



Long-term global perspectives on

PREVENTING SEXUAL HARASSMENT IN THE WORKPLACE

Policy, practice & strategies

Long-term global perspectives on preventing
sexual harassment in the workplace – policy, practice & strategies
8–10 March 2020, Norrköping
Museum of Work

The conference is organized by The Museum of Work
The Swedish Labour Movement Archives and Library
The Swedish Trade Union Confederation (LO)
Linköping University

Thanks to the Swedish Research Council for Work, Health and Welfare for collaboration
and financial support

Cover: Collage with an image of woman aircraft worker,
Vega Aircraft, Burbank, California. Photograph David Bransby, June 1942



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Practical information

The conference takes place 8-10 March 2020 at the Museum of Work, Laxholmen, Norrköping.

How to get here

By foot: Walk on Drottninggatan towards centrum. Before passing Saltängsbron, a bridge over Motala Ström, turn right onto Bråddgatan. Walk a couple of hundred meters. Then turn left onto Tunnbindaregatan and walk 400 meters to the end. Cross Västgötegatan and continue on Holmengränd. Cross the small bridge leading to Arbetets museum.

Bus: You can go by bus from Rådhuset or Resecentrum (near the central station) to Skvallertorget, which is the closest bus stop. When you get to Skvallertorget, follow Västgötegatan eastwards and turn right onto Holmbrogränd. Continue straight ahead and you will see the Museum of Work on your right hand side.

Tram: Take line 3 from Rådhuset or Resecentrum (near the central station) towards Klockaretorget. Get off at Väster Tull. From Väster Tull it is short walk down Källvindsgatan to the Museum of Work.

Please note that credit card often is the only means of payment and it is sometimes not possible to buy tickets on trams and buses. You can buy a travel card from Pressbyrån at the central station in Norrköping or download the app Östgötatrafiken on App store.

Comfort hotel

You find more information about the Comfort hotel in Norrköping here: www.nordicchoicehotels.com/hotels/sweden/norrkoping/comfort-hotel-norrkoping/

Tourist information

upplev.norrkoping.se/en is the official website for tourist information.



The Museum of Work in Norrköping.

FOTO: MARCUS ERIKSSON

About the conference

This interdisciplinary conference aims to bring together scholars from all over the world to assemble knowledge about ways of preventing and tackling sexual harassment. We have also invited activists, labour organisations, policy makers and other stakeholders.

In 2017 sexual harassment of women was in the news all over the world. The metoo movement published testimonies of sexual harassment in the workplace. Groups of women organized successfully along sectoral and occupational lines.

We know that sexual harassment in the workplace is probably as old as wage work. In some occupations and sectors, such as the hotel and restaurant sector, agriculture, domestic work and the care sector, sexual harassment has been more common than in others and there are differences between countries in terms of prevalence of workplace abuse. Groups of workers and labor organisations have developed different strategies to end and limit this.

We have great expectations on sharing experiences in preventing and tackling sexual harassment from the participants at this conference. It is our great pleasure to welcome you to this conference at The Museum of Work in Norrköping!

Silke, Marinette, Barbro, Joa, Silje and Inger

Sunday 8 March

Location: Museum of Work, Folksamalen, floor 6.

17.00–17.30 CONFERENCE OPENING

Silke Neunsinger: Histories of women's struggles – International Women's Day.

17.30–18.30 KEYNOTE

Adwoa Sakyi, the IUF African regional coordinator for gender equality, on current women worker's struggles.

Exhibition

#METOO – A CODE THAT CHANGED THE WORLD

Location: The Museum of Work.

Date: 8–12 March 2020.

In the fall of 2017, testimony about sexual harassment spread rapidly globally. In Sweden, the first tweet was posted just an hour after the hashtag #metoo was first used.

The National Museum of Science and Technology's exhibition shows a visualization of the progress of the #metoo-movement from 2006 to the present. What was the origin? How did the call spread? What made it so big, and what has happened since?

Image from the Metoo-video shown at the exhibition.

SPECTRA DESIGN



Monday 9 March

Location: Museum of Work, Folksamalen, floor 6.
Coffee and lunch at floor 4.

8.00–9.00 REGISTRATION

9:15 WELCOME BY THE ORGANIZING COMMITTEE

9.30 KEYNOTE

Marie Clark Walker, secretary/treasurer of the Canadian Labour Congress (CLC),
by video link.

9:45 COFFEE

SESSION 1: AFTER #ME TOO – INITIATIVES AND ACTION FROM A SWEDISH HORIZON

10.15–10.30 Presentation

Jennie Bacchus Hertzman, Kantar SIFO:
*Attitudes and experiences of sexual harassments among
the Swedish workforce. In the aftermath of #metoo.*

10.30–11.30 Panel Discussion

Participants:

Maja Lundqvist and Lisa Rudolfsson, Swedish Secretariat for Gender Research,
Shrikant Ward, The Equality Ombudsman (DO),
Maria Nyberg, Union of Commercial employees.

Moderator: Joa Bergold, The Swedish Trade Union Confederation.

11:30–12.15 KEYNOTE

Eileen Boris, University of California:
Before Convention No. 190: From the Local to the Global.

12.15 LUNCH

13.15–15.00 SESSION 2: STRATEGIES OF POWER AND RESISTANCE

Chair: Barbro Budin, member of the Research Committee, Swedish Labour
Movement Archives and Library

Ana Avendano, United States labor movement: *Sexual Harrassment and Unions.*

Nevena Vucetic, Dalhousie University:

"Not in our workplace, but in others" – Findings from research from Ugandan civil society organizations on formal and informal responses to sexual violence in the workplace.

Sue Longley, General secretary IUF: *Empowering women in the workforce.*

Kristina Zampoukos, Klara Persson and Katja Gillander Gårdin, Mid Sweden University:

"We don't wear uniforms but private clothing, to enhance the fact that we too are human beings": Strategies to counteract, avoid and cope with harassment and threats of violence in the hospitality workplace.

Maria de los Reyes, case work volunteer for migrant communities, Victoria, Australia:

Supporting women from CALD backgrounds in addressing sexual harassment in the workplace.

15.00 COFFEE

15.30–17.30 SESSION 3:

STRATEGIES OF TACKLING AND PREVENTING SEXUAL HARRASMENT IN DIFFERENT COUNTRIES AND IN VARIOUS OCCUPATIONAL SECTORS

Chair: Diane Kirkby, Trobe University.

Sarah Jessup, Trent University:

Towards Meaningful Change: Connecting Sexual Harassment, Bullying, and Physical Violence in Ontario Health Care.

Raheem Oluwafunmiyi, Centre for Black Culture and International understanding:

Fighting Back: Market March Movement against Sexual Harassment in the Market Place in Lagos (Nigeria) .

Jhuma Sen, O.P. Jindal Global University:

In the shadow of dignity: 'preventing', 'prohibiting' and 'redressing' sexual harassment at workplace in India.

Emily E. LB. Twarog, University of Illinois' School of Labor and Employment Relations, Sara Lyons, researcher at UNITE HERE:

Hands off, Pants On Goes Global: Research Methods and Organizational Strategies to End Sexual Harassment in the Hospitality Industry in Two Parts

Malin Svensson, Angelica Simonsson, Swedish Secretariat for Gender Research:

Sexual harassment in Nordic working life: cross-sectoral insights and prevention. Perspectives from two research reviews.

19.30–21.00 BUFFÉ DINNER

Tuesday 10 March

Location: Museum of Work, Folksamalen, floor 6.
Coffee and lunch at floor 4.

9.00–10.45 SESSION 4: LEGAL FRAMEWORKS AND PRACTICE

Chair: Indu Agnihotri, Women's Development Centre.

Paulo Marques Alves, ISCTE-University Institute of Lisbon:
*The regulation of the sexual harassment in the workplace
by the legal provisions and the collective bargaining in Portugal.*

Kirti Singh, lawyer on Women's rights and Human Rights in India:
*The Indian Legal Framework to Prevent, prohibit and Redress
Workplace Sexual Harassment – Inadequate and Defective.*

Ganga Manjunath, PhD, Welfare Commissioner, Government of Karnataka:
Aligning and Coding Sexual Harassment Laws in India .

Amy Bromsen and Bill Parker, Wayne State University:
Sexual Harassment Prevent: Collective Action versus Zero Tolerance.

Ebenezer Deepa, Madras Institute of Development Studies:
*Limitations of Law on Sexual Harassment at Work Place in Reality
and Practice: A Case of Paid Domestic Workers in Chennai.*

10.45 COFFEE

11.15–13.00 SESSION 5: SEXUAL HARRASSMENT IN THE ACADEMY

Chair: Mona Eliasson, Uppsala university.

O'Callaghan Erin, University of Illinois, Veronica Shepp, University of Illinois,
Anne Kirkner, Rutgers university, Katherine Lorenz, California state university:
*Sexual Harassment in the Academy: Harnessing the Growing
Labor Movement in Higher Education to Adress Sexual Misconduct
against Graduate Workers.*

Milanika Turner, Florida Agricultural and Mechanical University:
*#MeeTOO: An exploration of Strategies to Prevent Sexual Harassment
at Colleges and Universities.*

Elizabeth Anierobi, Nnamdi Azikiwe University:
*Sexual Harassment Against Female Workers in Higher Institutions
of Learning in Anambra State, Nigeria: The Way Forward.*

Nadia E. Brown, Purdue University, Elisabeth Sharrow, University of Massachusetts Amherst, Stella Rouse, University of Maryland, Rebecca Gill, University of Nevada, #MeTooPoliSci:

Leveraging A Professional Association to Adress Sexual Harassment in Political Science.

Ulrika Helldén, Karolinska Institute, Maja Lundqvist and Lisa Rudolfsson, Secretariat for Gender Research:

After #metoo: Research and collaboration within Swedish academia to combat gender-based violence.

13.00 LUNCH

14.00-15.15 SESSION 6: NEW APPROACHES AND METHODOLOGY

Chair: Inger Jonson, Forte research council

Linda Lane and Ulla Carin Hedin, University of Gothenburg:

Organization Actions against sexual harassment in the workplace.

Lisa Heap, RMIT University: *What sits at the cross-roads? Exploring new regulatory approaches to preventing gender-based violence at work.*

Silje Lundgren, Linköping university, Åsa Eldén, Uppsala University, Sofia Jonsson, University of Gothenburg, Dolores Calvo, University of Gothenburg, Elin Bjarnegård, Uppsala University:

Metoo as sextortion: Approaching testimonies from metoo through a corruption lens

15.15 COFFE

15.45-16.30 CLOSING PANEL. WHAT NEEDS TO BE DONE?

Participants

Mona Eliasson, Uppsala University.

Diane Kirkby, Trent University.

Indu Agnihotri, Centre for Women's Development Studies.

Moderator: Silke Neunsinger, Swedish Labour Movement Archives and Library

List of Participants

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Presentation of papers

- The papers/presentations in every session are estimated to a maximum of 15 minutes each.
- In the end of every session it is open for discussion for 30 minutes. The chair prepare one question for each paper and one specific question for the specific theme.
- Powerpoint presentations should be e-mailed in advance at the latest on 6th March to **marinette.fogde@arbetetsmuseum.se**.

Organizers and funders

Organizers

The Museum of Work

www.arbetetsmuseum.se

The Swedish Labour Movement Archives and Library

www.arbark.se

The Swedish Trade Union Confederation (LO)

www.lo.se

Linköping University

liu.se

Thanks to the Swedish Research Council for Work, Health and Welfare for collaboration and financial support

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[#aftermetoo](#)

www.arbetetsmuseum.se

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