



Gender Equality in Singapore: An Action Plan for Progress

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PANEL III
Mindsets and Minefields

SPEAKER

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INSTITUTIONAL HARASSMENT

And what we can do about it.



WORKPLACE SEXUAL HARASSMENT IN SINGAPORE

IPSOS & AWARE Singapore

1000 Singaporeans and PRs



Harassment Situations

Pictures, jokes, texts or gestures of a sexual or sexist nature

Alarming or offensive remarks or questions about their appearance, body or sexual activity

Crude and distressing remarks, jokes or gestures of a sexual or sexist nature

Unwanted physical contact, attempts to initiate romantic or sexual relationships, implications that career prospects were tied to sexual favours

2 in 5

Experience Sexual Harassment in the Workplace

Mostly from a peer or a senior person in the workplace

30%

Of workplace harassment survivors made a report

50%

Of those reporting experienced negative responses

1 in 5

Perpetrators faced zero consequences

FOUR KEY ISSUES

- » Lack of awareness
- » Lack of capacity within organisations
- » Lack of external authority
- » Safety when reporting

NATIONAL LEGISLATION

Define

Define workplace harassment

Legal Obligation

Place a legal obligation on employers to prevent and manage workplace harassment

Enforcement

Create a liability for employers for failing to prevent or properly address sexual harassment

Protection

For victims of workplace harassment

Inform & Educate

Collect and disseminate data on workplace harassment

Thank you

