

1st ASTRAPI Newsletter

Active Strategies for Prevention and Handling
Sexual Harassment Incidents



Presentation of the ASTRAPI project

Developing effective strategies, training methodologies, and tools to prevent sexual harassment at the workplace.

ASTRAPI is a 30 month project that aims to develop effective intervention strategies, training methodologies, curricula and tools regarding prevention of sexual harassment at the workplace, but also transfer necessary skills to address reporting and handling sexual harassment issues and complaints.

There are 8 partners from 6 EU countries (Cyprus, Spain, Belgium, Denmark, Greece and Bulgaria) focusing on the following objectives:

- Create field-tested European Toolkits, Guides and Instruments to effectively implement intervention measures in preventing and handling sexual harassment in the world of work
- Develop educational material/curricula and train key people from participating organizations that will become trainers for their own organizations. Include on-line training materials to facilitate e-learning



Presentation and
progress



ASTRAPI news



ASTRAPI news

- Establish a project website to become a facility for dissemination of project activities, best practice and results.
- Host Multiplier events to present Intellectual Outputs and results to selected stakeholders.

Project progress

During the first six months of project implementation there was a kick-off meeting held in Copenhagen on November 26-27. Since then, the partners embarked on carrying out work for Intellectual Output 1 *“European Toolkit for effective implementation of policy to prevent and handle sexual harassment in the world of work”*.

The development of IO1 involves Cyprus Academy of Public Administration (CAPA) as the lead organisation. Partners FIU, CREA-University of Barcelona, Panteion University, Hypatia and Open Education Centre carried out a survey on existing practices of sexual harassment across respective regions. Moreover, the same partners undertook a field research in the form in-depth interviews and focus group discussions with relevant stakeholders e.g.



trade unions representatives, employer union representatives, gender equality officers from private sector and local, regional and national authorities, civil society organizations and others to identify training needs regarding the issue of preventions and handling sexual harassment in the work place. HYPATIA developed the conceptual framework for the survey and the model questionnaires for the implementation of in-depth interviews and the focus groups discussions.

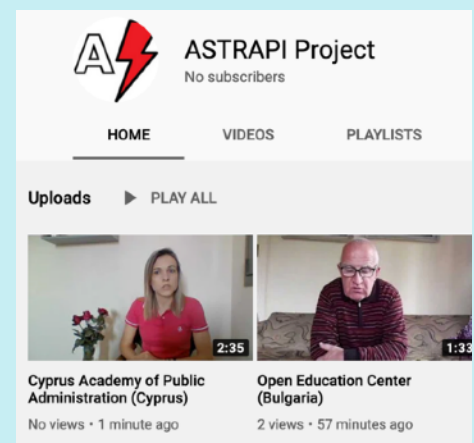
The field research reports were collated to a synthesis report that became the basis for the delivery of the draft Toolkit.

The recommendations made by partners are grouped around the following thematic areas:

WHO WE ARE? MEET THE ASTRAPI PARTNERS

In the 1st ASTRAPI Newsletter we present you four of the partners involved in the project. You can access the video-presentations on the [ASTRAPI YouTube channel](#):

- [Cyprus Academy of Public Administration](#) (Project coordinator)
- [FIU-Ligestilling/Dansk metal](#)
- [Gender Five Pluis](#)
- [Open Education Center](#)



- It is crucial for legislation to view sexual harassment as a core gender equality issue. National and European law, including the Istanbul Convention, needs to be fully implemented (and ratified in Bulgaria and Cyprus), ratification of the ILO Convention 190 provides an opportunity to place obligations on governments and employers to take a more proactive approach to ending sexual harassment.
- It is important to initiate effective, victim-centred policies and procedures in the workplace to prevent but also treat and support victims.
- Provide training and awareness raising for all stakeholders in dealing with victims and perpetrators, the rights of victims, occupational risk prevention and the wider work environment.
- Support and recognise bystanders, witnesses and second order sexual harassment, implement active bystander intervention training and provide a framework of protection for those who support the victims through recognition and action against the second order of sexual harassment.
- Involve the social partners through social dialogue to include clauses on preventing and combating sexual harassment in collective bargaining, in providing protection of workers preventing and combating sexual harassment and provide training.
- Train trade union representatives in handling complaints and providing support for survivors.
- Upgrade the role of the labour inspectorate through training and resources to conduct inspections and risk assessments.
- Put a focus on work culture: a much greater focus is needed on preventing sexual harassment – through training of designated representatives to open up spaces to start conversations in the workplace about boundaries, work culture, humor and language. Discuss what is acceptable and what is not acceptable behavior, and through discussion to create a respectful work culture that recognizes the boundaries, language, humor, behavior, and other issues affect culture in the workplace.
- Research and data collection to identify, measure and monitor sexual harassment in the world of work.

In the next phase the partners will pilot test the Toolkit in the field and provide feedback to CAPA before it is finalised.

ASTRAPI will provide a European Toolkit for effective implementation of policy to prevent and handle sexual harassment in the world of work.

The European University Cyprus (EUC) has developed the project logo and a website to become a vehicle for dissemination of project activities and results to the stakeholders and the wider public. Moreover, EUC has started work to develop the e-learning platform for the facilitation of e-learning facilities for the purpose of implementing blended learning and training activities utilising intervention strategies and curricula for prevention and handling sexual harassment incidents, and provide access to project's Intellectual Outputs and results. Currently EUC is working on Prototype implementation of the web portal's technical layout and architecture.

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ASTRAPI kick-off meeting. Copenhagen, November 2019.

The kick-off meeting for the ASTRAPI Project was held in Copenhagen, at 3F's main office on 26 and 27 November 2019.

The meeting was attended by representatives of the project's partnership, including Cyprus Academy of Public Administration (Cyprus); FIU-Ligestilling/Dansk metal (Denmark); Hypatia Foundation (Cyprus); Gender Five Plus (Belgium); Open Education Centre (Bulgaria); European University Cyprus; PANTEION University (Greece); and CREA-University of Barcelona (Spain).

The agenda was quite formal, laying out the work plan and defining partner roles. Scope and structure of Intellectual Outputs were discussed and agreed upon.

Jane Pillinger, a Gender Expert, joined the meeting through Skype conferencing to present and discuss with partners the conceptual framework for project implementation.

A delegation of the partnership had a chance to attend a Conference on UN's International Day for the Elimination of Violence against Women on November 25, the day before the kick-off meeting.

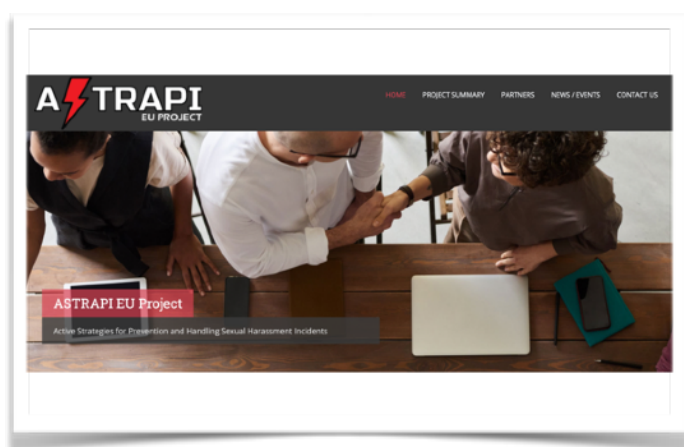
Moreover, besides the formal agenda, partners were treated with some "sightseeings": a guided tour of the 3F -house from top to bottom - together with the history of trade unions in DK and their work with Gender and LGBT- equality.



Recommended events

Visit the ASTRAPI website

The official [ASTRAPI project website](#) is now available. It will serve as the main project's online dissemination tool for providing general information about the project and its participants, publishing the results, showcasing the project's activities, and sharing experiences, among others.



In the [“News & Events” section](#) of the website, you can find several initiatives and resources developed in different European countries to deal with gender-based violence and sexual harassment in the context of the COVID-19 pandemic.



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ASTRAPI Partnership



Associated Partner:

