# Sexual harassment in the workplace in the European Union

#### Employment & social affairs

Equality between women and men

#### **European Commission**

Directorate-General for Employment, Industrial Relations and Social Affairs Unit VID.5

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## <u>Sexual Harabment At The Workplace In The European</u> <u>Union Employment Social Affairs</u>

**Heidi Gottfried, Laura Reese** 

#### Sexual Harabment At The Workplace In The European Union Employment Social Affairs:

The SAGE Handbook of Gender and Psychology Michelle K Ryan, Nyla R Branscombe, 2013-09-04 The SAGE Handbook of Gender and Psychology is a unique state of the art synthesis of the known work combined with current research trends in the broad field of gender and psychology In the past 35 years academic publications on the subject have increased tenfold and this level of activity as well the diversity of research looks set to increase in the coming years too The time is ideal for a systematic review of the field Contributions come from academics around the world and many different disciplines and as a result multiple perspectives and a diversity of methodologies are presented to understand gender and its implications for behaviour Chapters cover a wide variety of topics theoretical approaches contexts and social issues they also critically examine the key issues and current debates Both advanced students and scholars will find extensive range and depth in the topics covered across the Handbook s 29 chapters Published as a single volume the handbook is aimed at individuals as well as the library market The SAGE Handbook of Gender and Psychology will have mass appeal across the field of psychology including social psychology and gender and psychology as well a number of other subject groups such as gender studies sociology organizational behaviour and political science Sexual Harassment in the Indian Bureaucracy Arundhati Bhattacharvya, 2017-01-06 The Indian bureaucracy provides the framework that ensures the successful running of a democratic country continuing the heritage of the Indian Civil Service during British colonial rule However patriarchy has continued to serve as the norm in these institutions with the sexual harassment of bureaucrats representing a particular challenge Sexual harassment in the workplace is a hard reality but systematic studies of this phenomenon are few and far between In this regard bureaucracy is an area which needs particular academic analysis This book addresses this research gap and studies the relevance of socio economic factors leading to sexual harassment in the Indian bureaucracy in Kolkata Delhi and Bengaluru It also explores the levels and forms of this harassment the gender and position of the harasser and the level of filing complaints by the victims Moreover the reasons behind the silence of the victims regarding filing complaints are also analysed As such it is a revealing and illuminating analysis of the hitherto unexplored area of the dynamics of one facet of gender relationships in the Indian bureaucracy The book will be useful to scholars in the fields of anthropology law sociology economics social work political science gender studies and development studies as well as other social sciences

Gender Politics in the Expanding European Union Silke Roth,2008 In May 2004 after bringing their legislation into accordance with EU regulations ten more countries joined the European Union The contributors to this volume assess the impact of this historical development on gender relations in the new and old EU member states Instead of focusing on either western or eastern Europe this book investigates the similarities and differences in diverse parts of Europe Although initially limited gender equality was part of the original framework of the European Union an organization often more open than national governments to feminist demands as this volume illustrates with case studies from eastern and western Europe The

enlargement process thus provides some important policy instruments for increasing equality between men and women  $\boldsymbol{A}$ Meaningful Life at Work Raida Abu Bakar, Rosmawani Che Hashim, Sharmila Jayasingam, Safiah Omar, Norizah Mohd Mustamil, 2018-07-09 A Meaningful Life at Work addresses a range of issues impacting experiences in the workplace and restricting personal growth in a professional setting The authors explore employee wellbeing from a Malaysian perspective as a developing country as well as the broader Asian and wider global context Social developments in the European Union 2013 David Natali (OSE), 2014-06-01 The European Union has gone through a crucial period marked by growing anti EU sentiments and the difficult implementation of its largely renewed socio economic governance After years of in depth innovations and the hope of reinvigorating the E M U social dimension European institutions have engaged in a lively debate on how to exit the recession and relaunch the integration project While most Member States have continued to pursue punitive austerity programmes at a time when 27 million Europeans are unemployed and a quarter of the EU population is at risk of poverty most stakeholders namely the trade union movement and policymakers agree on the need for an EU driven growth strategy This 2013 edition of Social developments in the European Union provides key insights from analysts and scholars Through the critical assessment of the EU economic governance of the last few years contributors have set guidelines for a reinforced EU social protection and investment plan The proposals for a pan European unemployment insurance scheme and an EU minimum income scheme are analysed together with a renewed focus on the gender dimension of European social policies Beyond economic and social governance this volume critically reviews national reforms of labour market policies While the state of the European economy is still gloomy the institutional and policy reforms proposed here represent an opportunity to unveil a new path for Europe Gender and the European Union Johanna Kantola, 2010-07-14 This broad ranging new text provides a systematic assessment of the emergence of gender as a significant issue on the EU agenda and of the EU s impact on gender inequality both in terms of specifically gender related policies and the gender dimensions of other policies Sexual harassment at the workplace in the European Union ,1999

Handbook of Research on Policies, Protocols, and Practices for Social Work in the Digital World Özsungur, Fahri,2021-05-28 Social work plays an important role in reintegrating individuals into society educating raising awareness implementing social policy and realizing legal regulations. The emergence of digital innovations and the effects of health problems including the COVID 19 pandemic on individuals and society have led to the development of innovations virtual digital practices and applications in this field. The contributions of the recent pandemic and digital transformation to social work and practices should be revealed in the context of international standards Policies Protocols and Practices for Social Work in the Digital World presents the current best practices policies and protocols within international social work. It focuses on the impact of digital applications the effects of the COVID 19 pandemic and digital transformation on social work. Covering topics including burnout management social engineering anti discrimination strategies and women's studies this

book is essential for social workers policymakers government officials scientists clinical professionals technologists practitioners researchers academicians and students European Union Politics Michelle Cini, Nieves Pérez-Solórzano Borragán, 2013-01-17 European Union Politics Fourth Edition provides a comprehensive and authoritative overview of EU theories institutions policies and issues Bringing together carefully edited contributions from leading scholars in the field it assumes no background knowledge and is therefore accessible to students new to the subject The text is enhanced by excellent learning features including reader s guides text boxes key points figures guestions further reading web links and a glossary An extensive Companion Website coming soon will offer resources for students interactive maps of Europe an interactive timeline of key events in the history of the EU multiple choice questions biographies of important figures in EU history an exam study guide a flashcard glossary and links to OUP journal articles and instructors PowerPoint based lecture slides essay seminar and guiz guestions and boxes and figures from the text **Ethics and Compliance Programs in Multinational Organizations** Katharina Wulf, 2012-02-21 The study examines how multinational organizations implement the concept of ethics and compliance programs into their businesses and the extent to which these programs were geared to the 2004 Amendments The study explores the applicability of the 2004 Amendments and analyzes the instruments organizations use to successfully develop and maintain these programs By including research from various fields a theoretical framework was developed for implementing an ethics and compliance program that takes into account the 2004 Violence at Work Duncan Chappell, Vittorio Di Martino, International Labour Office, 2006 Violence at work Amendments ranging from bullying and mobbing to threats by psychologically unstable co workers sexual harassment and homicide is increasing worldwide and has reached epidemic levels in some countries This updated and revised edition looks at the full range of aggressive acts offers new information on their occurrence and identifies occupations and situations at particular risk It is organised in three sections understanding violence at work responding to violence at work future action Dictionary of the European Union Lee McGowan, David Phinnemore, 2015-04-10 This unique collection of data includes concise definitions and explanations relating to all aspects of the European Union It explains the terminology surrounding the EU and outlines the roles and significance of the institutions member countries foreign relations programmes and policies treaties and personalities It contains over 1 000 clear and succinct definitions and explains acronyms and abbreviations which are arranged alphabetically and fully cross referenced The book has been fully updated to include details of the elections to the European Parliament and the appointment of the new European Commission in 2014 together with other important revisions Among the 1 000 entries you can find explanations and background details on accession negotiations the African Union the Arab Spring the Common Agricultural Policy competition policy the European Maritime and Fisheries Fund the euro human rights Jean Claude Juncker the European Anti Fraud Office OLAF the Schengen Agreement Serbia the Single Supervisory Mechanism the single rulebook the Treaty of Lisbon Ukraine The Violent Workplace P.A.J Waddington, Doug

Badger,Ray Bull,2012-12-06 The threat of violence concerns most people most profoundly It has long been a topic of intensive academic practical and political debate In recent years the workplace has emerged as a recognized site of violence threat and menace and this book will make a significant contribution to the growing literature on workplace violence Using innovative research methods this book uniquely examines four of the most violence prone occupations the police Accident and Emergency staff social workers mental health professionals The Violent Workplace identifies similarities and differences between these occupations that are far from intuitive It examines the diversity of experiences that shelter under the concept of violence and threats promotes the importance of the moral dimension in experiences of violence analyzes the impact of appearance and reputation in creating fear discusses the importance of context in creating a sense of menace and concludes by considering the practical implications of this research for handling violence and managing those who have suffered it

Italy in the European Union Sergio Fabbrini, Simona Piattoni, 2008 Based on an analytical evaluation of both the weaknesses and strengths of the Italian political system Italy in the European Union is the first book to offer a detailed and comprehensive description of Italy s contribution to European Union policy making across a wide range of policies Combining empirical investigation and theoretical analysis it functions on two levels as a nuanced picture of Italy s role in the EU and as a study of the EU as it has been transformed by subsequent waves of enlargement **Library Acquisitions List** Martin P. Catherwood Library, 1999 **Essentials of Sociology** George Ritzer, 2015-12-10 Join the conversation with one of sociology s best known thinkers Essentials of Sociology Second Edition adapted from George Ritzer's Introduction to Sociology Third Edition provides the same rock solid foundation in a shorter and more streamlined format Like the original Ritzer text Essentials of Sociology illuminates traditional sociological concepts and theories and focuses on some of the most compelling contemporary social phenomena globalization consumer culture the Internet and the McDonaldization of society As technology flattens the globe students are challenged to apply a sociological perspective to their world and to see how public sociologists are engaging with the critical issues of today Workplace Bullying and Harassment Ellen Pinkos Cobb, 2017-03-27 Workplace Bullying and Harassment New Developments in International Law provides a comprehensive tour around the globe summarizing relevant legislation and key developments in workplace bullying harassment sexual harassment discrimination violence and stress in over 50 countries in Europe the Asia Pacific region the Americas region and the Middle East and Africa Workplace bullying harassment and other psychological workplace hazards are becoming increasingly acknowledged and legislated against in the modern work world The costs of bullying harassment violence discrimination and stress at work are huge and far reaching Frequently under reported and misunderstood workplace bullying harassment violence discrimination and stress wreak havoc on the vitality and prosperity of organizations and individuals alike Workplace laws have long dealt with physical risks and psychological risks have begun to be treated similarly In response to the changing workplace many countries are regulating workplace bullying and harassment by

introducing new legislation or incorporating new provisions into existing legislation to address these risks Other countries have opted for non regulatory instruments Numerous European countries Canada Australia and Japan all prohibit and punish workplace bullying and harassment with other countries including the United States of America moving toward legislation against this abusive workplace conduct This book brings together need to know information on global workplace bullying and harassment in one place the first publication of its kind to do so It will aid those in the fields of labor and employment human resources management occupational and industrial health psychology health and safety and workplace regulatory compliance stay abreast of laws and developments that these practitioners must be aware of whether operating nationally or globally Academics will also benefit Links to laws and references are provided enabling further research **Workplace** Heidi Gottfried, Laura Reese, 2008-01-01 This edited collection assembles cutting edge comparative policy research on contemporary policies relevant to gender Contributors analyze gender related employment policies including parental leave maternity programs sexual harassment work life balance and gender mainstreaming Equity in the Workplace thoroughly illustrates how the juxtaposition of a variety of research methodologies focused on a common theme can lead to a richer multilayered understanding of a complex issue A Dictionary of the European Union Toni Haastrup, 2018-01-02 This unique collection of data includes concise definitions and explanations relating to all aspects of the European Union It explains the terminology surrounding the EU and outlines the roles and significance of its institutions member countries foreign relations programmes and policies treaties and personalities It contains over 1 000 clear and succinct definitions and explains acronyms and abbreviations which are arranged alphabetically and fully cross referenced Among the 1 000 entries you can find explanations of and background details on ACP states Article 50 Brexit competition policy Donald Tusk the European Maritime and Fisheries Fund the euro Greece Jean Claude Juncker Europol migration and asylum policy the Schengen Agreement the Single Supervisory Mechanism the single rulebook the Treaty of Lisbon Ukraine to Sociology George Ritzer, 2017-09-15 This Fourth Edition of George Ritzer's Introduction to Sociology shows students the relevance of sociology to their lives While providing a rock solid foundation Ritzer illuminates traditional sociological concepts and theories as well as some of the most compelling contemporary social phenomena globalization consumer culture the digital world and the McDonaldization of society With examples on every page from current events and contemporary research and stories about public sociologists who are engaging with the critical issues of today the text demonstrates the power of sociology to explain the world and the diversity of questions that sociologists seek to answer New to this Edition New Trending boxes focus on influential books written by sociologists that have become part of the public conversation about important issues Replacing Public Sociology boxes these boxes demonstrate the diversity of sociology s practitioners methods and subject matter and feature such authors as Michelle Alexander The New Jim Crow Elizabeth Armstrong and Laura Hamilton Paying for the Party Randol Contreras The Stick Up Kids Matthew Desmond Evicted Kimberly Hoang Dealing in Desire Arlie Hochschild Strangers in Their Own Land Eric Klinenberg Going Solo C J Pascoe Dude You re a Fag Lori Peek and Alice Fothergill Children of Katrina Allison Pugh The Tumbleweed Society Updated examples in the text and Digital Living boxes keep pace with changes in digital technology and online practices including Uber bitcoin net neutrality digital privacy WikiLeaks and cyberactivism New or updated subjects apply sociological thinking to the latest issues including the 2016 U S election Brexit the global growth of ISIS climate change President Trump s proposed Mexican border wall further segmentation of wealthy Americans in the super rich transgender people in the U S armed forces charter schools the legalization of marijuana the Flint water crisis fourth wave feminism

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