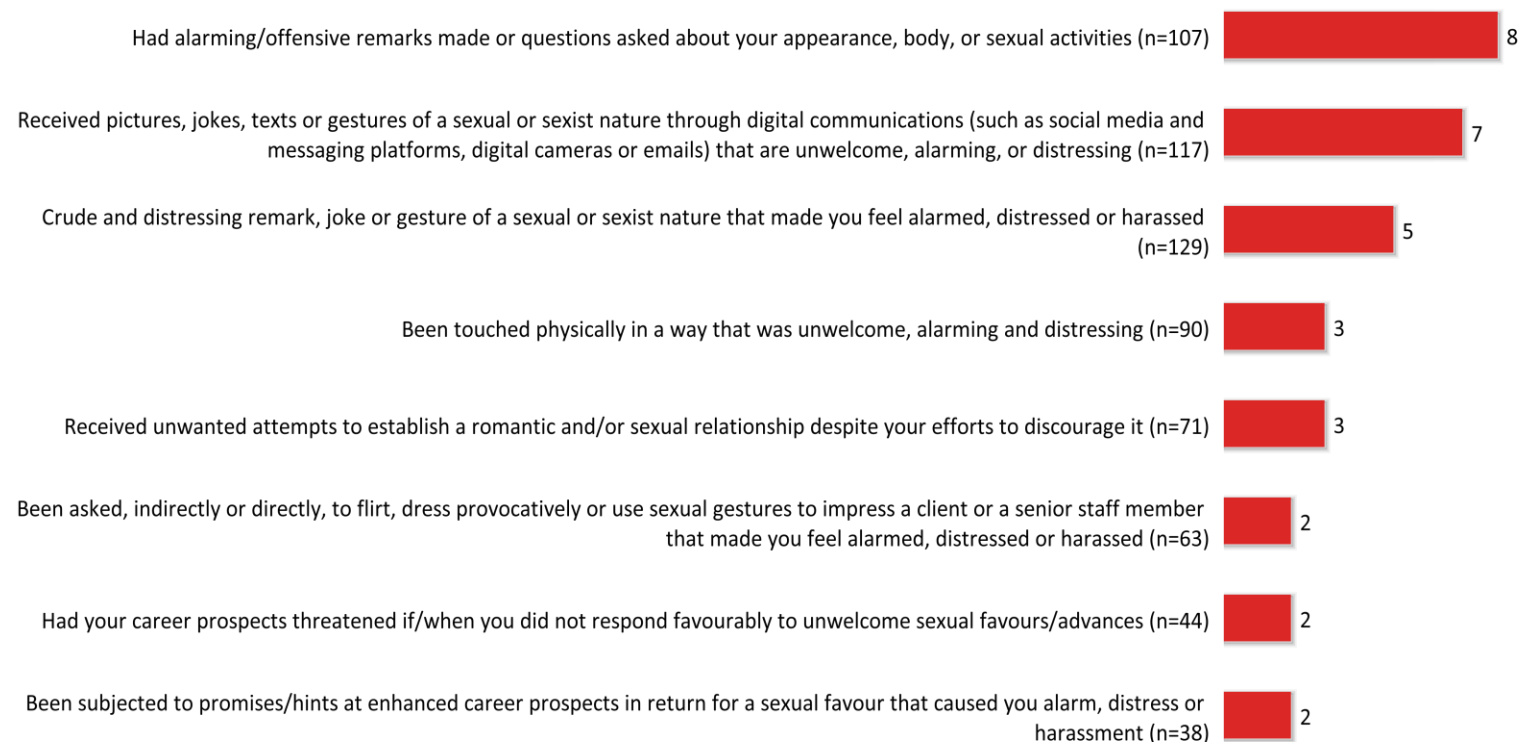
QA2: Thinking of all your workplace relationships (colleague/peer, boss/senior, senior management, subordinate, contractor/funder/regulator), please indicate whether you have experienced any of the following workplace sexual harassment behaviours in your current or previous workplaces within the last five years.



No. of unique 'yes' respondents: **408**

Base size: All respondents n=1,000.

Offensive remarks about a person's appearance and offensive digital content most often experienced, indicating a lack of understanding of what is considered inappropriate behaviour in the workplace.

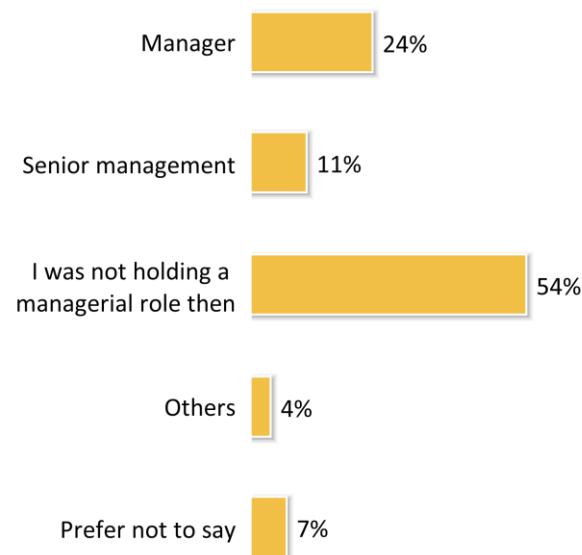


QA3: You indicated that you experienced the following behaviour(s), please indicate how many times you have experienced each harassment behaviour in your current and/or previous workplaces within the last five years.

Base size: All respondents n=1,000

Sexual harassment was mostly experienced by those in non-managerial positions, from their peers or seniors in the organisation.

Were you holding a managerial role when the last incident of workplace sexual harassment occurred?

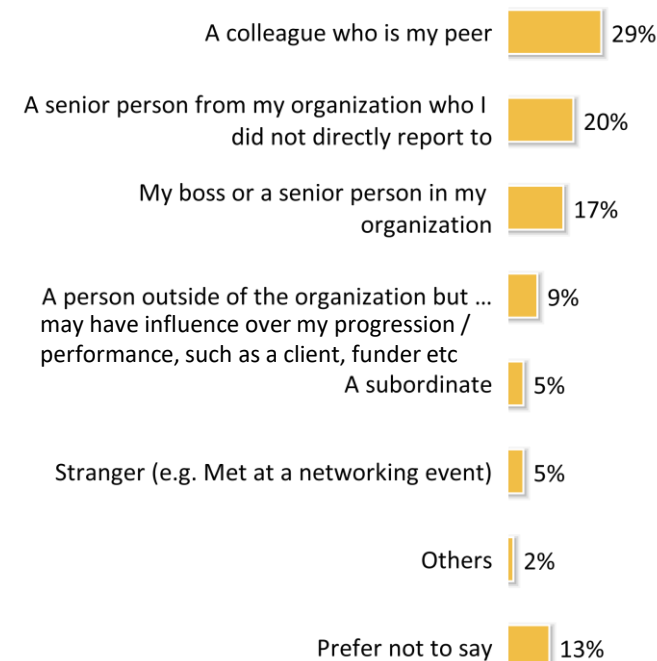


QA7. Thinking back to the last incident of workplace sexual harassment you experienced, were you holding a managerial role then? A managerial role refers to any role where you had employee(s) reporting to you.

QA8. Thinking back to the last incident of workplace sexual harassment you experienced, what was your relationship with the harasser?

Base size: Those who have experienced workplace sexual harassment n=408

What was your relationship with the harasser?



REPORTING OF SEXUAL HARASSMENT & OUTCOMES

3

Only 3 in 10 of survivors reported the incident to an official authority, and mostly to a senior person within the organisation they work for.

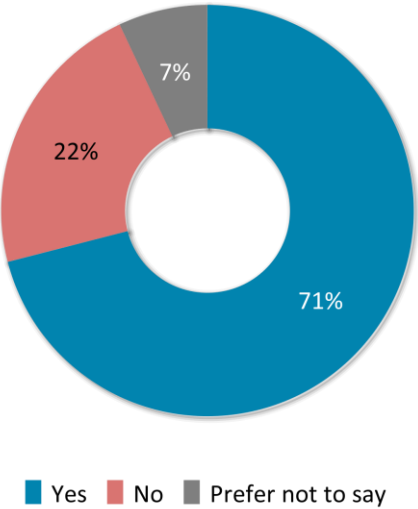
Did you report the incident to any of the official reporting channels?



QA9. Thinking back to the last incident of workplace sexual harassment you experienced, did you report the incident to any of the official reporting channels? Please select all that apply.
Base size: Those who have experienced workplace sexual harassment n=408

7 in 10 received a response to their report.

Received a response after reporting the incident



QB1. Did you receive a response after you reported the incident?
Base size: Those who reported the incident n=133

About half of the survivors received a negative response or reaction on reporting the incident.

Reactions / responses received when the incident was reported to...

Overall

Boss / a senior person within your department

A senior person outside your department

Human Resources department

Positive Reaction / Response

Representatives were not dismissive of the sexual harassment complaint
Representatives checked in on my safety
Representatives provided a clear explanation of guidelines and/or reporting process



Negative Reaction / Response

Representatives tried to explain away the harassment
Representatives discouraged me from filing an official report
I received a response several days after I filed the report
I received a response several weeks after I filed the report
I did not receive a response



Prefer not to say / Others



Base size: Those who have reported the incident to... (n = 95)

n = 41

n = 26

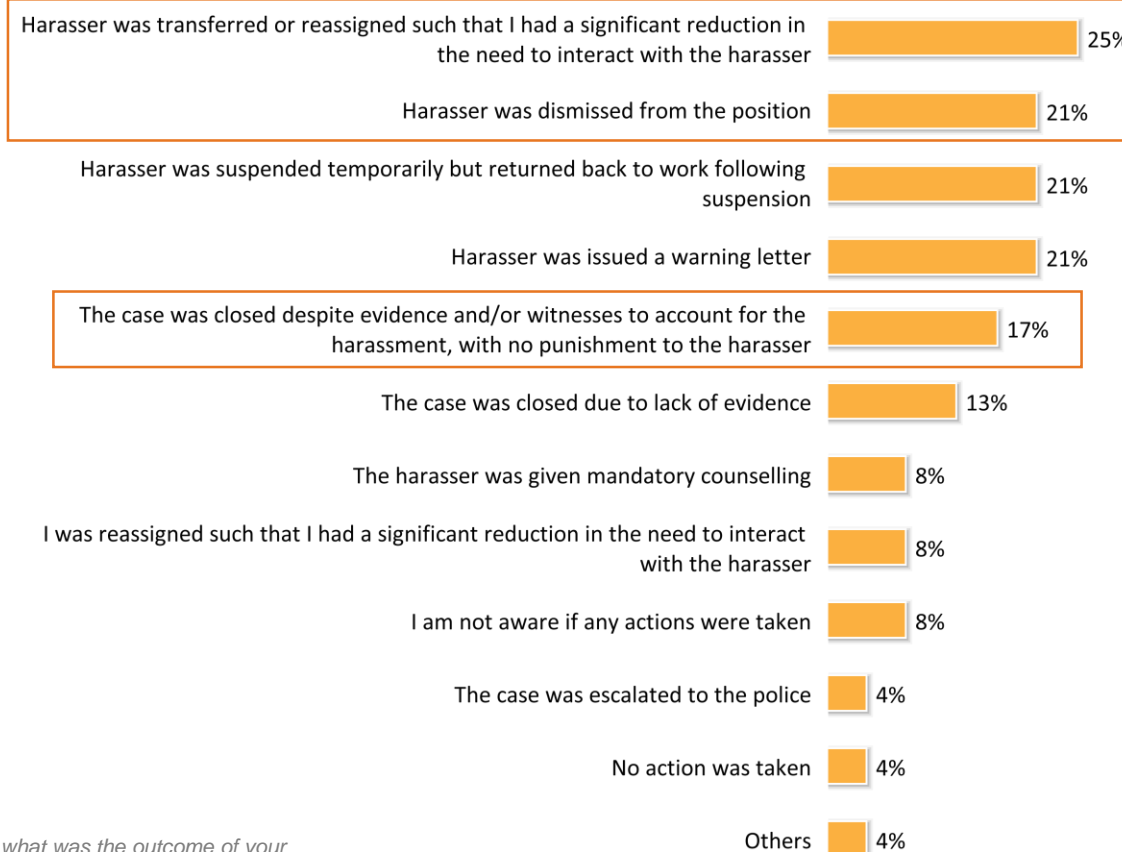
n = 31

QB2: Which of the following best fits the reactions/responses received from ___ when you reported the incident? Please select all that apply.

* Data not shown for those who reported to TAFEP or the Police due to low sample base. See Appendix for data.

About 2 in 5 cases saw the harassers being reassigned or dismissed. But about another fifth report that there were no consequences for the harasser despite evidence of the harassment.

What were the outcomes of your complaint / report to the company / organization?



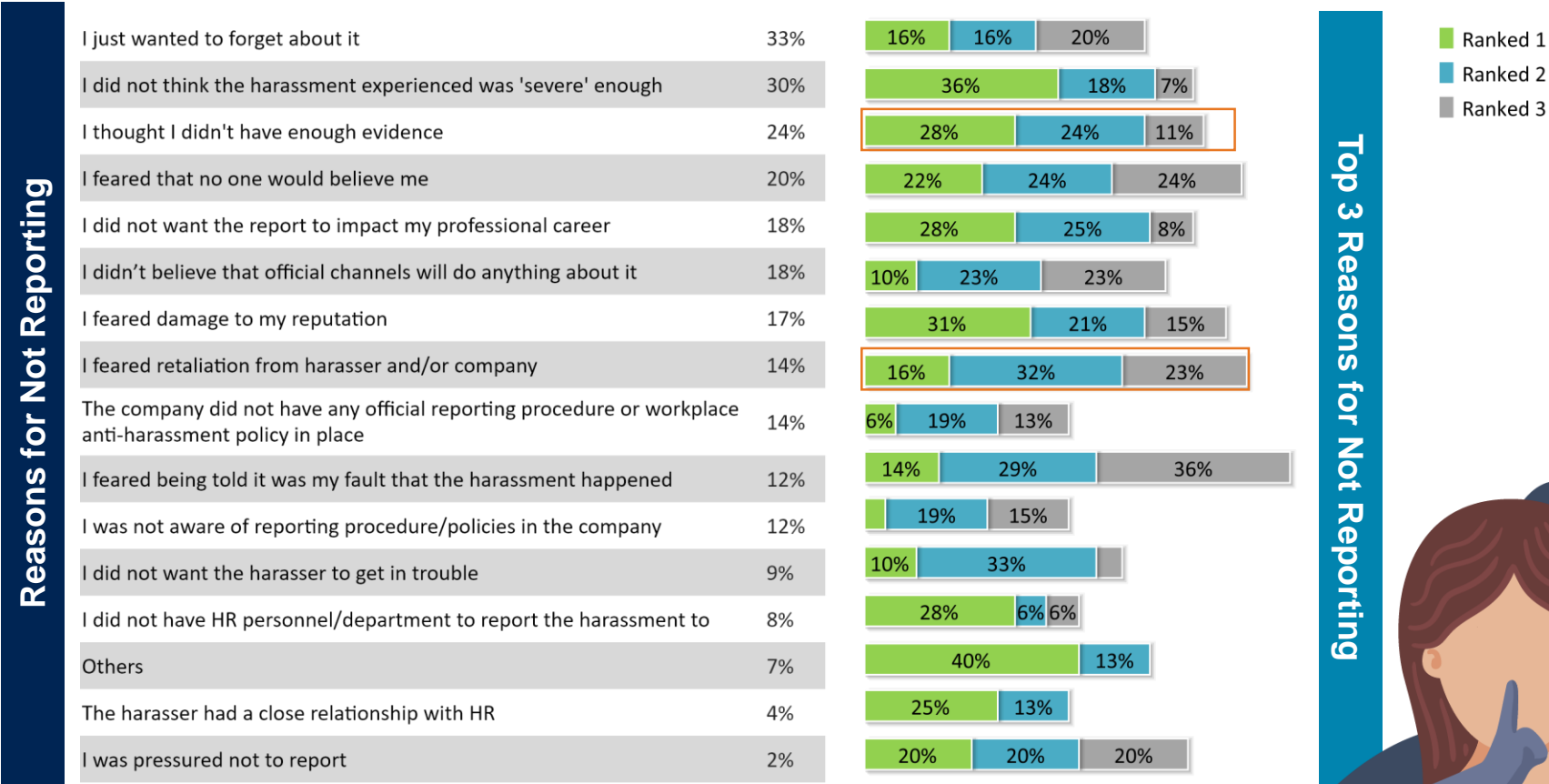
QB4a. You mentioned that you reported the incident in your company/organisation, what was the outcome of your complaint/report? Please select all that apply.

Base size: Those who have reported the incident to the company n=113

NOT REPORTING OF HARASSMENT & OUTCOMES

4

Survivors were not inclined to reporting the harassment as they just wanted to forget about it, did not think the case was severe enough or believed that they did not have enough evidence.



QC1a. Thinking back to the last instance of workplace sexual harassment you experienced, what were some of the reasons for not reporting it? Please select all that apply.
QC1b. Please rank the top 3 reasons for not reporting the harassment incident, with 1 being the primary reason.
Base size: Those who did not report the incident to the company n=226

THANK YOU

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GAME CHANGERS

