



Handbook to combat sexism in the workplace

Is sexism an issue...

...in society?



44% of people believe a woman's most important role is to take care of her home.



79% of women cook and/or do housework each day compared with **34%** of men.



55% of women have been sexually harassed.

Is sexism an issue...

...in the workplace?



16% difference in average gross hourly earnings between women and men.



82% of CEOs are men



32% of sexual harassment perpetrators were a boss, colleague or customer.

Recruitment

Employers attach importance to:



Most important: **49%** the fact that she has children



Least important: **7%** the fact that he has children

Performance review

Managers Use More Positive Words to Describe Men in Performance Reviews and More Negative Ones to Describe Women

Words used to describe men

Analytical	
Competent	
Athletic	
Dependable	Arrogant
Confident	
Versatile	
Articulate	
Level-headed	
	Irresponsible
Logical	
Practical	

POSITIVE

NEGATIVE

IN DESCENDING ORDER
OF RELATIVE FREQUENCY

Words used to describe women

Compassionate	
	Inept
Enthusiastic	Selfish
Energetic	Frivolous
	Passive
Organized	Scattered
	Opportunistic
	Gossip
	Excitable
	Vain
	Panicky
	Temperamental
	Indecisive

POSITIVE

NEGATIVE

SOURCE AN ANALYSIS OF 81,000 PERFORMANCE EVALUATIONS, DAVID G. SMITH ET AL., 2018

© HBR.ORG

Does sexism impact men?

- **Displaying emotion**

Some **60%** of EU citizens believe it is acceptable for men to cry. In Slovakia and Croatia it is just **25%**.

- **Desire for work life balance**

77% of suicides in the EU involve men.

- **Desire to be an involved parent**

Only **10** EU countries have a period of leave reserved for fathers.

Personal experience



“My Director always asked me to serve coffee and sandwiches. When I suggested he rotate the task amongst the team, he smirked and said: “You know your performance review is next month don’t you?” I felt if I didn’t comply it would be held against me.”

Isabel, civil society employee

Act!

