

Workplace Sexual Harassment in Finland and in the United Kingdom
- **A Comparative Research**

Anni Luojus

Abstract

Author Luojus Anni
Degree Bachelor of Business Administration, Human Resource Management
Thesis title Workplace Sexual Harassment in Finland and in the United Kingdom – A Comparative Research
Number of pages and appendix pages 67 + 2
<p>Workplace sexual harassment is a recognized issue which happens globally. The cases are not only affecting individuals, but also organizations and their success as well as employer brand. The topic is sensitive which makes it difficult for the organizations. However, the explosion of the #Metoo movement in 2017 brought the topic to everyone's attention and now the discussion about the workplace sexual harassment is more normalized and open than ever before.</p> <p>This thesis researches, investigates, compares, analyzes, and lists major differences and similarities in the phenomenon of the workplace sexual harassment between two European welfare countries, Finland and the United Kingdom. The qualitative research is implemented in a general level, in order to help the organizations to recognize and discuss the topic more neutrally. The research methods used in this theory-driven thesis are desktop research and literature review.</p> <p>The large phenomenon of workplace sexual harassment is investigated in this thesis by researching different themes and categories around the topic. The differences and similarities are investigated and analyzed through four related investigative questions, which research the legal provision in both countries, the prevalence and most common cases of workplace sexual harassment, the #Metoo movement's affects and also the ways on how the organizations are able to help and support victims and what kind of support is also offered externally. This thesis does not focus on sexual harassment cases happening completely outside of the working environments.</p> <p>The analysis is done by using both content and thematic analysis methods. Overall conclusion from the research states that the issues around workplace sexual harassment are occurring in both countries, thus the cases are often left unnoticed. The research showed that the two countries do share a lot of similarities when compared, for example, in prevalences of cases, as suggestive looks and inappropriate comments are experienced relatively often at workplaces in both countries. However, there are also major differences, for instance, in legal provision as Finland requires equality plans for every workplace with more than 30 employees.</p> <p>By comparing countries it is possible to gain priceless information around the topic, which then again hopefully leads individuals in organizations to develop their tools and processes further, in order to prevent and intervene workplace sexual harassment cases more efficiently. The recommendations for further research are provided and include, for example, a repeated similar research after 10 years and a separate comparative research between countries and their certain fields of businesses.</p>
Keywords Workplace sexual harassment, discrimination, equality, international organizations, human resource management

Table of contents

1	Introduction.....	1
1.1	Background.....	1
1.2	Research question.....	3
1.3	Demarcation.....	4
1.4	Benefits.....	5
1.5	Key concepts.....	6
2	Sexual harassment at workplaces.....	7
2.1	Workplace sexual harassment defined.....	7
2.1.1	History.....	9
2.1.2	Ways of harassing sexually at work.....	9
2.2	Legal provision.....	10
2.2.1	Equality.....	11
2.2.2	Gender mainstreaming as a tool for preventing discrimination.....	11
2.3	Support for the victims and visibility for the topic.....	13
2.3.1	#Metoo movement as an awareness raiser.....	13
2.3.2	Supporting victims.....	15
2.4	Sexual harassment cases in organizations.....	16
2.4.1	Preventing sexual harassment cases at organizations.....	16
2.4.2	Managing sexual harassment cases in organizations.....	17
3	Research methods.....	19
3.1	Qualitative research.....	20
3.1.1	Desktop research.....	20
3.1.2	Literature review.....	21
3.1.3	Advantages and disadvantages.....	21
3.1.4	Risks.....	22
4	Data and findings.....	24
4.1	Legal provision for workplace sexual harassment.....	24
4.1.1	Legal provision in Finland.....	24
4.1.2	Legal provision in the United Kingdom.....	26
4.1.3	Key findings in legal provision.....	28
4.2	#Metoo movement in Finland and in the United Kingdom.....	29
4.2.1	#Metoo movement in Finland.....	29
4.2.2	#Metoo movement in the United Kingdom.....	32
4.2.3	Key findings in the #Metoo movement.....	33
4.3	The visibility and cases of workplace sexual harassment.....	35
4.3.1	Visibility and cases in Finland.....	36

4.3.2	Visibility and cases in the United Kingdom	37
4.3.3	Key findings in visibility and cases of workplace sexual harassment	38
4.4	Assisting and supporting employees in Finland and in the United Kingdom.....	40
4.4.1	Assistance and support in Finland	40
4.4.2	Assistance and support in the United Kingdom	42
4.4.3	Key findings in assisting and supporting victim employees.....	43
5	Conclusion.....	46
5.1	Key findings	46
5.2	Trustworthiness and ethicality of the research done.....	49
5.3	Research in the future	50
5.4	Recommendations.....	51
5.5	Reflection of learning through thesis process	52
	References.....	54
	Appendices.....	68
	Appendix 1.....	68

1 Introduction

This is a research type of a bachelor's thesis in the Degree Programme in International Business in the major specialization of Human Resource Management (HRM) in the Haaga-Helia University of Applied Sciences.

This bachelor's thesis investigates the phenomenon of the workplace sexual harassment in Finland and in the United Kingdom. The thesis compares differences in workplace sexual harassment's legal provision, prevalence, cases, and supportive actions between the two target countries. Firstly, this thesis presents the background, research question and investigative questions, demarcation, benefits, and key terminology, which helps the reader to understand the meaning and purpose of this thesis. This thesis later on moves on to the workplace sexual harassment generally, views its definitions and important aspects, such as equality, the #Metoo movement around the topic, the importance of the prevention in workplace sexual harassment cases, and lists its affects to the organizations. After introduction to the topic, the theory behind, and research methods used, the fourth chapter focuses on more specific themes and view points according to the investigative questions, such as #Metoo movement's affects to the public speaking in the sexual harassment cases, and laws and regulations around the workplace sexual harassment and analyzes those. Each theme also includes a comparison of the two countries and it presents the key differences and major similarities between Finland and the United Kingdom. In the end, the conclusion chapter presents an overall view for the wide topic of the workplace sexual harassment and, for instance, presents the results, recommendations, and reflection of the author's learning during the process.

1.1 Background

Perhaps not all organizations, their management levels, or employees around the globe know what sexual harassment at workplace actually is, and which things are considered to fulfil the definitions of the workplace sexual harassment. Even though sexual harassment is defined by law, it is crucial that organizations keep their information up to date on what sexual harassment can be in daily life and daily operations at the workplaces. Reminding employees on how to act when they encounter a sexual harassment case as a victim or bystander is something we cannot forget in today's rapidly moving business world. (Feeney 2020.) Well-known movements and actions have supported the prevention of sexual harassment, such as zero tolerance policy and #Metoo movement in social media. By spreading the awareness and information regarding

workplace sexual harassment makes it possible to show victims that they are not alone with their experiences. (Ohlheiser 2017.)

Nowadays, more and more international talents are wanted in organizations. Human resource management and talent acquisition teams are doing to their best to attract talents from different nations and continents. (Työ- ja elinkeinoministeriö 2021). As the teams are growing in internationality, also the problems might raise and change their shape. Certain actions done might be more permitted in some cultures which are definitely forbidden in some other cultures and that creates space for the cultural misunderstandings and, for example, communication or discrimination issues. (Sapling 2021.)

People are constantly more willing to travel and cross the borders between countries. Traveling from place to place for a vacation is not enough anymore for international oriented people, but more and more people are actually moving from one country to another. The new country of living provides endless experiences in one's career path, cultural experiences, private life, and even more. The list of the experiences a new country can offer is unlimited. (Europe Language Jobs 2021.)

As people move and change, perhaps the processes and thinking needs to change, too. According to Social Work Today (2021), over 33% of the countries globally have not yet implemented laws in order to prohibit workplace sexual harassment. However, it is known that workplace sexual harassment is a global problem and challenge (Legalease 2021). It is not only that there are harassers, victims, and bystanders, but perhaps everyone could potentially be involved to thinking and developing processes in order to make the workplaces safer and more supportive.

Sexual harassment at workplace as a topic is being difficult for organizations, most probably due to its private and sensitive aspect. Each individual has their own thoughts and opinions about the topic and its importance. This thesis aims to help the organizations to recognize different themes around the workplace sexual harassment in a general level by researching the phenomenon. That hopefully will normalize and open the discussion about sexual harassment more at workplaces. The author hopes that the increased awareness and discussion would result in new processes and procedures in organizations, in order to prevent sexual harassment cases from happening. The reason why two countries are compared is, that by seeing the differences and similarities between Finland and the United Kingdom, individuals and organizations will have more

ways to think and develop their tools and ideas further around the topic. This can thus improve the grip the countries have overall towards the difficult and global problem.

1.2 Research question

This thesis aims to find differences and similarities in workplace sexual harassment cases and activities done between Finland and the United Kingdom. The outcomes of the thesis helps individuals and organizations to recognize the differing ways sexual harassment is showing at workplaces and how the laws and regulations in addition to #Metoo movement are affecting to the publicity and openness of the discussions about the topic and its cases.

The international aspect required for degree programme of all theses is covered by research, investigation, and finally analysis and comparison of two countries, Finland and the United Kingdom together. As the topic is important and universal, it can be viewed from the international point of view.

The research question (RQ) of this thesis was *How are the most common workplace sexual harassment cases and support activities differing between Finland and the United Kingdom?*

This thesis investigates the research question through four investigative questions which are listed below.

IQ 1. What is the legal provision of workplace sexual harassment cases in Finland and in the United Kingdom?

IQ 2. How did the explosion of the #Metoo movement affect in Finland and in the United Kingdom?

IQ 3. How is workplace sexual harassment visible and what are the most common cases of it?

IQ 4. How are the victims supported and helped in Finland and in the United Kingdom?

Table 1. Overlay matrix

Investigative question	Theoretical framework	Research methods	Results in chapter
IQ 1. What is the legal provision of workplace sexual harassment cases in Finland and in	Definition in law, legislation, regulations, punishments, equality.	Qualitative research. Desktop research and literature review. Analyzed with content analysis.	4.1

the United Kingdom?			
IQ 2. How did the explosion of the #Metoo movement affect in Finland and in the United Kingdom?	#Metoo movement, visibility at work, overall publicity of the topic, affects to workplaces.	Qualitative research. Desktop research and literature review. Analyzed with thematic analysis.	4.2
IQ 3. How is workplace sexual harassment visible and what are the most common cases of it?	Cases of sexual harassment at workplaces. Verbal, written, physical and quid pro quo harassment.	Qualitative research. Desktop research and literature review. Analyzed with content analysis.	4.3
IQ 4. How are the victims supported and helped in Finland and in the United Kingdom?	Supporting victims at workplaces, support from the outside of organizations, handling cases in organizations, policies to prevent workplace sexual harassment.	Qualitative research. Desktop research and literature review. Analyzed with thematic analysis.	4.4

The overlay matrix above presents the investigative questions which support the main research question, the theoretical framework behind the investigative questions, and also the research and analysis methods used. From the right-hand side of the overlay matrix can be found the chapter number where the results for the investigative question are introduced and reported.

1.3 Demarcation

This thesis focuses on the phenomenon of the workplace sexual harassment and its appearance in Finland and in the United Kingdom. Sexual harassment is something that happens regularly at the workplaces. Assumably, some of businesses are more likely to face sexual harassment than others. The goal of this thesis is to build even better understanding about how workplace sexual harassment is defined, what are the most common sexual harassment cases at workplaces, and how the topic is overall visible, how the #Metoo movement around sexual harassment has affected in Finland and in the United Kingdom, and also how the victims are supported, as they are not alone with their experiences. This thesis is a general level research and focuses on the larger picture and phenomenon.

This thesis is not limited to focus only on certain sectors of businesses nor cases happening completely outside the workplaces. However, some fields of businesses are specifically mentioned during this thesis, in case the results vary in some way and

mentioning the field opens the context more. This thesis views and investigates workplace sexual harassment overall, in order to build better understanding for individuals and organizations on how wide spread problem workplace sexual harassment is and how there may be differences between welfare countries. In the end of chapters regarding each investigative question the author analyzes and compares two target countries, in order to see what the differences are, if there are any, and which things are similar in both countries.

Sexual harassment cases at workplaces are still quite often left unspoken. The fact how often harassing sexually in the business world happens is surprising and by recognizing the differences and similarities between Finland and the United Kingdom, both individuals and organizations can develop their thinking further, in order to provide tools and ways to support and understand the victims of the phenomenon more.

1.4 Benefits

Workplace sexual harassment is something that could happen to anyone who has moved to a working life. Person's gender, sexual identity, or basically anything is not preventing the sexual harassment from happening. Worth of thinking is, that every individual can end up being a victim of sexual harassment at the workplace. That is why examining, investigating, and understanding the topic overall is important. As long as the business world and organizations will continue to have cases of sexual harassment, each individual and sector may develop their actions and processes further.

Quite often sexual harassment is something victims do not talk about publicly and there is some level of shame included. The topic is still very much unspoken and by bringing the workplace sexual harassment as a phenomenon into public, the topic receives more attention and may then affect the organizations' and their HR professionals' thinking overall. This thesis aims that even some of the victims could speak openly about their experiences after reading this thesis and that more professionals from all fields of businesses would combine their thinking, planning, developing, and prevention around the topic. Realistically, a total prevention will not happen globally, but even minor changes in individuals' thinking to a better and supportive way is the right direction. Even some or one workplace sexual harassment case from severe to milder is a win. In addition to helping organizations and individuals to see the sexual harassment and discrimination cases at workplaces more clearly, the thesis supports the author's interests and future career.

1.5 Key concepts

Workplace harassment makes the person who is being harassed to feel uncomfortable and unsafe because of someone else (individual or a group) is belittling. Workplace harassment as a topic is often unspoken but common, and it leads the workplace atmosphere to be abusive and even toxic. (Gayan 1 February 2021.)

Sexual harassment means unwanted sexual behavior that is violating a person and his or her dignity intentionally or unintentionally (Acas 2021a).

Gender discrimination occurs when, for example, an employee is being treated in a different way because of the sex, sexual orientation, or gender identity (Equal Rights Advocates 2019).

Equality means that every single individual is having the same opportunities in life. Treating individuals shall be equal and not depending on the person's sex or sexual orientation, possible disability, or race. (Equality and Human Rights Commission 2018.)

2 Sexual harassment at workplaces

Sexual harassment is a topic which can be viewed from countless point of views. This thesis focuses on viewing the topic from the workplace side. This whole thesis is built so that is supporting the victims and not discriminating anyone.

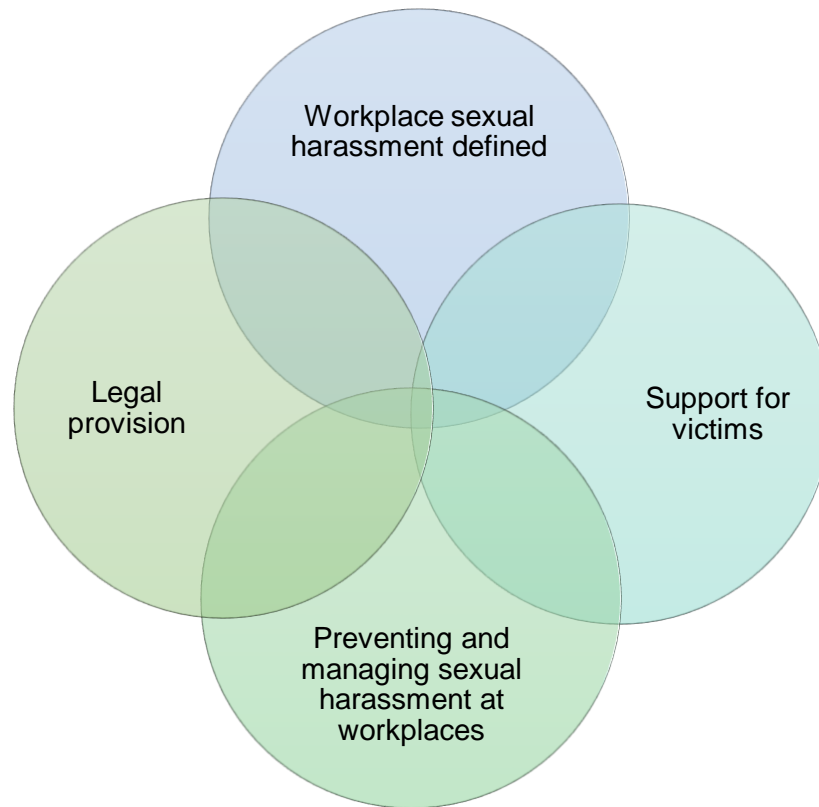


Figure 1. Chapter model for the workplace sexual harassment.

The figure 1 above illustrates the theoretical part in this thesis, which includes theory and definitions around sexual harassment at workplaces, the legal provision, the importance of helping and supporting victims, and also, the affects the workplace sexual harassment cases have for the organizations.

2.1 Workplace sexual harassment defined

The sexual harassment at workplace as a phenomenon is actually more severe than what people might think of at first. According to Koskinen (2016, 5) the harassers may not recognize their behavior to be wrong. Workplace sexual harassment means discrimination and behavior that leads the victim to feel intimidated, hostile, or offended at workplace. It might include, for example, physical conduct where someone is touching another person inappropriately, sharing unwanted sexual advice or information, requesting other person

to sexual actions, or communicating in an inappropriate way, which means harassing verbally. (Hentze & Tyus 2021). In some situations and fields of business harassing sexually or discriminating someone is already more a norm, as the cases happen frequently. However, discriminating and harassing someone sexually is always wrong. (Piirainen & Mäntysalo 2021.) Harassment cases can be found from all occupations and sectors, and the affects it has for the victim, victim's family, and community preconception are major. Harassment and discrimination cases are about individuals, but those are also about larger groups in societies. (UnWomen 2019.) In addition to the legal viewpoint, harassing sexually or discriminating someone at the workplace is also morally wrong (CIPD 2021).

Harassing someone sexually can also happen online, thus it is not linked physically to the actual workplace, such as the office building (ReachOut 2021). According to Vilkkä (2011, 73) business trips are the most difficult ones from the sexual harassment point of view among the working aged people, as the social atmosphere is not the same there than at the workplace and that might lead for the harassment cases to happen more often. It is worth of remembering that sexual harassment cases are quite often considered to be grey, and also spoken jokes or sitting too close might create an unwelcomed atmosphere. Sexual harassment cases, milder or severe ones, might happen anytime, either at the office or, for example, while spending time with co-workers in the evenings, or organizations' parties, where usually also alcohol is included. However, reporting and talking about the uncomfortable feeling and happened harassment case is sometimes extremely hard for the victim, as individuals do not wish to be stigmatized among the co-workers. (Launis & Työryhmä 2018, 40.)

The harasser or the victim can be either a man or a woman. It is also important to remember that the harassment case is not necessarily done towards the opposite gender. (Hentze & Tyus 2021.) A harasser in the business world can be anyone. Often, it is thought that the harasser is someone positioned in the same workplace, perhaps a co-worker or a manager, but harasser can also be for example a vendor or a customer. (Doyle 2020.) There are basically as many ways of harassing and discriminating as there are people. An advisable bottom line is that any of the words said, or actions done that are making a person uncomfortable and include a sexual aspect, are considered to be cases of sexual harassment (Doyle 2020).

2.1.1 History

There has been signs of sexual harassment at work already several years earlier and harassing at work is not a new problem, but rather raising. According to Wbur (2017) 14-year-old daughter's father sued the employer of a daughter as he got the daughter pregnant in the year 1858.

Sexual harassment as a subject, was overlooked before the 1970s (Hersch 2015). A term *sexual harassment* was invented in the 1970 century by female students. The students described their experiences during summer internships and employment relationships by using the words sexual harassment. (Steinem 2018.) The women wanted to encapsulate the behavior, with both emotional and also physical abuse, into a relevant and narrative word. Developing the name for the commonly occurred actions was already then turning the discussions to be more open. (Swenson 2017.)

2.1.2 Ways of harassing sexually at work

Sexual harassment can be done physically, verbally, or in a written format, or the harassing might follow the quid pro quo method. Physical sexual harassment is including touching inappropriately. This might be for instance pinching, patting, or brushing up against someone on purpose. (Doyle 2020.) Verbal sexual harassing happens when someone is talking in a derogatory way towards someone else. Quite often the problem with verbal harassment is, that each individual is interpreting the situations and words very differently. Might be, that the other one (harasser) is joking and the other one (victim) feels threatened or humiliated due to sexually toned words. (Rikosuhripäivystys 2019a.) Harassing sexually might also happen in a written format, either electronically or traditionally with pen and paper. For example, co-workers or managers might, for instance, send pictures or videos that are not suitable for working atmosphere, or written messages that may include suggestive or otherwise sexually toned text. (Upcounsel 2021.)

Sometimes an authority, such as manager of the employee, might offer or promise something to the employee in exchange for a favour done sexually. Offering, for example, pay raise in exchange for sexual action is an example of a quid pro quo harassing. (Siegel & Doland Ltd 2021.) The words "*quid pro quo*" are from Latin language and they mean directly "this for that" or "something for something" (Enright 2020). This kind of harassing is happening also if an employee refuses to do a sexual favour and then receives a

threatening to be terminated from the employment relationship (Siegel & Doland Ltd 2021).

2.2 Legal provision

Workplace sexual harassment is a global problem. In the year 2015, already over 75 different countries have implemented legislation to forbid harassing sexually. (Hersch 2015.) Legal provision is meaning laws, regulations, orders, statutes, and ordinances of any of the governmental entities (Law insider 2021). Laws that individuals and organizations are following are guidelines to tell which actions are accepted and permitted in the society. Laws are protecting people from conflicts and those are the key instructions people follow while living. Societies overall would struggle without laws and regulations, and complete chaos would occur without people following the laws. (Tiwari 2017.) The theory behind the laws is that individuals are building together a society, where enforcing and implementing laws is done by the government. Protecting is both for individuals and also collectively for larger groups of people. (Head 2021.)

Having clear and appropriate legal provision is making it possible for people to raise claim, as the person knows his or her rights and recognizes the situations where the rights have been violated. Laws are protecting people from unequal behavior and actions. (Social Protection & Human Rights 2015.) Human resource management and its importance has increased enormously during the past years, as human resource management is nowadays more crucial for organizations than ever before. Several, if not all, steps and parts of human resources are guided and advised by different laws, such as recruitment, safety at the workplace, payments, and also benefits. Most importantly, laws are protecting and preventing harassing and discriminating cases from happening. (Lesiuk 16 September 2021.)

Organizations must comply with the laws and therefore they are required to implement processes that follow the laws of the country accordingly. Not complying with laws may have a major impact on the organizations reputation and they may also receive fines to pay in addition to legal actions and proceedings. Organizations must follow the possible changes in laws continuously and take necessary actions if changes are concerning them. Changes may be in local, state, or federal laws. (Lesiuk 16 September 2021.)

Piirainen and Mäntysalo (2021) together declare, that sexual harassment and discrimination cases are most likely hidden, and not visible for other parties, such as police. That is why organizations' human resource professionals should often review the

company's policies and procedures in order to confirm that the workplace is as safe as possible from any kind of discrimination and harassment. (Lesiuk 16 September 2021.)

2.2.1 Equality

Where sexual harassment is discrimination, a gender discrimination can be visible also in other ways in business world. There have been cases, where a woman is chosen for some position, but she gets less salary than a male employee in the same specific position. Sometimes male candidates are preferred to some positions and a female candidate will not be chosen, even though the skills and characteristics would make a better match for the position. (Maine Employee Rights Group 2021.)

Equality related issues where genders are included are more visible at all times, as females are continuously entering more to the working life during the 21st century (Byrd, Scott, Lloyd-Jones, Bass & Gaëtane 2018, 81). Workplace equality means that the opportunities offered are fair and equal towards all employees. This is also applicable to applicants to open positions. (Acas 2021b.) Education about diversities, human rights, and for example identities, in addition to the equality should be started already for young people. Wide education ensures that people grow learning about differences between individuals. (Equality and Human Rights Commission 2018.)

2.2.2 Gender mainstreaming as a tool for preventing discrimination

As preventing any kind of discrimination and harassment is crucial in today's rapidly changing business world, a strategy for preventing these cases has been implemented. Gender mainstreaming was implemented in order to ensure high-quality legislation and policies in decision making. This supports everyone's position: men, women and everyone who does not wish to locker their sexual identity. The main goal of the gender mainstreaming is to notice and identify any possible way of discrimination towards anyone. (European Institute for Gender Equality 2021.) Gender mainstreaming is a strategy which means that all of the activities done by authorities are carefully viewed and evaluated from the different genders' point of views. It is crucial to review the points from every possible angle, in order to avoid unwanted and unintended discrimination. Gender mainstreaming is included to planning in addition to decision making phases. The experts' responsibilities are built from gathering information about how the actions and decisions will affect different genders and protecting genders from possible discrimination. Gender mainstreaming also reminds that gender means not only the sex of a person, but also the

roles in sexuality, social expectations for men and women, person's sexual substance and identity, and also person's sexual behavior. (Ministry of Social Affairs and Health 2021 a.)

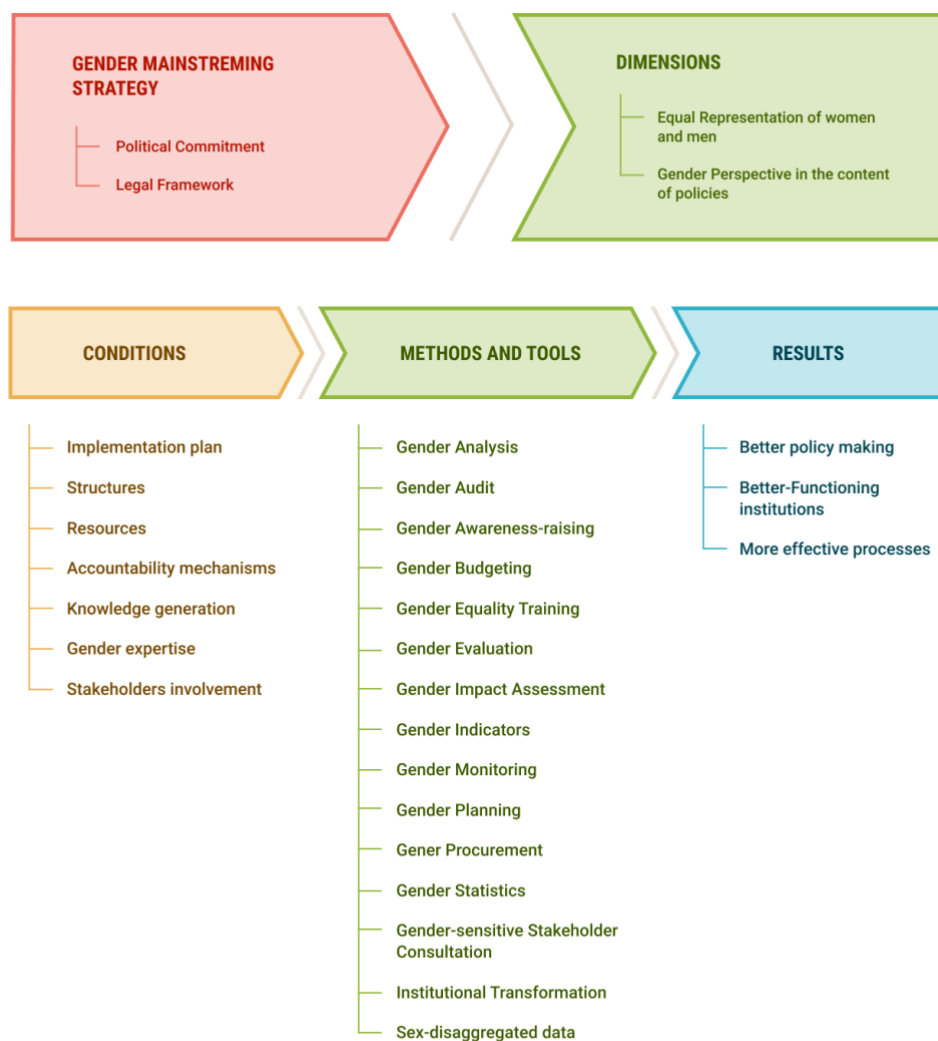


Figure 2. Gender mainstreaming tool as an illustration (European Institute for Gender Equality 2021).

As the figure 2 illustrates, the strategy holds political commitment and legal framework tightly. The gender mainstreaming is used in several steps and parts of planning and implementing different actions. The list of tools is wide, and it includes, for example, the importance of gender analysis, raising the awareness, training for equality, and close monitoring for related data. The goal and results include better ways in decision making processes where no one is being discriminated. With the help and support of gender mainstreaming, the processes and institutions are being more effective and better functioning without discriminating individuals or groups. (European Institute for Gender Equality 2021.)

2.3 Support for the victims and visibility for the topic

People who have been targeted with sexual harassment cases might experience several kinds of negative consequences. Victim's mental and physical health might be heavily affected, and the acts can lead to a difficult depression. (Institute for Women's Policy Research 2021.) Other effects caused by workplace sexual harassment may be, for instance, feelings of betrayal, powerlessness, anger, and fear. Victim may also suffer from, for example, fatigue, headaches, higher stress levels, panic attacks, concentration problems, or even suicidal thoughts. (RAINN 2021.) It has been found out that these symptoms may disturb the victim for several years after the actual harassment case has happened (Institute for Women's Policy Research 2021). There might also be different signs that someone has been sexually assaulted or harassed, such as increased use of alcohol or drugs, changed ways of eating or sleeping, or having lower self-esteem (Katie 2021).

2.3.1 #Metoo movement as an awareness raiser

Tarana Burke is the woman who found the powerful and strong phrase back in 2006. She knew that 'Me too' would possibly help victims who have experienced sexual harassment. Especially, Burke knew that she wanted to help girls and women with color who have been harassed. (Ohlheiser 2017.) The movement is playing a notable role in today's world by defending people's rights, raising awareness, and healing victims (Learning to Give 2021).

#Metoo movement aims to create a change (North 2019). According to Gill and Rahman-Jones (2020) the movement exploded eleven years later, in 2017 after a tweet made by Alyssa Milano, American actress, went quickly viral around the world.



Alyssa Milano ✓
@Alyssa_Milano



If you've been sexually harassed or assaulted write 'me too' as a reply to this tweet.

Me too.

Suggested by a friend: "If all the women who have been sexually harassed or assaulted wrote 'Me too.' as a status, we might give people a sense of the magnitude of the problem."

11:21 PM · Oct 15, 2017 · Twitter for iPhone

20.9K Retweets **17.3K** Quote Tweets **48.4K** Likes



Figure 3. Viral tweet regarding the #Metoo movement (Milano 15 October 2017).

Harvey Weinstein, a film producer, was charged with an allegation for sexual harassment by Alyssa Milano (Mantsinen 2017). It became visible in several ways, such as being in front-page headlines globally. In approximately two weeks of time there were almost two million tweets published in Twitter and the viral hashtag #Metoo was one of the most used hashtags in 85 countries around the world. (Högmander 2017.) This international movement got people to speak also with their own native language and hashtags #BalanceTonPorc, #Yotambién, #Memyös, #Ichauch, and, for example, #MoiAussi became familiar to many (Töyrylä 2018).

The hope for the healing and support was exposed by two small words, me too (Dastagir 2019). Individuals gained more courage and power to express their experiences and feelings publicly. Numerous people also took the cases and topics to social media with additional information on how the organization where the sexual harassment case happened ended up reacting to the case. (CMS Legal 2021.) Continuously more victims are speaking about their workplace sexual harassment experiences and, for example, men in powerful occupations have had their employment relationships terminated because of how they have behaved (North 2019). According to an analysis in the New

York Times approximately a year after the explosion of the movement, over 200 powerful and prominent male employees in New York city only have lost their employment relationships. Almost half of the replacing successors are females. (Carlsen & al. 2018.)

However, Gold (2021) mentions that the consequences and penalties have not been progressing as much as they could have been possibly after the #Metoo movement caught people's attention. The talking out loud about the sexual harassment and assault issues and cases needs to be continuously discussed, in order to help victims, both women and men, and those who does not wish to locker their sexual identity, as there are still people around the globe facing the sexual harassment, abuse, and violence daily (Gill & Rahman-Jones 2021).

2.3.2 Supporting victims

As it has been found out that harassment cases can traumatize the victims seriously, preventing and intervening the cases in a well-planned and organized way is crucial. This also applies to all national activities as discriminating procedures and materials needs to be monitored and changed continuously. (Teräsaho & al. 2019, 32.)

According to Reeves (2010, 171) cases with workplace sexual harassment are being one of the most harmful and damaging ones to harm an individual's career path, success, and also contentment. Being a victim of a workplace sexual harassment might lead to interruptions at career journey and thus cause lower earnings for the person. For example, lower earnings and the feeling of humiliation might discourage victims to aim higher with their career and it may also widen the wage gap between genders. (Institute for Women's Policy Research 2021.)

As sexual harassment and discrimination cases at workplaces are true and happening, a lot of attention needs to be put to the prevention processes by creating atmospheres and communities where people are equal. Everyone can promote and support healthy and equal attitudes and behaviors and on the other hand intervene cases where the behavior is discriminative or assaultive in any way. Everyone at workplace is also able to help the victim to find support either inside or outside of the organization. Proactive action plans and standard operating procedures will build safer workplaces and environments, and trainings can encourage possible bystanders to notice and intervene sexual harassment or discrimination cases at a lower threshold. (Katie 2021.)

2.4 Sexual harassment cases in organizations

As cases with sexual harassment may affect the victims' life enormously, it also has affects to the organizations' success and financial levels. Sexual harassment and discrimination cases in organizations might result in lower productivity from employee side, higher percent in the employee turnover, and increased number of absences, such as sick leave days. Sick leaves are a cost to organizations. (Au 2019.) In case the workplace harassment or discrimination cases are not handled promptly and with attention, there is a good chance that great talents will leave the organization (CIPD 2021).

In addition to legal costs and previously mentioned financial matters, the organizations' market value may decline (Cohen 2021). According to researchers, workplace sexual harassment can end up costing thousands of US dollars per one employee. In addition to direct costs, the organizations' reputation may be affected either positively or negatively depending on how they select to handle sexual harassment cases. (Raliance 2019.) As some of the cases end up being open and public, the organizations' image will be even more likely affected if the situation magnetizes media (CIPD 2021).

2.4.1 Preventing sexual harassment cases at organizations

Organizations and their management levels shall make it clear that harassing sexually is not permitted in any case and preventing actions are organizations' priorities. The employees, in addition to the management level, shall understand which actions are prohibited and considered to be harassing. (Bille 2021.) This should be communicated clearly as sexual harassment is being grey area and includes individuals' own thoughts, feelings, and experiences.

Trainings including workplace sexual harassment case prevention should be always kept positive. Instead of focusing on only prohibited actions in people's behavior, the trainings should include also positive approaches by engaging the organization's employees to create safer and more positive, wanted environment without workplace sexual harassment. (Bille 2021.)

One possible policy to fight against workplace sexual harassment is the zero-tolerance policy, which draws the line clearly when it comes to handling sexual harassment cases at workplaces (Patel 2019). This means that well-recognized cases at workplace which include harassing sexually will lead to severe consequences, such as termination of

harasser's employment contract (Cates Mahoney 2021). Organizations which have agreed to follow zero-tolerance policy do not accept nor overlook any forms of workplace sexual harassment (Patel 2019).

Implementing a zero-tolerance policy inside the organization sends signals to the employees of the organization that the management level is paying attention and is committed to prevent sexual harassment cases from happening at the workplace. Zero-tolerance policy for preventing and against workplace sexual harassment cases is also showing customers and external stakeholders that concrete steps have been implemented and absolutely no sexual harassment cases are accepted in the organization's operations. (Pyykönen & Pyykönen 2019, 133.) Zero-tolerance policy ensures, that cases will be handled seriously and confidentially. The policy aims to encourage the employees of the organizations to report about their experiences. The policy is aiming to stop and prevent workplace sexual harassment and additionally also to promote healthier culture and atmosphere at workplaces. The safer and better the atmosphere is at the workplace, the less likely sexual harassment cases will happen. (Norman 2020.)

2.4.2 Managing sexual harassment cases in organizations

It is important to offer different kinds of services and ways to support and encourage the victims to talk about their experiences out loud. As the #Metoo movement reminds, no one is alone with their experiences and thoughts.

Quite often sexual harassment cases experienced by individuals at workplaces are not told to the authorities, such as police. Specialists of the sexual harassment cases have found out, that sometimes the victims are suffering and handling the experienced situation alone, as the juridical and investigation procedures are recognized to be long, cumbersome, and difficult. (Piiirainen & Mäntysalo 2021.) Employees of the organizations deserve the right to feel safe at workplaces and that includes the fact that supervisors and management levels take the cases seriously and are ready to make prompt actions when sexual harassment cases occur (Raliance 2019).

All cases that are recognized to have sexual harassment or discrimination included shall be noted and acted accordingly in organizations. Firstly, organizations should always inform clearly, that discriminating or harassing behavior and cases are not allowed or tolerated in any situation. (CIPD 2021.) Employees of the organizations shall have more than one option where to report about the problem and occurred case, as the first option

for reporting may be the harasser (Heathfield 2021). According to Martin (2019) every complaint received shall be handled seriously, and this applies to both informal and formal complaints.

After the complaint has been done, there should be human resources professional assigned to handle the case. This staff member shall start discussions with the employee who has done the complaint and ensure that the employee is safe from any further actions, such as retaliation. (Heathfield 2021.) The human resources professional who is doing the research and investigating the issue, shall keep the investigation impartial (Martin 2019). Listening carefully, taking notes, and writing every important detail down is crucial, in order to document the investigation fully (Heathfield 2021).

As the investigation may take a while to come to an end, it is important to inform that to the victim and ask him or her to wait patiently (Heathfield 2021). After everything has been investigated, witnesses interviewed, and notes and laws carefully viewed, a decision about the situation with necessary steps shall be reached. This may include mandatory trainings for the staff or termination of the employment relationship for the harasser. It is worth remembering, that the result may be, that no harassment happened in the investigated case. However, the results shall be communicated and informed clearly to both parties included. (Martin 2019.)

The situation and the case shall not be forgotten immediately. After the harassment or discrimination case has been carried out and investigated thoroughly, a follow up for the situation is still needed. This way the organization can review that no further revenges, retaliations, or incidents are occurring at the workplace. (Heathfield 2021.)

3 Research methods

This chapter introduces the research methods used in this thesis and explains why the methods have been chosen, what are the benefits, and possible risks. The main research question was how are the most common workplace sexual harassment cases and support activities differing between Finland and the United Kingdom? The main research question is investigated and then compared and analyzed through four investigative questions, which are listed in the chapter 1.2.. Sexual harassment overall is a broad topic, which has been investigated already a lot. The topic can be viewed and investigated from numerous points of views, which increases the number of sources available.

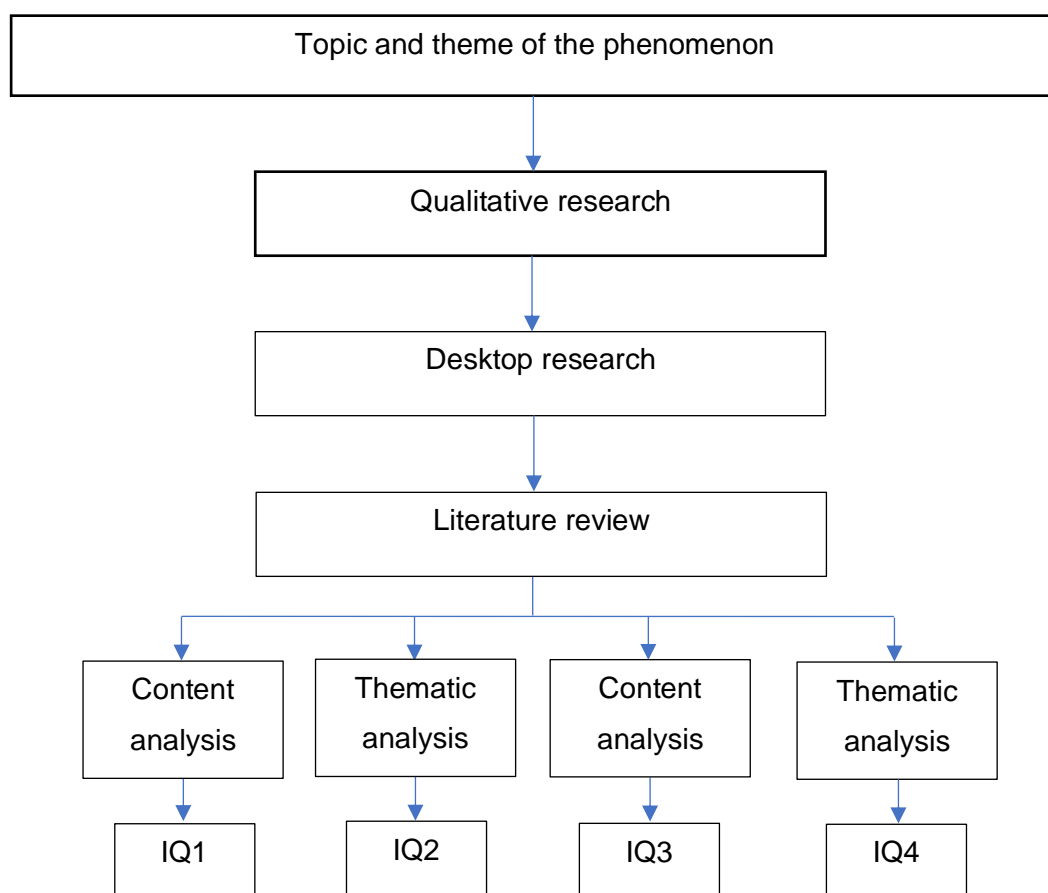


Figure 4. Research design.

The main research question is supported and investigated with the help of investigative questions, which are about the legal provision, the ways of discussing and handling the cases after the massive and well-known #Metoo movement, and the most common workplace sexual harassment cases happening in organizations. Also the ways of supporting and helping the victims both in organizations and outside of organizations are investigated. The research is done from both countries, from Finland and the United Kingdom, separately.

This thesis uses qualitative research methods, and the research is implemented by desktop research and literature review. This thesis is theory-driven and therefore, the research material collected, and the analysis done are both reflecting with the theory chapter, 2. The research itself is done by searching, viewing, and analyzing already earlier published data and other material.

3.1 Qualitative research

Qualitative research means searching, collecting, and finally carefully analyzing the data which is non-numerical. This is done in order to understand, for example, experiences and concepts. By using qualitative research method, the researcher may implement new and further ideas for deeper research. (Bhandari 2020.) Data used in qualitative research cannot be measured with numbers and therefore the data is observed and descriptive (McLeod 2019). This thesis uses qualitative research methods to collect the data from the books and desktop sources. The qualitative research method was chosen, as the author investigates themes and categories in the phenomenon of the workplace sexual harassment in Finland and in the United Kingdom.

The data analysis methods for the qualitative research data in this thesis are content analysis and thematic analysis. By applying content analysis, the researcher may determine the prevalence of the themes in the qualitative research data. After analyzing the data in content analysis, the researcher may come to a conclusion about the included messages in the materials. (Columbia University Irving Medical Center 2019.) Thematic analysis then again analyzes the qualitative data and recognizes and identifies the patterns in collected material. This method requires that the researcher knows the collected material well, but it also creates good possibilities for the researcher to notice and see new insights which have been derived from the collected data. (Delve 2021.)

3.1.1 Desktop research

The desktop research method of doing research is also familiar as secondary research (Bhasin 2020). Desktop research means a technique, where the research is done through the computer, without any research actually done in the field. Data is being searched and collected from the current sources. (Management Study Guide 2021.) The whole purpose of the desktop research is to first identify and recognize what kind of data is needed, in order to produce successful research. While and after doing desktop research around specific topic, researcher may find gaps which are still requiring more investigation further,

in order to fill in the gap and lack of information in certain area of the researched topic. (Victorian Government 2021.)

Desktop research was chosen to be the method to be used, as the sensitivity of the topic creates barriers more easily between researching student and organizations. Quite often organizations want to keep the harassment cases as internal, as those might affect to their employer branding significantly.

3.1.2 Literature review

As a part of desktop research, this thesis also uses literature review as a method to view and investigate sexual harassment at workplaces as a phenomenon. This means, that the research material has been already published around the topic area and the literature review done evaluates and surveys the published data and literature and puts the searched information closer to summarized text as the literature is searched and written down in a more logical order. (Royal Literary Fund 2021).

There may be weaknesses or even conflicts in the found materials and those may result questions around the topic (Vasilev 2021). The literature review is also about critically analyzing the materials and texts found, and the gaps between several research may come visible. This will naturally create new areas for further and deeper research. (Royal Literary Fund 2021).

3.1.3 Advantages and disadvantages

As every possible research method, also the qualitative research has advantages. The researcher is able to understand and analyze different attitudes and the research is taking the people's experiences into an account. The method is relatively flexible, and its processes and results are open-ended as there are no 'wrong' or 'correct' answers. (Gaille 2018.) The large phenomenon of a workplace sexual harassment is widely attached to the individuals' experiences and attitudes, and therefore the qualitative research for this subject was chosen.

In addition, desktop research has its advantages and strengths. Numerous studies and research already are available and can be, for instance, found from government reports, statistics, articles, magazines, data sets, and databases. As a method, desktop research is firstly inexpensive, as it does not require anything else than an internet connection and a functioning computer. (Bhasin 2020.) It is also saving time, in addition to money, as the

research does not need to be planned, developed, and put into an operation from zero until the complete end. No answers need to be collected nor viewed separately as the data has already been collected and published. (Apelo Consulting 2021.)

Qualitative research has also weaknesses as the method is tied to individuals' opinions and perspectives, there may be difficulties when verifying the collected data. This is because the respondents of the surveys done by other researchers may experience their opinions and attitudes differently, for example, days, months, or years later. The researcher may also intentionally or unintentionally affect the collected data in some way. These mentioned aspects may result in somehow wrong or misleading answers and conclusions. (Gaille 2018.) This then again affects the trustworthiness of the research done. According to Gaille (2018), the collected qualitative data is also relatively difficult to present in an easy way, as numerical data collected through the quantitative method may be easily transferred to different figures. Vaughan (6 August 2021) reminds that respondents only answer to the question specifically and wrongly interpret qualitative questions may result in responds where crucial insight and information is missing.

The desktop research method also has disadvantages and weaknesses. As there are thousands, if not millions, of web pages defining and explaining certain things, it may be difficult to find data, which is completely reliable. Anyone can write to the internet, and therefore, a person who is doing research must keep the eyes open and think and view the sources critically. As there are numerous sources available, it might be hard for the researcher to find data, which is completely accurate for the topic which is being investigated. (Bhasin 2020.) The data available can be also relatively old. Nowadays when doing research, the freshness of the found data is crucial. Not everything from the internet is still valid as several topics and details are rapidly and constantly changing. The accuracy and validity of the founded and used data, can possibly be uncertain and risky. Lastly, some data found from the internet via desktop research can be copyrighted. This means that there is a proprietary issue, which can possibly lead to legal issues if the text is used wrongly and without a proper permission. (Apelo Consulting 2021.)

3.1.4 Risks

The above-mentioned disadvantages of qualitative research and desktop research might become a risk, when doing research. However, the author considers desktop research to have less risks than for example making an interview for companies directly. As the overall topic is sensitive, there is a major risk that organizations and individuals are not willing to speak about the workplace sexual harassment issues and cases openly and

publicly for investigative purposes. The answers that respondents would give to interviews and surveys could also be given in a way how the organization and individual respondents think is the correct way to answer. As there is a risk that the data may not be as accurate as it could potentially be, the desktop research with a literature review was the right decision and direction to go: there are already several sources available which are waiting to be viewed, combined, and analyzed critically.

The research around the phenomenon of the workplace sexual harassment, with its sensitive and private aspect, needs to be carried out with caution and analyzing the sources critically is crucial. There are several old articles and research done which may contain outdated information, which then again may affect the validity of the research.

4 Data and findings

This chapter presents the data that has been collected and the comparisons between Finland and the United Kingdom.

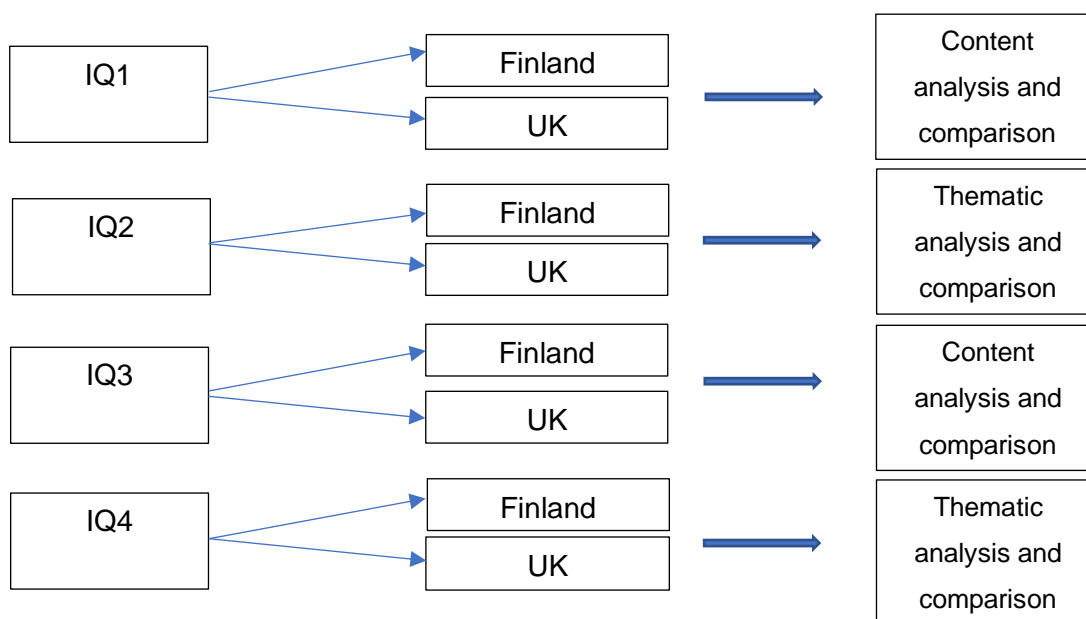


Figure 5. Data and findings chapter design.

Each IQ topic is viewed from the Finland's and the United Kingdom's point of view. In the end of each topic, the two target countries are compared and analyzed. The comparison subchapter presents the differences and similarities between the countries. The subchapters start from the IQ1, followed by the IQ2, and IQ3, and ends with IQ4 as illustrated in the figure 5. Investigative questions can be found fully defined from the overlay matrix in the chapter 1.2.

4.1 Legal provision for workplace sexual harassment

Subchapters below investigates and presents on how the laws and legal aspects are affecting and preventing the sexual harassment cases at workplaces. After the legal provision have been presented separately in both countries, this thesis presents and analyzes the key similarities and differences between Finland and the United Kingdom and their legal provision around the sexual harassment at the workplaces.

4.1.1 Legal provision in Finland

In Finland, the legislation is supporting the equality between both men and women. Equality law is aiming to support women's position in work life and to narrow the gap

between men and women in the daily life. Employers have the right and they are required to improve equality at the workplace according to equality law in Finland. Improving needs to be planned, efficient and effective. (Saarinen 2000, 187.) Also, Finnish occupational safety law is prohibiting all kinds of actions done, which are positioning a person to a danger or is in some way harming the persons health (Launis & Työryhmä 2018, 40).

As the equality law is continuously supporting the equality and narrowing the gap between the genders, the goal is also to prevent any kind of discrimination from happening because of the person's gender, sexual expression, or identity. It is prohibited to treat anyone differently due to their health, age, language, religion, or sex. According to the Constitution, this also applies to other aspects that are linked to a specific person. (Ministry of Social Affairs and Health 2021b.) According to surveys done, transgenders and other sexual minorities are facing sexual harassment cases more often. Therefore, the equality law was changed and amplified in 2014 to also cover every minority group and persons who experience their sexuality in other ways. (Rikosuhrapäivystys 2019a.) Discrimination due to parental leaves, family responsibilities, pregnancies, or anything related to gender is strictly prohibited. The Equality Act provides protection legally. In addition to employers, also different kinds of educational providers and national authorities are required to promote and support the equality between the genders. Discrimination and breaking the Equality Act regulations might lead to severe consequences, such as termination of the employment relationship or compensation demands. (Ministry of Social Affairs and Health 2021b.)

Sexual harassment at workplace is happening according to the Finnish law, when the atmosphere is hostile, humiliating, degrading, or threatening. The minor unintended actions, for instance jokes, need to be continuous, in order to build a previously mentioned atmosphere. It is not necessary that the actions done are intentional. The Finnish law views the case's impacts to the victim. The equality law at workplace is mainly employers' responsibility and they are required to intervene and take necessary actions if a sexual harassment case comes to their knowledge. According to Finnish law, every organization and workplace with more than 30 employees need to have their own equality plan. The equality plan must include nominated equality officer, processes, and steps. Nominated equality officer has the obligation to listen confidentially, as in most cases, the victim does not wish to talk publicly about the case. (Rikosuhrapäivystys 2019a.)

Verbal harassing is being unfortunately tricky. Harassing someone verbally is not fulfilling the requirements of a crime in Finland. Harassing verbally can happen long-term and it

might create severe consequences for the victim. However, verbal harassing might meet the characteristics of a defamation. (Rikosuhripäivystys 2019a.)

As the sexual harassment law was changed to be more accurate and supportive in 2014, there was also a part added which indicates that a sexual harassment case done by touching can be punishable either by giving a fine or maximum of six months in prison. Example of a case like this can be inappropriate way of touching breasts. Mostly these cases are handled with fines. (Rikosuhripäivystys 2019a.) In Finland, if a victim is forced to a sexual intercourse by a harasser, or if the victim is forced to do something else that is sexual and strongly humiliating and infringes the right to self-determination, the harasser might receive a fine or maximum of four years of imprisonment as a punishment (Finlex Luku 20 seksuaalirikoksista 509/2014).

The employer, meaning managers and human resource professionals in the organization where the sexual harassment case occurs, has the possibility and authority to give a notification or warning to the harasser. The employer is also able to reassign the seats or duties at the workplace in order to prevent the sexual harassment cases from continuing. (Tasa-arvoaltuutettu 2021a.) In case the organization receives an information about a sexual harassment case and still fails to take necessary actions in order to support the victim and prevent the case from continuing, the victim is then allowed to require and ask for a compensation. This happens in a district court and time frame for doing this is two years. (Tasa-arvoaltuutettu 2021b.) According to Piirainen and Mäntysalo (2021), approximately one out of ten sexual harassment cases will be spoken out loud and reported to the authorities in Finland.

4.1.2 Legal provision in the United Kingdom

The first law in the United Kingdom that dealt directly with sexual harassment was the change in the Discrimination Act in the year 1975. However, the change was not accepted and passed until the year 1986, so eleven years later. (BrightHR 2021a.)

Nowadays, the Equality Act in the United Kingdom is covering the cases of sexual harassment (BrightHR 2021a). According to the Equality Act 2010, harassing sexually in the United Kingdom fulfils the characteristics of unlawful discrimination (Citizens Advice 2021a). Bullying without sexual tone in the United Kingdom is not defined to be against the law (GOV.UK 2021). In the legal perspective in the Equality Act 2010 a case of a sexual harassment at workplace is defined as an action where the dignity of the victim is violated or the action is creating an environment which is degrading, hostile, intimidating

or offensive (CMS Legal 2021). The Equality Act 2010 is not only protecting the employees inside of organizations, but also the ones who are applying for open positions and get harassed (BrightHR 2021b). The Harassment Act 1997 ensures that the victim may also take actions against the harasser in case the harassing at workplace has happened at least two times and it causes the victim to be alarmed and distressed. This is done in the civil court. (Citizens Advice 2021b.)

The person who has encountered sexual harassment or discrimination that is prohibited according to the Equality Act, is allowed to take a claim at the court. In most reported cases, the legal actions will start within the six months of time after the unlawful act. (Equality and Human Rights Commission 2018.)

In the United Kingdom harassing sexually is not a crime but assaulting sexually or raping is (Reeds 2021). However, from the legal point of view, only a male can commit a rape case. Female can also be guilty in case she is helping a male person to make a sexual attack towards someone. (CPS 2017.) According to the law in the United Kingdom, forcing someone to sexual activity without the persons willingness or touching someone inappropriately without their willingness either with a body part or with an object are both fulfilling the characteristics of a sexual assault. (Reeds 2021.) According to CPS (2017) the harasser's gender is not limited. In the beginning of the year 2020 the Equality and Human Rights Commission in the United Kingdom, EHRC, implemented and also published guidelines for the workplace including technical guidance (CMS Legal 2021).

There are no strict and specific rules in the United Kingdom an organization should follow in order to diminish and prevent sexual harassment cases at the workplaces from happening. However, employers should implement preventing actions such as trainings and have approach and atmosphere at the workplace, which is preventative, in order to avoid liability for the actions that the organization's employees take when harassing someone sexually. (CMS Legal 2021.) This part in the legislation, where employer shall take preventing and proactive steps at workplaces, in order to avoid sexual harassment cases from happening was introduced only in July 2021 by the Government of the United Kingdom (Skrzypinski 2021).

In addition to previously mentioned change in the legislation about how employers should take all the necessary steps, in order to prevent and intervene workplace sexual harassment from happening, the government of the United Kingdom is also planning to implement protect for the employees from the sexual harassment which occurs from the customers' or external stakeholders' side. The government also considers and plans to

change the time frame in which the victim may take the workplace sexual harassment case to employment tribunal from current three months to double, six months. However, these plans are not locked yet and the schedule for implementing is still unsure. (Brown 2021.)

4.1.3 Key findings in legal provision

As both two countries, Finland, and the United Kingdom, are welfare states the legal provision has many similarities when compared. In both countries, the Equality Acts are guiding the organizations and individuals and supporting the victims of a workplace harassment and discrimination cases legally. However, there were also major differences found.

Table 2. Key findings from the legal provision in Finland and in the United Kingdom.

Country	Equality law	Action plans for equality	Legislation currently under the changes
Finland	Yes	Yes	No
The United Kingdom	Yes	No	Yes

As the table 2 illustrates, the author finds major differences in countries' legal provision by analyzing the content of the qualitative research data collected by doing desktop research. One of the key findings lands around on how the countries are preventing the cases from happening, as in Finland all the organizations with more than 30 persons are required to have a clear and concrete action plan for the equality, in which also an equality officer is nominated, in order to support and develop the equality at the workplace even further. Even though the United Kingdom has laws for intervening and preventing the sexual harassment and discrimination cases at workplaces, there is currently no need for concrete action plans nor standard operating procedures that organizations should follow in order to fulfil their legal responsibilities around the cases. At this point, the United Kingdom is currently working on implementing new laws and regulations, around sexual harassment cases at workplaces, to be more accurate and supportive. Finland seems to be in a position where the major changes in legislation have been already implemented and now the processes and procedures are fully tested in action, as no major changes are planned at the current moment. However, may be that in the near future the legislation is

adapted to be more accurate in both countries, if the results with current and upcoming legislation rules and guidelines are not working as efficiently as wanted.

Another difference is that in the United Kingdom it is more likely that the organization where the harassment happens, is responsible for the fees such as legal costs and fines. In Finland it is more likely that the harasser is personally responsible for the consequences and fees.

The fact that only a male can commit a rape in the United Kingdom is unequal. In Finland, also a woman may be guilty of rape case. The guideline in the United Kingdom which is drawing the line by regulating that woman may possibly be guilty only in case she helps a male person to commit a rape, is not improving and promoting equality between genders. This is a huge difference between the countries compared. Probably, the legislation and laws are viewed and followed carefully in both countries, and perhaps this difference will be equalized during the future years as the equality issues are focused continuously more.

However, sexual harassment cases are varying enormously and there are rarely two exactly similar cases happening. How the case will be handled legally in either one of the countries, in Finland, or in the United Kingdom, depends on several different things, such as organizations action plan, the severity of the harassment or discrimination case, and the amount of information and evidence there are available regarding the case. As the research declares, only a minority of the sexual harassment or discrimination cases at workplaces come to human resource professionals', managers', or police's attention.

4.2 #Metoo movement in Finland and in the United Kingdom

#Metoo movement exploded in the year 2017, as mentioned in the chapter 2.6..

Subchapters below research the effects of the exploded #Metoo movement in Finland and in the United Kingdom. After the effects of the movement in both countries are covered, the similarities and differences between Finland and the United Kingdom are presented and analyzed.

4.2.1 #Metoo movement in Finland

As the #Metoo movement grew and exploded significantly around the world, it also affected in Finland. #Metoo movement was helped and supported by another campaign by the employees from the cultural sector, as they started to tell and publish their

experiences with another hashtag, #kulissientakana (kulissien takana=behind the scenes). There were total of 1039 cases reported with the hashtag. (Typpö 2017.)

After the #Metoo movement raised the awareness massively, the Finnish film producers' association took actions and planned, implemented, and collected a specific group of people, whose duty and challenge is to implement a general guideline against harassing and inappropriate behavior overall. The group involves for example specialists from the fields of wellbeing and occupational safety. (Typpö 2017.) Also, the Finnish actors' association has noticed the increasing numbers of sexual harassment cases. According to their studies done in 2011 and 2017, a majority of the Finnish actors and actresses have been facing sexual harassing while being at work. In order to help victims and reduce the number of cases they have implemented a campaign against the sensitive problem. As the goal is that the campaign would not be invisible and unnoticeable, several steps have been done: campaign is published in social media in order to gain visibility, the sub-associations are asked and recommended to support the campaign, and the employers of the field have received a request to intervene workplace sexual harassment cases and to improve the equality between people and genders at workplaces. (Suomen Näyttelijäliitto 2021.) The Occupational Safety and Health Administration in Finland noticed the #Metoo movement's effects to cultural sector and its business. The inspectors from the administration started monitoring their business activities systematically in order to recognize sexual harassment cases. However, the cases were not emerging more than the previous 'regular' level. (Työsuojeluhallinto 2021a.) Even though there has been reported and unreported cases also earlier, the #Metoo movement brought the issues back into everyone's attention and knowledge during and after the year 2017 (Suomen Näyttelijäliitto 2021).

Economic research done by Yle was asking from Finnish people if the affects of the exploded #Metoo movement have been positive or negative towards the overall interaction, regarding the subject, between individuals (Rinta-Tassi 2018). The total number of respondents was 1040 (Taloustutkimus 2018).

Table 3. #Metoo movement's affects to interactions between individuals (Taloustutkimus 2018).

5 Erittäin positiivisia	4%
4 Melko positiivisia	44%
3 Ei vaikutusta	21%
2 Melko negatiivisia	16%
1 Erittäin negatiivisia	4%
En osaa sanoa	10%

The table 3 illustrates, that approximately half of the respondents in the survey were pleased with the effects of the movement (5 very positive, 4 quite positive, 3 no affect, 2 quite negative, 1 very negative, en osaa sanoa: cannot say). 44% of the respondents do consider that the effects are being quite positive and 4% feels that the effects are very positive. However, 16% of the respondents recognize the effects quite negative and 4% very negative. 21% consider that the movement did not affect in any way and 10% could not say. (Rinta-Tassi 2018.)

Employees working in the customer service field responded to a survey done by PAM and shared the opinion that the explosion of the #Metoo movement did not have an impact on workplace sexual harassment done by the customers. However, the respondents have noticed more alertness among their employers with the issue as the movement increased the awareness. (Väisänen 2020.) In addition to workplaces in cultural or customer service sector, also politics was heavily affected by the #Metoo movement. Several politicians spoke about their experiences regarding workplace sexual harassment and even more awareness was brought to the movement and issues around it. (Hild 2018.) Still, not every politician chose to react to the movement, and they ended up responding passively (Mantsinen 2017).

The way Finland and Finnish organizations have reacted to #Metoo movement has not been extremely efficient, rather slower and limited, as no major changes occurred within the one-year time frame after the #Metoo movement exploded (Hild 2018). After the movement caught the attention of the large audiences and two years passed, the Nordic Ministers for Gender Equality agreed to have a meeting in Iceland. The purpose of the

meeting was to discuss openly in a Nordic level about the affects the #Metoo movement brought within. (Sosiaali- ja terveystieteiden ministeriö 2019.) Finnish Minister for Nordic Cooperation and Equality is Thomas Blomqvist (Finnish Government 2021). Blomqvist declared in the meeting that Finnish legislation alone is not enough, but the understanding and procedures are still crucially needed, in order to prevent further sexual harassment cases from happening, both overall and also in workplaces. Finland is wanted to be one of the leading countries in the world, when it comes to equality. (Sosiaali- ja terveystieteiden ministeriö 2019.)

In 2021, people are still continuously sharing their experiences encouraged by the #Metoo campaign. Special and dedicated Instagram accounts, for instance @metatoo, have been created in order to share harassment and assault stories for thousands of followers. The victims keep on speaking about their experiences, either with their own name or anonymously. (YLE 2021.)

4.2.2 #Metoo movement in the United Kingdom

Well-known #Metoo movement has affected significantly also in the United Kingdom. The movement brought action all the way to the parliament and government as Michael Fallon was terminated from his work as a Defense Secretary. The reason was a sexual harassment case done by him approximately 14 years earlier. Damian Green's, Deputy Prime Minister, employment relationship ended due to a porn scandal. (Töyrylä 2018.) Only after the #Metoo movement some well-known organizations ended up terminating employment relationships to some of their employees, due to their earlier unacceptable and inappropriate behavior (CSM Legal 2021).

Even though the #Metoo movement raised awareness and sexual harassment as a topic arose to be a well-known topic, the cases are still happening at workplaces after the movement. The Equality and Justice Fund has been collecting funds, in order to encourage and challenge every industry, business, and parts of society to support organizations around the United Kingdom with, for example, defending safety of the victims and providing legal assistance. (Hild 2018.)

Studies have shown that after the #Metoo movement exploded, 77% of men said to be more careful and pay increased attention towards their actions for women, in order to avoid behavior which could potentially be equaled to sexually inappropriate behavior. On the other hand, 74% of women ended up being more open and ready to talk out loud against and about sexual harassment. (Reeds 2021.) The request for various kinds of

trainings have increased, as people and organizations are willing to drive and educate cultural changes and behaviors in order to prevent cases from happening and also to recognize actions that are happening already and are inappropriate. Organizations are focusing on implementing and improving their internal human resource management processes more and reporting the harassment cases have been edited and modified to be easier for the employees who have been experiencing harassment or discrimination situations at the workplace. (CMS Legal 2021.)

#Metoo movement has also encouraged people in the United Kingdom to speak about their experiences more openly. Some people have replaced the anonymous way of speaking with their own name and voice. #Metoo movement brought courage and braveness for victims. (BBC 2021.) However, not every time the discussion about the #Metoo movement and sexual harassing at workplaces has been done in a good light in the United Kingdom. People have been concerned and worried, that the movement would affect too harshly to harassers, who have done for example a minor smaller mistake somewhere in the past. Some are also worried if the movement will affect the victims negatively by blaming. (Hild 2018.)

However, the legislation, where the employers must take necessary actions in order to prevent sexual harassing cases from happening by being proactive, was introduced only in July 2021. The introduction was done by the Government of the United Kingdom and that is considered to be one of the first significant changes after the #Metoo campaign in statutory aspects (Skrzypinski 2021).

4.2.3 Key findings in the #Metoo movement

Many people who have been victims of a workplace sexual harassment do not ever talk about their experiences. The experiences might be milder or more severe, but some of the experiences will always stay unspoken. The #Metoo movement has brought something to both countries, which is the information that the victims are not alone. For some people, the movement and the hassle in social media around it might have been the only possible way to handle and explore the feelings and situations the harassment or discrimination case has brought to one's life. (Pirainen & Mäntysalo 2021.)

Table 4. Key findings in the affects of the #Metoo movement in both countries.

Country	Attracting audience	Increased openness of discussions	Negative toned concerns towards topic	Concrete actions
Finland	Yes	Yes	Yes	Yes
The United Kingdom	Yes	Yes	Yes	Yes

As the table 4 above illustrates, the #Metoo movement has brought awareness and eye-opening sight to both countries, to Finland and to the United Kingdom. Assumably, the discussions regarding workplace ergonomics or, for example, the overall support received from the management level are more often topics that are discussed out loud, but sexual harassment cases at workplace have been and are still more stigmatized. The movement exploded at the right time, being ready to be received by the welfare states which aim to equalize genders and their possibilities in working life. Both countries were already working towards more equalized systems and processes and the movement came to clarify that the route is going to the right direction.

As mentioned earlier, the #Metoo movement got started when the well-known American actress reported about her experienced case few years ago. The movement and hashtag used got viral quickly, as the first tweet by Alyssa Milano already reached thousands of people. The tweet clearly came at the right time, but it was also made by the right person. People will never know, if the movement would have started as massively, or at all, if the first person to post a tweet about the #Metoo movement would have been someone with less followers, fans, and overall visibility in social media. Due to controlled, tracked, and accurate algorithms it may be difficult to reach and engage larger audience in social media platforms, if there is not enough audience already in the beginning. However, the #Metoo movement started, exploded, and reached thousands and even millions of people around the world and the movement attracted quickly wide audiences.

According to the research and analyzed findings, the discussion has become more open in both countries. However, this has also affected in both countries in a way where concerns and negative toned opinions have increased. The movement has not only brought positive effects or direct actions, but also skepticism and frustration. As the previous sub-chapters described, in Finland approximately 20% of the respondents in one survey experienced the effects of the movement negatively to interactions. In the other

country, the United Kingdom, some thought that the movement would possibly affect too negatively to the harassers, or the victims would get blamed. The movement clearly increased the discussions in both ways, negatively and positively, and several different viewpoints towards the topic and movement were thought, shared, and discussed.

The comparison between the affects of #Metoo movement could have been totally different, in case the other target country in this thesis would not have been a welfare state. However, in this case, the results of the research were quite similar and there were no major differences found. The legislation point of view had certain differences, as while Finland changed the law to be more supportive and accurate towards sexual harassment cases already in 2014, well before the #Metoo movement, the similar kind of change was started in the United Kingdom only after the movement exploded and raised the attention of population. As declared earlier, the change in the legislation was introduced only in the year 2021. However, according to the research findings and analysis, there were smaller actions taken in both countries, as in Finland some associations have implemented campaigns and funds have been collected in the United Kingdom, in order to support the visibility of the difficult topic.

Overall, the results from both countries are supporting each other, as in Finland and in the United Kingdom, the movement changed and developed the individuals' thinking towards the topic. Most importantly, as so many individuals in Finland consider the affects to interacting to be positive and so many individuals in the United Kingdom are paying more attention to their daily behavior in order to avoid or intervene sexual harassment cases from happening, these are also affecting on how the individuals are behaving at their workplaces. Overall thoughts, supportive opinions, and preventing ideas the individuals are carrying after the movement will also be carried to the workplaces. This will most probably push the human resource professionals and management levels to review the organization's procedures, action plans, and systems. Research and analyzing the findings around the theme has shown, that preventing sexual harassment cases at workplace is something that belongs to every organization.

4.3 The visibility and cases of workplace sexual harassment

Subchapters below investigates and then presents the most common cases and ways of harassing sexually at workplaces. Subchapters also present on how many people actually experience workplace sexual harassment. After the most common cases and the prevalence have been presented in both countries, this thesis presents and analyzes the

similarities and differences between the two welfare countries, Finland and the United Kingdom.

4.3.1 Visibility and cases in Finland

More than 2100 working aged people responded to the survey done by Confederation of Finnish Industries. 2% of the men and 12% of the woman respondents had experienced sexual harassment at their workplace. From the respondents, approximately 25% reported the workplace sexual harassment cases either to their manager or someone else in the same organization. (Elinkeinoelämän Keskusliitto 2018.)

The survey found out, that in Finland a majority, 60%, of the sexual harassment cases at workplaces are happening from the customer side. 36% of the cases were done by a colleague of a victim, and the harasser was the manager or a supervisor of the victim in 16% of the workplace sexual harassment cases. (Elinkeinoelämän Keskusliitto 2018.) It has been found out also, that younger women in business life are facing workplace sexual harassment more often compared to older colleagues. In the time frame of two years, only 6% of the women above 60 years were harassed sexually at workplaces whereas the percentage number was 25 with women under 25 years. (Yle 2018a.)

In Finland, unequal and sexually toned behavior and treatment was reported more commonly by women. Approximately half of the women who were interviewed to a survey have mentioned that they have been noticing demeaning or patronising behavior and this has also happened in the workplaces. The number among men respondents was 20%. (Yle 2018b.)

A total of ten unrelated unions in Finland planned and implemented a survey regarding sexism and sexual harassment at workplaces. This was done in the year 2018, so after the #MeToo movement exploded and brought the topic to people's attention. A majority of the respondents who took part in the survey mentioned that they are not afraid of workplace sexual harassment. The survey found out also, that female managers in Finland are likely to be harassed in many ways during their career path. (Kellomäki & Kaaria 2019.)

There are several different ways of harassing sexually at workplace but, for example, employees working in the hospital industry are most commonly experiencing cases where the customer touches the employee's breasts or buttocks in an inappropriate way (Turunen 2021). During the past years, also the verbal harassing with a sexual tone in the

customer service workplaces from the customers' side has even doubled (Pro Pilvipalvelut 2021). According to a survey done by PAM for the service workers in Finland, a total of 57% of the respondents had experienced workplace sexual harassment, and this was especially visible in the restaurant industry, and also among younger employees. Most frequently, the workplace sexual harassment is experienced in the way of inappropriate comments. However, this does not block the fact that workplace sexual harassment happens also in other ways, such as sending pictures which are containing inappropriate material, brushing against the body, or by receiving direct requests and recommendations to join sexual actions. (Raita-Aho 2020.) Some of the men respondents in a customer service field were also experiencing sexual harassment while working even though most commonly the harassed employee was a woman (Väisänen 2021).

4.3.2 Visibility and cases in the United Kingdom

Sexual harassment at workplaces has been a problem in the United Kingdom already years earlier. England was one of the top five countries to report sexual harassment and assault cases at workplaces already in the year 1996 (International Labour Organization 1998).

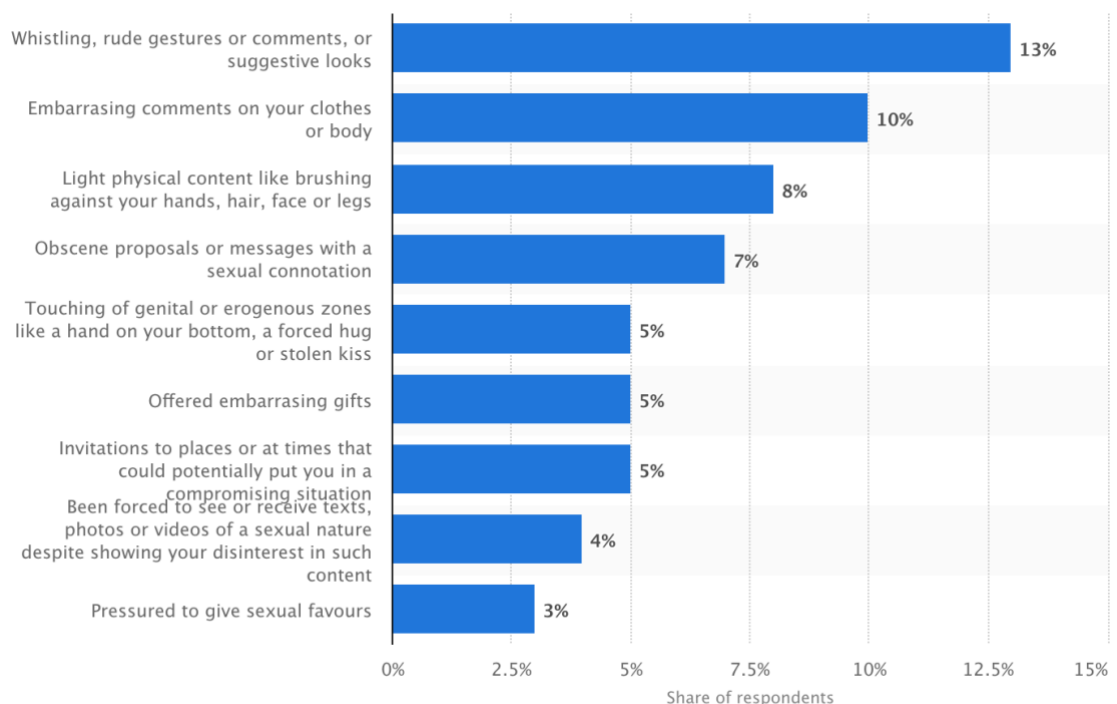


Figure 6. Respondents' experiences in workplace sexual harassment in the United Kingdom (Statista 2021).

The figure 6 above illustrates the sexual harassment cases at workplaces during the past 12 months, which have been experienced by individuals in the United Kingdom. The survey was active in the spring 2019, thus the responded cases had happened between the years 2018 and 2019. The highest percentage, 13%, includes whistling, suggestive eye contacts, and sexually toned and rude comments. The second most common reported workplace sexual harassment way in the United Kingdom was regarding comments about clothing and person's body with 10%. A total of 3% of the respondents had experienced requests in the workplace to give favours sexually. Respondents had also experienced other sexual harassment cases at workplace, such as inappropriate touching of body parts, as well as brushing against the respondent's body. Some respondents also received inappropriate messages and pictures, or they were invited to certain places which could have potentially turned into an inappropriate meeting. (Statista 2021.)

Over 50% of women have faced sexual harassment at workplace in the United Kingdom. In most cases, these have been cases of unwanted touching in an inappropriate way or indecent comments or remarks. In the United Kingdom, it is not always about milder sexual harassment cases, as direct demands or requests for sexual favours are also experienced relatively often by the employees. (Skrzypinski 2021.) A survey done by Trades Union Congress and Everyday Sexism Project found out that from 18- to 24-year-old-women, a total of 63% of the respondents have experienced sexual harassing at their workplace (Trades Union Congress 2016). In almost 20% of the cases, the harasser was the employee's supervisor (Safeline 2021). According to a survey done by the Rights of Women (2021), a total of 45% of the respondents mentioned that they have been experiencing sexual harassing when working remotely during the worldwide pandemic of Covid-19.

Sexism is a waste survey has found out, that only 26% of the people working in the management level in the organizations would have the confidence needed, in order to take the needed next steps after a workplace sexual harassment case comes to their attention. However, 17% of those people were still unsure what are the next concrete steps they should take. (Zero Tolerance 2017, 4.)

4.3.3 Key findings in visibility and cases of workplace sexual harassment

Even though there are completely different two welfare countries compared, with their own cultures and habits, the countries do share many similarities when comparing the workplace sexual harassment cases. In the matter of fact, there are more similarities than

differences between these two countries according to the research that was done for this part of the thesis.

In both countries it is clearly visible that even though sexual harassment may happen to anyone, regardless of the gender, women are the ones experiencing workplace sexual harassment the most. According to research results, it is perhaps possible to assume that women are facing sexual harassing at workplaces more often also globally. In both countries, the percentage which tells if the person has experienced sexual harassment at younger age is higher than at the older age. The percentages throughout the subchapters were quite similar, as the workplace harassment is done by the manager in 16% of the cases in Finland whereas the United Kingdom's percentage in those cases is 20. As the research shows clearly that in both countries also the supervisor or the manager can be the harasser, it can be presumed that it is also important that the organizations' human resource professionals are treating employees equally and in a professional way, in order to handle cases fairly and efficiently.

In addition to above-mentioned similarities in percentages, also the cases of workplace sexual harassment which are occurring are being relatively similar in both countries. Inappropriate and sexually toned comments were the most frequent ways of harassing sexually at workplaces in both of the two countries compared. In both countries, also inappropriate messages sent and touching without permission was mentioned. Cases where the employee is receiving a direct request to do a sexual favour are happening in both countries. Not as often as inappropriate comments are said, messages are sent, or touching is done, but still some employees in both countries are receiving rude and outrageous requests to do sexual actions and favours while at work. Presumably, due to the prevalence and ways of harassing sexually at work, these kinds of harassment cases are also occurring in other countries with the same or almost the same intensity. However, even though the situations are relatively similar between Finland and the United Kingdom, the situation may change during the upcoming years due to legislation changes and improvements, and possible future movements and campaigns, which aim to improve the gender equality. It would be interesting to review the percentages and overall prevalence after few years and see if there has been decreasing percentages in cases. A possibility is that also new and different ways of harassing sexually at work are also discovered. This naturally creates more space and need for further research.

According to the comparative research done, what is differing between the two countries is, that in Finland the employees did not report that they would have received any embarrassing or suggestive gifts at workplaces, nor did they report any invitations to

certain places which then again could have led the situations to escalate to be harassing. However, the surveys regarding the subject did not cover every employee in Finland, and therefore, there is a major possibility that also Finnish employees have faced previously mentioned situations.

Overall, the situations with workplace sexual harassment between Finland and the United Kingdom are being relatively similar at the moment. If wanted to generalize, these above-mentioned ways of harassing sexually are presumably also occurring in other countries, especially in the ones which share similarities in cultural aspects with Finland and the United Kingdom. Perhaps poorer countries with lower education level will experience workplace sexual harassment even more. However, it is worth remembering that every case experienced is also an individual's own experience and therefore it is impossible to categorize, for example, every single sentence said or look given by the supervisor, customer, or other stakeholder.

4.4 Assisting and supporting employees in Finland and in the United Kingdom

The subchapters below investigate and then present on how the organizations and their human resource professionals can prevent workplace sexual harassment from happening, and also what external support possibilities can be offered to persons who have been experiencing sexual harassment at work. After the mentioned aspects are presented separately in both countries, in Finland and in the United Kingdom, this thesis presents and analyzes the similarities and differences between those countries in the comparative part.

4.4.1 Assistance and support in Finland

In Finland, employers' responsibility is to ensure that no one at the workplace is treated differently nor being discriminated in any way because of the person's gender, sexuality, or anything else. It is employer's responsibility to also stop the discrimination if a sexual harassing case comes to the employer's knowledge. Without taking necessary actions and steps, in order to stop the harassing and discrimination at the workplace, the employer itself is discriminating. This then again is prohibited and against the Equality Act. (Tasa-arvoaltuutettu 2021c.)

In case an employee of any organization experiences sexual harassment at workplace in Finland, he or she may fill in a document paper (appendix 1) about the sexual harassment case at the workplace and hand it over to the employer. In some situations, the harasser

may be the manager of the employee who is being harassed. In such cases the notification regarding the harassment case shall be given to the manager's supervisor. (Työsuojeluhallinto 2021b, 1-2.)

Primarily, all workplace sexual harassment and discrimination cases shall be handled in the workplace (Ministry of Social Affairs and health 2021c). It is intensively recommended that all organizations, both large, mid-sized, and small, have clear instructions and standard operating procedures in case sexual harassment cases will come to the employer's attention. A good idea for the organizations is to describe the possible ways on how the discrimination and harassment cases will be prevented at the workplace. A plan could also include concrete steps to be done if an actual sexual harassment case will happen in the organization. (Tasa-arvovaltuutettu 2021c.) In case sexual harassment or discrimination case occurs in organization, it is crucial that the management level is professional and interaction between parties is uninhibited. Also, the health care and occupational safety professionals are able to offer their support if the organization's professionals are not sufficient enough to intervene and handle the case. (Ministry of Social Affairs and Health 2021c.) The workplace shall function and operate properly in a way that is not encouraging employers and employees to bully others. Improving the atmosphere is everyone's responsibility and crucial part of expertise. (The Centre for Occupational Safety 2021.)

A fact is that sometimes victims might feel unsure and not willing to talk about their experiences. Finnish society has created different platforms where the victim can also contact support specialists anonymously. Contacting is possible to do easily through the internet or a phone call, in case talking face to face does not feel like an option. No one should be left alone with the experiences and thoughts and even police can be contacted easily through Facebook messenger. (Vilkka 2011, 96.)

One option in Finland is to call to the Occupational Safety and Health Administration. The victim is able to call with his or her own name or anonymously, and the discussion between the helpline and caller is confidential. The occupational Safety and Health Administration cannot contact the employer without receiving a written permission from the caller first who has been the victim of a workplace sexual harassment. (Työsuojeluhallinto 2021a.)

A person who has encountered sexual harassment and feels the need to discuss may contact Victim Support Finland, RIKU. The contacting can be done either by calling or

sending a contact request online. The team in Victim Support Finland will reply to the requests latest five working days after submitting the request. (Rikosuhripäivystys 2019b.)

Sexual harassment at workplace can escalate to be severe. People living in the Helsinki metropolitan area may contact Seri support center (Launis & Työryhmä 2018, 167). The help is offered for the victims for a month after the sexual harassment or assault case and victims may contact the support center 24 hours a day (HUS 2021). The Seri support center is especially functioning for victims who need help regardless of the time of the day. Even though the support center is only for the people living in the Helsinki metropolitan area, it still offers its services to hundreds of thousands of people. Workplaces shall be aware of this kind of possibility as well, as guiding victims to get help from the outside of the organizations is known to be crucial, if workplace and its possible healthcare cannot assist as much as needed.

4.4.2 Assistance and support in the United Kingdom

As stated in the chapter 4.1.2 the Government of the United Kingdom introduced a regulation earlier in the year 2021. According to that, employers must take all the necessary steps in order to prevent sexual harassment cases from happening at workplaces. As the legislation is changing and becoming more supportive and protective towards the harassed employees, also the organizations may be more open and motivated to improve the culture and procedures at the workplace (Brown 2021).

The problems with workplace sexual harassment shall be sorted out informally in the beginning and if that option will not work, the harassed person shall speak about the issue to a manager, human resource professional, or representative from the trade union. In some cases, when the informal reporting is not working efficiently a formal complaint shall be done with employer's grievance procedure. The last option is to take legal steps and actions, which is done in the employment tribunal. (GOV.UK 2021.) Inside of organizations, the management level and human resource professionals should be more aware of what are their concrete steps and responsibilities when workplace sexual harassment cases come to their attention. Employers should also ensure that they do comply with current restrictions and regulations when it comes to preventing, intervening, and stopping sexual harassment cases at workplaces. Organizations' action plans for sexual harassment cases should be reviewed, in order to promote those up to date. (Brown 2021.) In case some organizations do not have any concrete action plan for workplace sexual harassment cases, one could be useful and efficient to create.

Support is also offered outside the workplaces in the United Kingdom. Acas is offering help through their own helpline where the victim may call about workplace sexual harassment case. They are not able to give and offer legal advice for caller, but they do offer support for the victims. The caller may remain anonymous or decide which personal information he or she chooses to give. The employees in the Acas helpline are able to provide help for the victims both with another language than English or deaf persons with an interpreter. (Acas 2021c.)

Equality Advisory Support Service, EASS, helpline offers help for people who feel they have been facing discrimination. The victim is able to call the helpline personally and directly, but it is recommended that the contacts go first through any advice organization, and they will contact the helpline behalf of the victim. EASS helpline helps in recognizing the laws which are applying to the situation and victim, gives examples and ways how the situation would be possible to solve, and helps the victim to find more help sources depending on if the victim is eligible for legal aid for civils or not. EASS is also able to offer help for persons with disabilities, if requested. (Citizens Advice 2021c.)

Safeline in the United Kingdom listens and supports the victims throughout the experiencing and reporting process. They provide several kinds of services, including their helpline where the victim can call, legal advising and support by specialists, and also support groups. In support groups the victim is able to share and discuss about his or her experiences and feelings with other people who share the same or similar kind of experience with sexual harassment. (Safeline 2021.) According to Mental Health Foundation (2021) a peer support may have positive effects to individuals' well-being by improving their social skills and, for instance, confidence.

4.4.3 Key findings in assisting and supporting victim employees

The workplace sexual harassment is clearly noticed, recognized, and paid attention in both target countries, in Finland and in the United Kingdom. The similarities between the countries are enormous. May be the fact that both countries are considered to be welfare states, and both are located in the Europe, are increasing the similarities on how the organizations should handle and intervene the cases and what kind of help and support there is also offered outside of the organizations.

Table 5. The key findings in assisting and supporting victims in Finland and in the United Kingdom.

Country	Preventing actions as employers' responsibility	Help offered internally and externally	Possibility to receive help anonymously from the external sources	General reporting document
Finland	Yes	Yes	Yes	Yes
The United Kingdom	Yes	Yes	Yes	No

As the table 5 illustrates, the key findings are relatively similar. In both countries, as there has been changes lately in the United Kingdom's legal provision also, the organizations are required to step in when the workplace sexual harassment cases occur and comes to the management level's attention. Employers are required to prevent sexual harassment cases from happening, and also to intervene and stop the cases from continuing as well and efficiently as possible. Possibly, there may be clarifying changes in both countries' legislation later, but currently the responsibility is given strongly to employers in Finland and in the United Kingdom. It can be assumed that organizations recognize the difficulty of the topic. This may, however, bring challenges to organizations, due to the topic's sensitivity as the ways on how they should react and handle the situations may be unclear and organizations' management levels may not categorize the sexual harassment cases to be the easiest ones to address.

Sometimes as sexual harassment cases at workplaces may become extremely severe the victims may need some additional help. Might be, that the help offered from the managers and human resource department side in addition to organization's health care professionals is just not enough. Both countries do offer several different kinds of support lines where the victim may call, in order to receive more and different kind of help for the personal and private aspects caused by the workplace sexual harassment case.

As there are similar kinds of helplines in both countries, it is also crucial that the managers and human resource professionals of the organizations are truly aware of what other ways of helping victim there actually are. Most probably, the fact that there are several external helplines is familiar to many in some way, but what kind of help is offered externally for the victims is important to recognize and know. Assumably, in some cases the organizations' professionals are not aware on how to handle sexual harassment cases. By knowing the

external helping concepts in such cases where the organizational help is not enough, both the organization and the victim are presumably saving time as it is immediately clear in which direction the victim may proceed, in order to receive more help. In case the organizations know how and where to guide a victim to get external and additional support, that may also affect positively to the victim's thoughts regarding on how he or she feels that the situation is handled and taken care of by the company. The victim who has experienced milder or more severe workplace harassment and then reports that to the organization most probably wants to feel and see how the organization helps and supports, even if the organization's own resources for helping would not be enough. In such cases, the organizations would benefit, if they would recognize the ways and channels from which the victim could get help from externally. Perhaps the victim of a workplace sexual harassment also considers the external help to be safer to approach, as the help is offered by stranger and there are no connections to the workplace nor harasser.

The only major difference between Finland and the United Kingdom is, that Finland offers the notification document to be filled by the employee about workplace sexual harassment, which is then given to the employer side (Appendix 1). The document ensures that every detail is possibly written down already from the beginning when the reporting and handling of the case starts. The form shall be easily accessible and the threshold for filling out the document should be as small as possible in organizations, no matter what field of business the workplace sexual harassment happens in. The United Kingdom could also benefit from a similar kind of document, which would be the same for all and it would lead the employers to take next steps according to the document and its information. By making the steps and ways to report sexual harassment cases, both to the organization's supervisors and human resource department, as similar as possible in every situation, the easier it would be possibly for the victims to know the concrete steps to take in the cases of workplace sexual harassment. The victims would most probably appreciate as logical and simple reporting in any case, as possible.

5 Conclusion

This chapter includes the overall conclusions from this thesis and its upper- and general level research. Firstly, it concludes the key findings and then critically reviews the trustworthiness of the research that was done. Afterwards, this chapter moves on to the research possibilities in the future, and then the next subchapter views the author's recommendations regarding the topic and further research. Finally, the last subchapter reflects the author's learning throughout the thesis planning and writing process.

5.1 Key findings

“Social norms have not changed. We NEVER liked you touching us without our permission. So please stop convincing yourself that it's a new world. It's the same world, I just don't have to lose a job for telling you to get your hands off me.” (Harklin 4 April 2019.) The tweet summarizes how the actions at workplace where sexual harassment is included have not been permitted, but at the same time it shows how the societies and the organizations inside the societies have developed their ways and methods to face and handle the workplace sexual harassment cases. However, as this thesis has brought to the attention, workplace sexual harassment is an ongoing and global problem, and it always includes individual's personal experiences and feelings.

Even though workplace sexual harassment still is relatively often left unspoken, the topic is becoming more and more visible continuously. A major reason behind this is the social media and its campaigns and movements, such as #MeToo which was covered in this thesis, as well as other movements, for instance #TimesUp. Social media plays a big role when workplace sexual harassment is being discussed, as writing anonymously about experiences gives the victim protection and courage. The fact that issue is discussed while keeping personal information away, victims may be more open to discuss about their experiences. However, social media has also brought courage for the victims to speak openly and publicly about their harassment cases. In addition, organizations' ways for handling these kinds of problematic and sensitive cases might bring along either negative or positive attention for the organization in question and thus affect the firm's image, employer brand, and, for example, market value. The author believes that a more open discussion regarding the subject will challenge organizations to re-evaluate their practices and also to develop their processes to be more efficient. More open discussion will also assumably ensure that the phenomenon of a workplace sexual harassment stays in mind and on the surface, even though new issues may potentially emerge over the months and years.

Nowadays the organizations, their working atmospheres and teams overall are becoming more diverse and international than ever before (AAUW 2021). Apparently, moving around the Europe either for permanent or temporary living and crossing borders is relatively easy. People are thriving to get more experiences and other countries may offer something that is difficult or impossible to achieve in the current home country. Possibilities in career paths are changing and ways to grow are unlimited. (Federica 2021.) In addition, several companies, not only in Finland or in the United Kingdom, but around the globe are hoping to get international talents to join their teams. Diversity is valuable and wanted and it may create endless possibilities and development ideas for organizations, too. (West Sweden 2021.) As international talents are wanted, that makes human resource professionals to be dealing more and more with international talents. While organizations and teams inside of organizations are changing, also the problems, issues, and harassment cases may vary and more time, space, and thoughts should possibly be given to development and implementing processes in order to recognize and stop the problematic cases from happening and growing. In addition, the author believes that cultural differences may also affect the way on how employees understand and follow guidelines and rules which are given from the employer or legislation side, as some things may not be perceived as wrong in other cultures as in others.

Even though sexual harassment is a thing that has been investigated already a lot, there are still many things related to it unspoken. There are experiences that will never be spoken out loud. Due to the topic's sensitivity and private aspect, are the organizations, either in Finland or in the United Kingdom, ever too ready with preventing actions? Perhaps more concrete and further steps are still implemented over the years or may be that sexual harassment cases at workplaces will be left more unspoken as the time passes after the public movements. The time will tell how the workplace sexual harassment cases will be handled and thought in the future and if the movements have created permanent changes.

The main research question for this thesis was that how are the most common workplace sexual harassment cases and support activities differing between Finland and the United Kingdom? According to research and analysis done, workplace sexual harassment is a well-known and recognized issue in both countries, in Finland and in the United Kingdom. The biggest difference that the author found was the differences in the legal provision when it comes to workplace sexual harassment. Finland has already planned and implemented more accurate laws that are now live and tested among real life situations. At the same time, the United Kingdom is still planning more stricter and accurate laws

around the issue, but it is still unsure how and when the legal provision will be published fully and put into an action. Perhaps the situation in Finland is not ready yet either, because as long as the country keeps having sexual harassment cases at workplaces, the issue is still ongoing, and more actions are needed to take from all directions.

The biggest similarity between the two welfare countries, Finland, and the United Kingdom, were that in both countries a majority of the workplace sexual harassment cases are invisible and unnoticed. In both countries only a minority of the cases will be reported forward. Without reporting the issues forward to management levels or human resource professionals, it is almost impossible for them to intervene and stop the harassment from happening. In both countries, also the cases of workplace sexual harassment were relatively similar and following the same rules. Sexually toned comments, suggestive looks and messages, and also even direct requests to sexual favors were happening among the respondents of the surveys that have been implemented earlier. May be that the similarities were found because both countries are located relatively close to each other, they are welfare countries and in both, the educational level is high? Could it be, that there would be more diversity in results between other countries, which share completely different cultural backgrounds or geographic locations? However, author still reminds, that not everyone from these countries were interviewed for the current sources on the internet and there may be a risk that the data has been published misleadingly earlier.

According to research, the #Metoo movement has affected in both countries. The overall topic of sexual harassment has become more visible, and more attention has been paid to the issues also at workplaces after the #Metoo movement exploded four years ago. The timing for the #Metoo movement was right and it raised the awareness widely in both countries. As both countries became more aware of the issues that are happening at workplaces, maybe also the individuals working in organizations will create and build better atmosphere, as the severity and prevalence of the workplace sexual harassment is known and recognized. Most probably, the movement has also affected some people who never thought about the topic before. Maybe those are the people that are now encouraging and supporting victims and improving strategies in organizations. Could it also be, that open-minded professionals who have been always ready for changes took the movement better?

Even though this thesis points out that most commonly sexual harassment cases at workplaces are done by men, that does not close out the fact and option that also women could behave in an inappropriate way. It is also crucial to remember that workplace sexual

harassment cases are not always done towards the opposite gender: the harasser or the victim may be a male, female, or someone who does not wish to locker their sexual identity as stated earlier in this thesis.

The author finds the results relatively surprising, as the assumption the author had in mind in the beginning was that the workplace sexual harassment would be clearly less of a problem in Finland, mainly due to the country's strong attitude towards the importance of the equality and overall well-being. However, the countries share many important and weighty similarities, as the two countries compared are both geographically located in the Europe, the countries are welfare states and, in both countries, education is implemented in a high-level. Also, the cultural backgrounds do share similarities. Finnish social democracy nor the social class system in the United Kingdom are enough to prevent sexual harassment from happening at workplaces. Finland has only 5.5 million inhabitants (Tilastokeskus 2021) and sexual harassment is still happening quite commonly at workplaces according to respondents in the surveys used in this thesis. The same number in the United Kingdom is over 68 million (Worldometer 2021), so even the size of a population in a country is not explaining the commonness and cases of workplace sexual harassment. The fact that Finland and the United Kingdom have several similarities and also several differences will not close the fact that workplace sexual harassment is still an occurring issue in both countries and more tools and ideas are continuously needed and implemented, in order to ensure safer workplaces for all.

The author strongly believes that this upper-level research regarding the phenomenon of a workplace sexual harassment will give better understanding and different viewpoints for operating organizations. The two countries compared will widen the viewpoints and also the comparison was possible to do, in order to point out clearer similarities and differences between the countries. By learning and understanding other country's themes around the phenomenon, it is possible to re-evaluate own organization's processes and procedures more critically, in order to provide more equal opportunities and safer workplace for the employees. As stated earlier, workplace sexual harassment does also affect the organization's success and therefore is an important factor to be viewed.

5.2 Trustworthiness and ethicality of the research done

The research in this thesis was done by using high-quality sources. A lot can be found from the internet, but not nearly all sources are valid. A validity of the sources was in every situation carefully viewed. This was done by reading the source with attention, finding the author and publishing year, and eventually critically analysing the found data, if

it can be used as a source in this research-based and theory-driven thesis. Sources needed to be up-to-date, and it was crucial that the text written in sources was well-written, without mistakes, as that signals trustworthiness.

In this case, qualitative research with desktop research and literature review was chosen as by critically viewing the sources both from the internet and also from the books, it is possible to find several different viewpoints and opinions regarding workplace sexual harassment and discrimination. The list of references is wide and that clearly illustrates, that the data was searched critically from several different places and the materials were combined together, in order to build an informative theory and research part. The selection of sources available was broad around the phenomenon. Having too narrow list of references would signal that the research would have been done by only collecting data from couple of places, instead of focusing more on the big picture and several viewpoints.

The author did not believe that a survey or questionnaire for companies in Finland and in the United Kingdom would have been the right direction. The workplace sexual harassment and discrimination cases are something that organizations possibly wish to keep internal, and that would have created a major risk that the organizations would have not given their honest responses. As mentioned earlier in this thesis, public image, in addition to employer branding, may change in people's eyes after the sexual harassment case becomes visible.

The research done follows the ethicality by not discriminating anyone. The material viewed when writing this thesis is supporting everyone equally, and none of the minorities were left behind in the used sources. In addition, no personal data was collected at any point from anyone, so there are no risks that personally collected data would spread unintentionally for external parties for misuse.

5.3 Research in the future

This thesis focused on comparing the two target countries, Finland and the United Kingdom, and their ways of complying and handling the sexual harassment cases, mostly from the organization point of view. This thesis researched the larger phenomenon around the themes and therefore research that would review and investigate the differences and similarities between these two countries, from the employee or, for example, job applicant point of view, and then analyse, would possibly benefit organizations more to recognize and see the possible sexual harassment cases that there may be occurring at workplaces.

Additionally, research that views the differences and similarities in the area of workplace sexual harassment and discrimination between the locals and immigrants would be interesting and valuable. Even though several countries are working continuously in order to provide more equal working atmosphere for all, there may be some variations on how the local employees or immigrants are facing and experiencing sexual harassment at work. The results regarding gender discrimination between locals and immigrants might vary, and further research could possibly find cases and prevalence from that, too. This could also affect immigrants' job satisfaction if there would be potentially discriminatory activities found and extinguished.

This research could be also repeated after 5, 10, or 20 years to see if changes are still happening, and what are the changes that has already happened. Upcoming years may bring new movements that affect the visibility and attention the topic gets, or new legal provision may guide employees and employers differently. Also, the individuals' thoughts, opinions, and overall attitudes may vary, change, and develop during the upcoming times. The way how sexual harassment cases at workplaces are handled and taken care of now, are already completely different than, for example, 30 years ago. There might be enormous changes towards safer and more equal working atmospheres and cultures during the upcoming years. Therefore, the changes and results later may show differences when compared to this thesis, and that may create new space and need for again further research. The research could also focus into some specific field and their professionals, such as construction, medical, or aviation field and companies operating in those areas.

This wide topic of a workplace sexual harassment is still relatively unspoken and raising the awareness of the workplace sexual harassment cases is still needed in order to lower the gap between the genders. Harassment and discrimination cases are affecting both individuals and companies, and as long as the business world keeps having sexual harassment cases at workplaces, there is space for further research around the subject. However, the research can be done from countless point of views and most probably there will be some kind of value added after each research in the future.

5.4 Recommendations

Even though the sexual harassment as a topic is widely investigated and researched, even more attention could be focused on research about workplace sexual harassment. The number of hours an individual spends working is high, and if the working atmosphere

is not supporting good health, wider and more permanent health issues may possibly occur.

More attention could be given to research between countries. As this thesis was comparing Finland and the United Kingdom, those are only two countries from the whole world. Two European welfare countries are having relatively similar viewpoints to the issue at hand, and differences are probably wider between some other countries. People are not moving only across the Europe as the possibilities to travel and explore the whole globe are increasing. The author finds it fascinating to see, if the workplace sexual harassment cases and human resource management actions are varying enormously between countries in Europe, South Africa, Asia, or for example South America. Would be interesting to compare two countries, when the other one would be considered to be a welfare country and the other one would not. The guidelines, processes, and overall thinking could possibly vary massively. As already earlier was mentioned, there are probably as many ways of harassing sexually at workplace than there are people.

The author also recommends that everyone who is reading this thesis would review his or her own thoughts around this subject. Organizations are built from individuals and every individual could take actions towards safer and better working atmosphere without discrimination and harassment. It is not only that human resource professionals are improving the methods on how to intervene and stop workplace sexual harassment, but anyone may come up with more additional ideas on how the organization could build more equal working atmosphere and culture. Everyone may question whether the own workplace's guidelines, rules, and actions are efficient and effective enough, in order to prevent the sexual harassment cases from occurring over the time.

5.5 Reflection of learning through thesis process

Planning and then finally writing the thesis during the pandemic and increased home time is not too easy. Accelerated speed at school overall is always heavy but choosing an intriguing and broad topic to the thesis was the way to go. Many topics are interesting, but for some reason, workplace sexual harassment and discrimination is something that captured the author's mind and thoughts.

The topic was indeed wide, and narrowing was not the easiest thing to do. Before the planning and writing process started, the author did not have a clear idea of how much of a time the brainstorming and thinking would actually take. However, everything that was learned from the topic and its themes by planning, brainstorming, and writing this thesis is

something unbelievable. The theoretical framework behind the whole topic opened the author's eyes and a lot of theory and knowledge can be transferred into the future career and continuously growing professionalism. Starting and going in without a commissioning company was the right decision for the author at this moment, and a lot of benefits were gained to the author's thinking towards future career and overall plans. This thesis will also create benefit for organizations and every individual reading this.

The workplace sexual harassment and discrimination as a topic is part of business world. The subject is topical and timely globally, but it also goes together with the author's specialization studies, human resource management. By studying, investigating, researching, and finally analyzing this kind of a difficult topic shows, that the author is able to handle all upcoming cases during her career considerably and with respect. Not only the knowledge and learned aspects that came with this thesis process, but also time and project management skills and efficiency with accuracy are skills that will definitely be transferred to the career path and overall personal development.

This whole process was instructive for the author and as the topic still feels extremely intriguing, there is a great opportunity that this topic will be researched and analyzed more during the author's master's studies thesis, as soon as possible after the bachelor's degree. A sincere thank you for everyone who supported the author during the intense planning and writing process.

References

AAUW 2021. The Future Workforce: More Diverse than Ever. URL: <https://www.aauw.org/resources/article/future-workforce-diverse/>. Accessed: 3 November 2021.

Acas 2021a. Sexual Harassment. URL: <https://www.acas.org.uk/sexual-harassment>. Accessed: 1 September 2021.

Acas 2021b. Improving equality, diversity and inclusion in your workplace. URL: <https://www.acas.org.uk/improving-equality-diversity-and-inclusion>. Accessed: 27 September 2021.

Acas 2021c. Contact us. URL: <https://www.acas.org.uk/contact>. Accessed: 24 September 2021.

Apelo Consulting 2021. Desk Research: Advantages and Disadvantages. URL: <https://apeloconsulting.com/desk-research-advantages-and-disadvantages/>. Accessed: 8 September 2021.

Au, S-Y. 2019. The real cost of workplace sexual harassment to business. URL: <https://theconversation.com/the-real-cost-of-workplace-sexual-harassment-to-businesses-122107>. Accessed: 25 September 2021.

BBC 2021. '#MeToo gave me confidence to report my sexual abuse'. URL: <https://www.bbc.com/news/uk-england-york-north-yorkshire-58624904>. Accessed: 28 September 2021.

Bhandari, P. 2020. An introduction to qualitative research. URL: <https://www.scribbr.com/methodology/qualitative-research/>. Accessed: 31 October 2021.

Bhasin, H. 2020. Desk Research: Definition, Importance and Advantages. URL: <https://www.marketing91.com/desk-research/>. Accessed: 8 September 2021.

Bille, E. 7 Strategies for Preventing Sexual Harassment at Work. URL: <https://everfi.com/blog/workplace-training/strategies-to-prevent-sexual-harassment-at-work/>. Accessed: 10 October 2021.

BrightHR 2021a. What is sexual harassment? What can be considered sexual harassment. URL: <https://www.brighthr.com/articles/equality-and-discrimination/sexual-harassment/what-can-be-considered-sexual-harassment/>. Accessed: 25 September 2021.

BrightHR 2021b. What is sexual harassment? URL: <https://www.brighthr.com/articles/equality-and-discrimination/sexual-harassment/>. Accessed: 25 September 2021.

Brown, J. 2021. Government to introduce duty on employers to prevent sexual harassment. URL: <https://www.peoplemanagement.co.uk/news/articles/government-introduce-duty-employers-prevent-sexual-harassment#gref>. Accessed: 29 September 2021.

Byrd, M., Scott, C., Lloyd-Jones, B., Bass, L. & Gaëtane, J-M. 2018. Diversity In the Workforce. Current Issues and Emerging Trends. Routledge. New York.

Carlsen, A., Salam, M., Miller, C., Lu, D., Ngu, A., Patel, J. & Wichter, Z. 2019. #MeToo Brought Down 201 Powerful Men. Nearly Half of Their Replacements Are Women. URL: <https://www.nytimes.com/interactive/2018/10/23/us/metoo-replacements.html>. Accessed: 6 October 2021.

Cates Mahoney Attorneys at Law 2021. Understanding Your Company's 'Zero Tolerance' Sexual Harassment Policy. URL: <https://www.catesmahoney.com/understanding-companys-zero-tolerance-sexual-harassment-policy/>. Accessed: 5 September 2021.

CIPD 2021. Sexual harassment in the workplace. URL: <https://www.cipd.co.uk/knowledge/fundamentals/emp-law/harassment/sexual-harassment-work-guide#gref>. Accessed: 25 September 2021.

Citizens Advice 2021a. Sexual harassment. URL: <https://www.citizensadvice.org.uk/law-and-courts/discrimination/what-are-the-different-types-of-discrimination/sexual-harassment/>. Accessed: 24 September 2021.

Citizens Advice 2021b. Taking action about harassment. URL: <https://www.citizensadvice.org.uk/law-and-courts/discrimination/taking-action-about-discrimination/taking-action-about-harassment/>. Accessed: 29 September 2021.

Citizens Advice 2021c. Equality Advisory Support Service discrimination helpline. URL: <https://www.citizensadvice.org.uk/law-and-courts/discrimination/about-discrimination/equality-advisory-support-service-discrimination-helpline/>. Accessed: 24 September 2021.

CMS Legal 2021. Sexual Harassment in the Workplace in the United Kingdom. URL: <https://cms.law/en/int/expert-guides/cms-expert-guide-on-sexual-harassment-in-the-workplace/united-kingdom>. Accessed: 25 September 2021.

Columbia University Irving Medical Center 2019. Content Analysis. URL: <https://www.publichealth.columbia.edu/research/population-health-methods/content-analysis>. Accessed: 31 October 2021.

Cohen, A. 2021. #Metoo cases cost companies a small fortune – and it's not the legal fees. URL: <https://www.fastcompany.com/90618472/metoo-cases-cost-companies-a-small-fortune-and-its-not-the-legal-fees>. Accessed: 25 September 2021.

CPS 2017. Sexual offences. URL: <https://www.cps.gov.uk/crime-info/sexual-offences>. Accessed: 25 September 2021.

Dastagir, A. 2019. It's been two years since the #MeToo movement exploded. Now what? URL: <https://eu.usatoday.com/story/news/nation/2019/09/30/me-too-movement-women-sexual-assault-harvey-weinstein-brett-kavanaugh/1966463001/>. Accessed: 15 September 2021.

Delve 2021. How to Do Thematic Analysis. URL: <https://delvetool.com/blog/thematicanalysis>. Accessed: 31 October 2021.

Doyle, A. 2020. Examples of Sexual and Non-Sexual Harassment. URL: <https://www.thebalancecareers.com/examples-of-sexual-and-non-sexual-harassment-2060884> Accessed: 5 September 2021.

Elinkeinoelämän Keskusliitto 2018. Vain joka neljäs ilmoittaa työnantajalle kokemastaan seksuaalisesta häirinnästä. URL: <https://ek.fi/ajankohtaista/tiedotteet/vain-joka-neljas-ilmoittaa-tyonantajalle-kokemastaan-seksuaalisesta-hairinnasta/>. Accessed: 29 September 2021.

Enright, M. 2020. Identifying and preventing harassment in your workplace. URL: <https://www.wolterskluwer.com/en/expert-insights/identifying-and-preventing-harassment-in-your-workplace>. Accessed: 31 October 2021.

Equal Rights Advocates 2019. Gender Discrimination at Work. URL: <https://www.equalrights.org/issue/economic-workplace-equality/discrimination-at-work/>. Accessed: 1 September 2021.

Equality and Human Rights Commission 2018. Understanding Equality. URL: <https://www.equalityhumanrights.com/en/secondary-education-resources/useful-information/understanding-equality>. Accessed: 25 September 2021.

Europe Language Jobs 2021. Why Are More Europeans Moving Abroad to Work? URL: <https://www.europelanguagejobs.com/blog/more-europeans-moving-abroad-to-work.php>. Accessed: 31 October 2021.

European Institute for Gender Equality 2021. What is gender mainstreaming. URL: <https://eige.europa.eu/gender-mainstreaming/what-is-gender-mainstreaming#:~:text=Why%20is%20it%20important%3F,and%20men%2C%20girls%20and%20boys>. Accessed: 21 September 2021.

Federica 2021. 12 Life Changing Benefits of Living Abroad. URL: <https://housinganywhere.com/living-abroad-benefits>. Accessed: 3 November 2021.

Feeney, E. 2020. The Importance of Effective Sexual Harassment Prevention Training. URL: <https://www.adp.com/spark/articles/2020/01/the-importance-of-effective-sexual-harassment-training.aspx>. Accessed: 1 September 2021.

Finlex. Luku 20 Seksuaalirikoksista 509/2014. URL: <https://www.finlex.fi/fi/laki/alkup/2014/20140509#Pidp447814576> Accessed: 6 September 2021.

Finnish Government 2021. Thomas Blomqvist. URL: <https://valtioneuvosto.fi/en/marin/minister-for-nordic-cooperation-and-equality>. Accessed: 27 September 2021.

Gaille, B. 2018. 25 Advantages and Disadvantages of Qualitative Research. URL: <https://brandongaille.com/25-advantages-disadvantages-qualitative-research/>. Accessed: 31 October 2021.

Gayan, G. 1 February 2021. Weekyl Address: Workplace Harassment- Its Types and Ways to Report. VintageCircle Blog. URL: <https://blog.vantagecircle.com/workplace-harassment/>. Accessed: 29 September 2021.

Gill, G. & Rahman-Jones, I. 2021. Me Too founder Tarana Burke: Movement is not over. URL: <https://www.bbc.com/news/newsbeat-53269751>. Accessed: 15 September 2021.

Gold, S. 2021. How Does Human Resources handle Sexual Harassment Claims? URL: <https://www.hq.org/legal-articles/how-does-human-resources-handle-sexual-harassment-claims-56802>. Accessed: 26 September 2021.

GOV.UK 2021. Workplace bullying and harassment. URL: <https://www.gov.uk/workplace-bullying-and-harassment>. Accessed: 2 October 2021.

Harklin, A. 4.4.2019. Tweet @AllanaHarklin. URL: <https://twitter.com/allanaharkin/status/1113794743098585089?lang=en>. Accessed: 3 October 2021.

Head, T. 2021. Why We Need Laws to Exist in Society. URL: <https://www.thoughtco.com/why-laws-exist-721458>. Accessed: 22 September 2021.

Heathfield, S. 2021. How to Handle an Employee Sexual Harassment Complaint. URL: <https://www.thebalancecareers.com/how-to-address-an-employee-sexual-harassment-complaint-1916862>. Accessed: 26 September 2021.

Hentze, I. & Tyus, R. 2021. Sexual Harassment in the Workplace. URL: <https://www.ncsl.org/research/labor-and-employment/sexual-harassment-in-the-workplace.aspx>. Accessed: 15 September 2021.

Hersch, J. 2015. Sexual harassment in the workplace. URL: <https://wol.iza.org/articles/sexual-harassment-in-workplace/long>. Accessed: 28 September 2021.

Hild, A. 2018. #Metoo – the reactions in Europe. URL: <https://www.youngfeminist.eu/2018/02/metoo-reactions-europe/>. Accessed: 15 September 2021.

HUS 2021. Seri Support Center for Victims of Sexual Assault. URL: <https://www.hus.fi/en/patient/hospitals-and-other-units/womens-hospital/seri-support-center-victims-sexual-assault>. Accessed: 3 October 2021.

Högmander, J. 2017. Härskit puheetkin ovat seksuaalista häirintää - #Metoo-kampanja antaa aiemmin vaienneille uhreille äänen ja voi johtaa jopa lakimuutoksiin. URL: <https://www.aamulehti.fi/uutiset/art-2000007285441.html>. Accessed: 15 September 2021.

Institute for Women's Policy Research. 2021. URL: <https://iwpr.org/iwpr-publications/briefing-paper/sexual-harassment-and-assault-at-work-understanding-the-costs/> Accessed: 5 September 2021.

International Labour Organization 1998. Violence on the Job – a Global Problem. URL: https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_007970/lang--en/index.htm. Accessed: 28 September 2021.

Katie 2021. Sexual Assault Awareness And prevention. URL: <https://www.slma.cc/sexual-assault-awareness-prevention/>. Accessed: 20 September 2021.

Kellomäki, A. & Kaaria, L. 2019. Häirintä työpaikalla jää liian usein piiloon. URL: <https://www.yty.fi/uutishuone/hairinta-tyopaikalla-jaa-liian-usein-piiloon.html>. Accessed: 30 September 2021.

Koskinen, S. 2016. Seksuaalinen häirintä päättämisperusteena. URL: <http://www.esimiesliitto.com/wp-content/uploads/2016/12/seksuaalinen-h%C3%A4irint%C3%A4-p%C3%A4tt%C3%A4misperusteena.pdf>. Accessed: 30 September 2021.

Launis, M. & Työryhmä. 2018. Tästä Saa Puhua!. #memyös Seksuaalista Väkivaltaa Suomessa. Kustantamo S&S. Helsinki.

Law Insider 2021. Legal Provisions definition. URL: <https://www.lawinsider.com/dictionary/legal-provisions>. Accessed: 13 September 2021.

Learning to Give 2021. The Philanthropic Meaning of the #MeToo Movement. URL: <https://www.learningtogive.org/resources/philanthropic-meaning-metoo-movement>. Accessed: 5 September 2021.

Legalease 2021. Sexual Harassment in the Workplace: a Global Challenge. URL: <https://www.legal500.com/gc-magazine/feature/sexual-harassment-in-the-workplace-a-global-challenge/>. Accessed: 31 October 2021.

Lesiuk, T. 16 September 2021. Weekly Address: Legal Issues Affecting HR Managers (Know Your HR Law). The FactorialBlog. URL: <https://factorialhr.com/blog/legal-issues-hr-law/>. Accessed: 24 September 2021.

Maine Employee Rights Group 2021. Sex (Gender) Discrimination and Harassment (Including Sexual Harassment). URL: <https://www.maineemployeerights.com/sex-gender-discrimination-and-harassment-including-sexual-harass.html>. Accessed: 21 September 2021.

Management Study Guide 2021. Desk Research – Methodology and Techniques. URL: <https://www.managementstudyguide.com/desk-research.htm>. Accessed: 8 September 2021.

Mantsinen, J. 2017. Suomen tasa-arvopolitiikan kunnianhimottomuus näkyy #metoo-ilmiössä, sanoo tasa-arvovaltuutettu. URL: <https://www.ts.fi/uutiset/kotimaa/3742104/Suomen+tasaarvopolitiikan+kunnianhimottomuus+nakyy+metooilmiossa+sanoo+tasaarvovaltuutettu>. Accessed: 27 September 2021.

Martin, E. 2019. Handling a Sexual Harassment Complaint: A Step-by-Step Guide. URL: <https://www.uschamber.com/co/run/human-resources/how-to-deal-with-sexual-harassment-complaint>. Accessed: 26 September 2021.

McLeod, S. 2019. What's the difference between qualitative and quantitative research? URL: <https://www.simplypsychology.org/qualitative-quantitative.html>. Accessed: 31 October 2021.

Mental Health Foundations 2021. Peer support. URL: <https://www.mentalhealth.org.uk/a-to-z/p/peer-support>. Accessed: 3 October 2021.

Milano, A. 15.10.2017. Tweet @ Alyssa Milano. URL: https://twitter.com/alyssa_milano/status/919659438700670976?lang=en. Accessed: 6 October 2021.

Ministry of Social Affairs and Health 2021a. Valtavirtaistaminen. URL: <https://stm.fi/valtavirtaistaminen>. Accessed: 6 September 2021.

Ministry of Social Affairs and Health 2021b. Legislation. URL: <https://stm.fi/en/gender-equality/legislation>. Accessed: 6 September 2021.

Ministry of Social Affairs and Health 2021c. Workplace harassment and inappropriate treatment. URL: <https://stm.fi/en/workplace-harassment>. Accessed: 29 September 2021.

Norman, T. 2020. Should you adopt a zero-tolerance policy against harassment, bullying and discrimination? URL: <https://theewgroup.com/zero-tolerance-harassment-bullying-discrimination/>. Accessed: 29 September 2021.

North, A. 2019. 7 positive changes that have come from the #MeToo movement. URL: <https://www.vox.com/identities/2019/10/4/20852639/me-too-movement-sexual-harassment-law-2019>. Accessed: 6 October 2021.

Ohlheiser, A. 2017. The woman behind 'Me Too' knew the power of the phrase when she created it – 10 years ago. URL: <https://www.washingtonpost.com/news/the-intersect/wp/2017/10/19/the-woman-behind-me-too-knew-the-power-of-the-phrase-when-she-created-it-10-years-ago/?noredirect=on>. Accessed: 15 September 2021.

Patel, n. 2019. When an employer's zero-tolerance policies backfire. URL: <https://www.benefitspro.com/2019/12/03/in-employment-landscape-context-still-matters-for-zero-tolerance-policies-412-90231/?slreturn=20210829060951>. Accessed: 29 September 2021.

Piirainen, E. & Mäntysalo, J. 2021. Trauma, hidas tutkinta ja asenteet saavat häirinnän uhrin luopumaan rikosilmoituksesta – somekampanja voi olla ainoa keino käsitellä kokemusta. URL: <https://yle.fi/uutiset/3-12033157>. Accessed: 22 September 2021.

Pro Pilvipalvelut 2021. Seksuaalinen häirintä on lain mukaan syrjintää. URL: <https://www.seksuaalinhairinta.fi/>. Accessed: 3 October 2021.

Pyykönen, M. & Pyykönen M. 2019. Seksuaalinen Häirintä Työpaikalla. Edita. Helsinki.

RAINN 2021. Sexual Harassment. URL: <https://www.rainn.org/articles/sexual-harassment>. Accessed: 28 September 2021.

Raita-Aho, S. 2020. Kysely: Seksuaalinen häirintä lisääntynyt palvelualoilla. URL: <https://www.aamulehti.fi/uutiset/art-2000007599932.html>. Accessed: 3 October 2021.

Raliance, 2019. The real cost of workplace sexual harassment to businesses. URL: <https://www.raliance.org/the-real-cost-of-workplace-sexual-harassment-to-businesses/>. Accessed: 25 September 2021.

ReachOut 2021. What is sexual harassment? URL: <https://au.reachout.com/articles/what-is-sexual-harassment> Accessed: 5 September 2021.

Reeds 2021. Should Sexual Harassment be a Criminal Offence in the UK? URL: <https://www.reeds.co.uk/insight/should-sexual-harassment-be-a-criminal-offence-in-the-uk/>. Accessed: 25 September 2021.

Reeves, M. 2010. Women in Business. Theory, Case Studies, and Legal Challenges. Routledge. New York.

Rights of Women 2021. Rights of Women survey reveals online sexual harassment has increased, as women continue to suffer sexual harassment whilst working through the Covid-19 pandemic. URL: <https://rightsofwomen.org.uk/news/rights-of-women-survey-reveals-online-sexual-harassment-has-increased-as-women-continue-to-suffer-sexual-harassment-whilst-working-through-the-covid-19-pandemic/#survey-exposes-an-upsurge-in-online-sexual-harassme>. Accessed: 26 September 2021.

Rikosuhrapäivystys 2019a. #Metoo: Seksuaalinen häirintä ja Laki. URL: <https://www.riku.fi/rikosuhrapäivystys/riku-lehti/riku-lehti-1-2018/metoo-seksuaalinen-hairinta-ja-laki/> Accessed: 6 September 2021.

Rikosuhrapäivystys 2019b. URL: <https://www.riku.fi/en/>. Accessed: 2 October 2021.

Rinta-Tassi, M. 2018. Ylen kysely: #metoo oli enemmistölle käänne parempaan – ”Tärkeä keskustelu”, ”ylilyöntejä”, ”syyttömille kohtuutonta kärsimystä”. URL: <https://yle.fi/uutiset/3-10286220>. Accessed: 15 September 2021.

Royal Literary Fund 2021. What is a literature review? URL: <https://www.rlf.org.uk/resources/what-is-a-literature-review/?cn-reloaded=1>. Accessed: 26 September 2021.

Saarinen, M. 2000. Työsuhteen Pelisäännöt. 7th Ed. Talentum. Helsinki.

Safeline 2021. Sexual Harassment in the Workplace is Found to Affect Over Half of UK Women. URL: <https://www.safeline.org.uk/sexual-harassment-in-the-workplace-is-found-to-affect-over-half-of-uk-women/>. Accessed: 26 September 2021.

Sapling 2021. Top Challenges of Diversity in the Workplace – And How to Address Them. Sapling Blog. URL: <https://www.saplinghr.com/blog/top-challenges-of-diversity-in-the-workplace-and-how-to-address-them>. Accessed: 31 October 2021.

Siegel & Dolan Ltd 2021. Quid Pro Quo Harassment. URL: <https://www.msiegellaw.com/practice-areas/workplace-discrimination-harassment/quid-pro-quo-harassment/>. Accessed: 20 September 2021.

Skrzypinski, C. 2021. UK Government Proposes to Prevent Workplace Sexual Harassment. URL: <https://www.shrm.org/resourcesandtools/hr-topics/global-hr/pages/uk-government-prevent-sexual-harassment.aspx>. Accessed: 26 September 2021.

Social Protection & Human Rights 2015. URL: <https://socialprotection-humanrights.org/key-issues/governance-accountability-and-democracy/legal-and-institutional-frameworks/>. Accessed: 21 September 2021.

Social Work Today 2021. News. URL: https://www.socialworktoday.com/news/dn_111317.shtml. Accessed: 31 October 2021.

Sosiaali- ja terveysministeriö 2019. Pohjoismaiset tasa-arvoministerit keskusteleivat #metoo-liikkeen vaikutuksista. URL: <https://valtioneuvosto.fi/-/1271139/pohjoismaiset-tasa-arvoministerit-keskustelevat-metoo-liikkeen-vaikutuksista>. Accessed: 27 September 2021.

Statista 2021. In the past 12 months, have you been exposed the following situations at work? URL: <https://www.statista.com/statistics/1096724/workplace-sexual-harassment-uk/>. Accessed: 29 September 2021.

Steinem, G. 2018. A Brief History of Sexual Harassment, by Gloria Steinem. URL: https://www.oprah.com/inspiration/a-brief-history-of-sexual-harassment-by-gloria-steinem_1. Accessed: 27 September 2021.

Suomen Näyttelijäliitto 2021. METOO. URL: <https://www.nayttelijaliitto.fi/metoo/etusivu/>. Accessed: 15 September 2021.

Swenson, K. 2017. A three-minute history of 'sexual harassment' and how it changed the world. URL: <https://www.smh.com.au/opinion/a-short-history-of-sexual-harassment-20171123-gzr68z.html>. Accessed: 10 October 2021.

Taloustutkimus 2018. Mitä seksuaalinen häirintä on – ja mitä se ei ole? URL: <https://www.taloustutkimus.fi/ajankohtaista/uutisia/mita-seksuaalinen-hairinta-on-ja-mita-se-ei-ole.html>. Accessed: 15 September 2021.

Tasa-arvoaltuutettu 2021a. Häirintä työpaikalla. URL: <https://tasa-arvo.fi/hairinta-tyopaikoilla>. Accessed: 29 September 2021.

Tasa-arvoaltuutettu 2021b. Seksuaalinen ja sukupuoleen perustuva häirintä. URL: <https://tasa-arvo.fi/hairinta>. Accessed: 6 September 2021.

Tasa-arvoaltuutettu 2021c. Häirintään pitää puuttua. URL: <https://tasa-arvo.fi/hairintaan-pitaa-puuttua>. Accessed: 22 September 2021.

Teräsaho, M., Närvi, J., Ollus, N., Tanskanen, M., Honkatukia, P. & Kainulainen, H. 2019. Näkökulmia sukupuolten tasa-arvoon. Analyyseja tasa-arvobarometrasta 2017. Punamusta Oy. Helsinki.

The Centre for Occupational Safety 2021. Harassment and inappropriate treatment. URL: <https://ttk.fi/en/well-being-at-work-and-occupational-health-and-safety/the-basics-for-occupational-safety-and-health/work-community/harassment-and-inappropriate-treatment#81c67044>. Accessed: 2 October 2021.

Tilastokeskus 2021. Väestön ikärakenne. URL: <https://findikaattori.fi/fi/14>. Accessed: 10 October 2021.

Tiwari, K. 2017. Article: Importance of Law in Society. URL: <https://legaldesire.com/article-importance-of-law-in-society/>. Accessed: 21 September 2021.

Trades Union Congress 2016. <https://www.tuc.org.uk/news/nearly-two-three-young-women-have-experienced-sexual-harassment-work-tuc-survey-reveals>. Accessed: 6 November 2021.

Turunen, V. 2021. Näpit irti! Joka kolmas tehyläinen on kokenut työssään seksuaalista häirintää. URL: <https://www.tehylehti.fi/fi/tyoelama/napit-irti-joka-kolmas-tehylainen-kokenut-tyossaan-seksuaalista-hairintaa>. Accessed: 3 October 2021.

Typpö, J. 2017. #Metoo-kampanja sai tuekseen #kulissientakana-kampajan, jossa kulttuurialan työntekijät kertovat törkeyksistä – alalla on nyt ryhdytty toimiin ahdistelijoiden kitkemiseksi. URL: <https://www.hs.fi/kulttuuri/art-2000005473094.html>. Accessed: 15 September 2021.

Työsuojeluhallinto 2021a. Seksuaalinen häirintä päätty harvoin työsuojeluviranomaisten valvottavaksi. URL: <https://www.tyosuojelu.fi/-/seksuaalinen-hairinta-paatyy-harvoin-tyosuojeluviranomaisen-valvottavaksi>. Accessed: 29 September 2021.

Työ- ja elinkeinoministeriö 2021. Talent Boost -toimenpideohjelma. URL: <https://tem.fi/talent-boost>. Accessed: 31 October 2021.

Työsuojeluhallinto 2021b. Ilmoitus työnantajalle työssä koetusta häirinnästä. URL: <https://www.tyosuojelu.fi/documents/14660/338901/Ilmoitus+ty%C3%B6nantajalle+ty%C3%B6ss%C3%A4+koetusta+h%C3%A4irinn%C3%A4st%C3%A4+-lomake/a156bd7b-1d55-7a39-620b-c5b628816986>. Accessed: 29 September 2021.

Töyrylä, K. 2018. Yhden miehen sikailun paljastamisesta se alkoi: Näin #metoo-tviitti on ravistellut maailmaa. URL: <https://yle.fi/uutiset/3-10048821>. Accessed: 15 September 2021.

UnWomen 2019. Making harassment at work history. URL: <https://www.unwomen.org/en/news/stories/2019/4/feature-making-harassment-at-work-history>. Accessed: 24 September 2021.

Upcounsel. 2021. Examples of Sexual Harassment: Everything You Need to Know. URL: <https://www.upcounsel.com/examples-of-sexual-harassment> Accessed: 6 September 2021.

Vasilev, M. 2021. How to Write a Good Literature Review Article? Jeps Bulletin Blog. The Official Blog of the Journal of European Psychology Students. URL: <https://blog.efpsa.org/2011/07/20/how-to-write-a-good-literature-review-article/>. Accessed: 31 October 2021.

Vaughan, T. 6 August 2021. 10 Advantages and Disadvantages of Qualitative Research. Poppulo Blog. URL: <https://www.poppulo.com/blog/10-advantages-and-disadvantages-of-qualitative-research>. Accessed: 31 October 2021.

Victorian Government 2021. Desktop Research. URL: <https://www.vic.gov.au/desktop-research>. Accessed: 8 September 2021.

Vilka, H. 2011. Seksuaalinen Häirintä. PS-kustannus. Juva.

Väisänen, K. 2021. Palvelualalla esiintyy seksuaalista häirintää ja väkivallan uhkaa. URL: <https://ttlehti.fi/palvelualalla-esiintyy-seksuaalista-hairintaa-ja-vakivallan-uhkaa/>. Accessed: 3 October 2021.

Wbur 2017. The History Of Sexual Harassment At Work. URL: <https://www.wbur.org/hereandnow/2017/11/24/history-sexual-harassment-work>. Accessed: 27 September 2021.

West Sweden 2021. Why Should You Recruit Global Talent? URL: <http://movetowestsweden.com/why-should-you-recruit-global-talent>. Accessed: 3 November 2021.

Worldometer 2021. U.K. Population (LIVE). URL: <https://www.worldometers.info/world-population/uk-population/>. Accessed: 10 October 2021.

Yle 2018a. #metoo: Vast majority of workplace sexual harassment in Finland goes unreported. URL: https://yle.fi/uutiset/osasto/news/metoo_vast_majority_of_workplace_sexual_harassment_in_finland_goes_unreported/10073601. Accessed: 2 October 2021.

Yle 2018b. Survey: More than half of young women in Finland have faced sexual harassment. URL:

https://yle.fi/uutiset/osasto/news/survey_more_than_half_of_young_women_in_finland_have_faced_sexual_harassment/10257984. Accessed: 2 October 2021.

Yle 2021. #Metoo hits Finnish punk scene. URL:

https://yle.fi/uutiset/osasto/news/metoo_hits_finnish_punk_scene/12030847. Accessed: 28 September 2021.

Zero Tolerance 2017. 'Sexism is a waste....': the need to tackle violence and misogyny in Scotland's workplaces. Edinburgh. URL:

<https://www.zerotolerance.org.uk/resources/Sexism-is-a-waste---the-need-to-tackle-violence-and-misogyny-in-Scottish-workplaces-15.pdf>. Accessed: 29 September 2021.

Appendices

Appendix 1. The notification document for the employer about workplace sexual harassment (Finland) (Työsuojeluhallinto 2021b, 1).

ILMOITUS TYÖNANTAJALLE TYÖSSÄ KOETUSTA HÄIRINNÄSTÄ

Lomakkeen täyttöohjeet kääntöpuolella

Työntekijä täyttää:

1 TYÖNTEKIJÄN ILMOITUS (Työturvallisuuslaki 28 §) Katson joutuneeni työssäni terveystäni vaarantavan häirinnän tai epäasiallisen kohtelun kohteeksi. Olen ilmaissut häiritsijälle häirintäkokemuksistani, mutta tilanne ei ole korjaantunut. Miten, milloin ja kenen taholta häirintä ilmeni:	
Päiväys	Työntekijän allekirjoitus

Työnantaja täyttää:

2 ILMOITUKSEN VASTAANOTTO Olen saanut tämän ilmoituksen tiedoksi työnantajan edustajana.	
Päiväys	Allekirjoitus

3 ASIAN SELVITTELY TYÖNANTAJAN TOIMESTA Työnantajan tulee selvittää tapahtumien kulku huolellisesti ja viivyttämättä. Asian selvittelyyn osallistuivat:	
<input type="checkbox"/> Selvittelystä laadittu muistio	Milloin:

4 TYÖNANTAJAN RATKAISU Työnantaja on käytettävissään olevin keinoin ryhdyttävä toimenpiteisiin häirinnän lopettamiseksi.	
<input type="checkbox"/> Häirintäilmoituksen perusteella todettu esiintyvän häirintää tai muuta epäasiallista kohtelua. Toimenpiteet häirinnän lopettamiseksi ja niiden aikataulu:	
<input type="checkbox"/> Seurantapalaveri sovittu pidettäväksi (pvm):	
<input type="checkbox"/> Häirintäilmoitus ei johda toimenpiteisiin. Perustelut:	
Päiväys	Allekirjoitus (työnantajan edustaja)

Työntekijä täyttää:

5 RATKAISUN TIEDOKSI SAATTAMINEN TYÖNTEKIJÄLLE Olen saanut tällä ilmoituksella työnantajan ratkaisun tiedoksi.	
Päiväys	Allekirjoitus

The notification document for the employer about workplace sexual harassment (Finland) (Työsuojeluhallinto 2021b, 2).

LOMAKKEEN TÄYTTÖOHJEET

Työturvallisuuslaki 28 §

Jos työssä esiintyy työntekijään kohdistuvaa hänen terveydelleen haittaa tai vaaraa aiheuttavaa häirintää tai muuta epäasiallista kohtelua, työnantajan on asiasta tiedon saatuaan käytettävissään olevin keinoin ryhdyttävä toimiin epäkohdan poistamiseksi

Työturvallisuuslaissa kielletään häirintä, joka aiheuttaa työntekijän terveydelle haittaa tai vaaraa. Häirintänä pidetään esimerkiksi toistuvaa uhkailua, pelottelua, ilkeitä ja vihjailevia viestejä, väheksyviä ja pilkkaavia puheita, työnteon jatkuvaa perusteetonta arvostelua ja vaikeuttamista, maineen tai aseman kyseenalaistamista, työyhteisöstä eristämistä ja seksuaalista häirintää.

Häirintä voi ilmetä työnjohto-oikeuden väärinkäyttönä esim. toistuvana perusteettomana puuttumisena työntekoon tai työtehtävien laadun tai määrän perusteettomana muuttamisena, sovitujen työehtojen yksipuolisena muuttamisena perusteetta, epäasiallisena työnjohtovallan käyttönä tai nöyryyttävänä tehtävien antamisena. Kun työnantajan työnjohto-oikeutta objektiivisesti arvioiden käytetään epäasianmukaisesti tai häirintätarkoituksessa, kohtelu voi aiheuttaa haittaa tai vaaraa terveydelle.

Lomakkeen kohta 1 (työntekijä täyttää)

Häirintää tai epäasiallista kohtelua kokeneen tulisi ottaa tapahtunut puheeksi ja kertoa kokemuksestaan joko välittömästi tai mahdollisimman pian henkilölle, joka käyttäytyi epäasiallisesti. Jos tilanne ei korjaannu, häirintää kokeneen tulee saattaa asia esimiehen tietoon. Jos häiritsijä on lähiesimies, tulee asiasta ilmoittaa esimiehen esimiehelle. Tämän lomakkeen avulla häirintää kokenut voi ilmoittaa asiasta työnantajalle. Lomakkeen kohdassa 1 häirintää kokenut kuvaa miten, milloin ja kenen taholta häirintä ilmeni.

Lomakkeen kohta 2 (työnantaja täyttää)

Työnantajan velvollisuus ryhtyä toimenpiteisiin syntyy kun työnantaja saa asiasta tiedon. Työnantaja kirjaa lomakkeen kohtaan 2 saaneensa ilmoituksen tiedoksi.

Lomakkeen kohta 3 (työnantaja täyttää)

Kun työnantaja saa ilmoituksen häirintäkokemuksesta, on työnantajan ensiksi selvitettävä tilanne ja tapahtumien kulku puolueettomasti. Selvittäminen suositellaan aloitettavaksi kahden viikon sisällä tiedon saamisesta. Jos työpaikalla on sovittu toimintatavat häirintäasian käsittelyyn, tulee noudattaa niitä. Tarvittaessa työnantaja voi hankkia ulkopuolista asiantuntija-apua tilanteen selvittämiseksi esimerkiksi työterveyshuollosta. Vastuu tilanteen selvittämisestä ja tarvittavista toimista on kuitenkin työnantajalla.

Lomakkeen kohdassa 3 työnantaja kirjaa miten ja milloin asia on selvitetty.

Lomakkeen kohta 4 (työnantaja täyttää)

Selvittämisen jälkeen työnantajan tulee harkita, mitä toimia tarvitaan tilanteen ratkaisemiseksi. Jos työpaikalla esiintyy häirintää, tulee työnantajan lopettaa häirintä käytettävissään olevin keinoin. Työnantaja päättää toimista häirinnän ja epäasiallisen kohtelun lopettamiseksi. Jos työnantaja katsoo, että työpaikalla esiintyy häirintää tai epäasiallista kohtelua, hänellä on oikeus kieltää tällainen käyttäytyminen. Jos ohjeet eivät auta, työnantajalla on oikeus ryhtyä kurinpidollisiin toimiin, esimerkiksi antaa häiritsijälle varoitus. Lomakkeen kohdassa 4 työnantaja tiedottaa häirinnän kohteeksi joutuneelle, että toimenpiteisiin on ryhdytty. Sovitujen toimenpiteiden seurantatastavasta ja ajasta sovitaan asianosaisten kesken.

Jos työnantaja katsoo, ettei asiassa ole kyse häirinnästä, tulee tämä perustella selkeästi.

Lomakkeen kohta 5 (työntekijä täyttää)

Työnantajalla on velvollisuus ilmoittaa työntekijälle mihin hänen ilmoituksensa on johtanut. Työntekijä kirjaa lomakkeen kohtaan 2 saaneensa ratkaisun tiedoksi.