

From policies to practice: Pathways to end gender-based violence in academia and research

UniSAFE Final Conference

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Session 4: More evidence driving action: Collecting data with a survivor-centred approach

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Towards Safe Environment: Knowledge and Awareness for Change

Collecting Survey Data on Gender-based Violence with a Survivor-centred
Approach at Organisational level

Survivor-centered Survey Development on Gender-based Violence and Sexual
harassment: the Case of Sweden

Towards a Safe Environment: Knowledge and Awareness for Change

Session 4: More evidence driving action: collecting data with a survivor-centred approach
Insights from UniSAFE research: qualitative interviews

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Why are stories from individual interviews important to consider?

- Give voice to victims, survivors and bystanders
- Critically reflect on perceived limits of institutional responsibility
- Warn about the negative consequences for universities

- ❑ *Her motivation to participate in UniSAFE is to make a difference, which she cannot make herself at her university as she feels powerless (Woman, acad. staff)*
- ❑ *I'm very skeptical about new policies, I think we have good policies, we have it all in place, discrimination, harassment, all unlawful, they shouldn't do it, they have a duty of care, they have to be held to account. [...] But what I do see is the university always tries to keep it very low profile. (Woman, acad. staff)*
- ❑ *There is a huge crisis of prestige [for a university] due to the movement of the students who disclosed unresolved cases of gender-based violence in public (Woman, doctoral student)*
- ❑ *People talk. Though the project leader brings a lot of money, many of the project partners don't want to work with this person anymore. So, there's money that the university is going to lose [...]. And, there are other research institutes with this topic (Woman, doctoral student)*

What does evidence tell about the opportunities for improvement?

- Knowledge/awareness on structures, behaviors and attitudes that support GBV
- Point to the gaps of institutional responses (7Ps)

- ❑ *Homophobia and sexism are quite present. On several occasions, I have witnessed comments based on gender or sexual orientation of certain professors. It's often [...] little remarks or little comments or little jokes that are thrown in there, but it says a lot about the way some people can think. (Man, graduate student)*
- ❑ *I feel that the university does things in an unconnected way: the Institute of Gender Studies on the one hand, the Vice-Rector for Equality on the other, the Psychology Unit on the other, and there is no action or powerful information united, regardless of good intention on the part of different levels of the university (Woman, doctoral student)*

Concluding remarks

By hearing the voices of victims/survivors and bystanders, universities will:

- ☐ break the silence and obtain the knowledge about factors that facilitate gender-based violence and its effects;
- ☐ improve the interventions to combat gender-based violence in a targeted manner;
- ☐ strengthen their responsibility to create a safe and inclusive space that empower members of the university's community.

**Thank you for
your attention**

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Blazyte, G., & Pilinkaite Sotirovic, V. (2023) Individual experiences and observation of gender-based violence in academia. Executive summary of the analysis of interviews with researchers at higher risk to gender-based violence https://zenodo.org/records/7643496#.ZB2DX_bMLjq

Collecting survey data on gender-based violence with a survivor-centred approach at organisational level

Session 4: More evidence driving action: collecting data with a survivor-centred approach

Claudia Schredl

GESIS - Leibniz Institute for the Social Sciences

Why do we need organisational surveys on gender-based violence? And how can they be survivor-centred?

Why carry out organisational surveys?

- Provides evidence of the extent of the issue of gender-based violence at organisational level
- Allows for evidence-based policy development and tailor-made measures
- Raises awareness about gender-based violence in academic institutions

What is a survivor-centred approach in surveys?

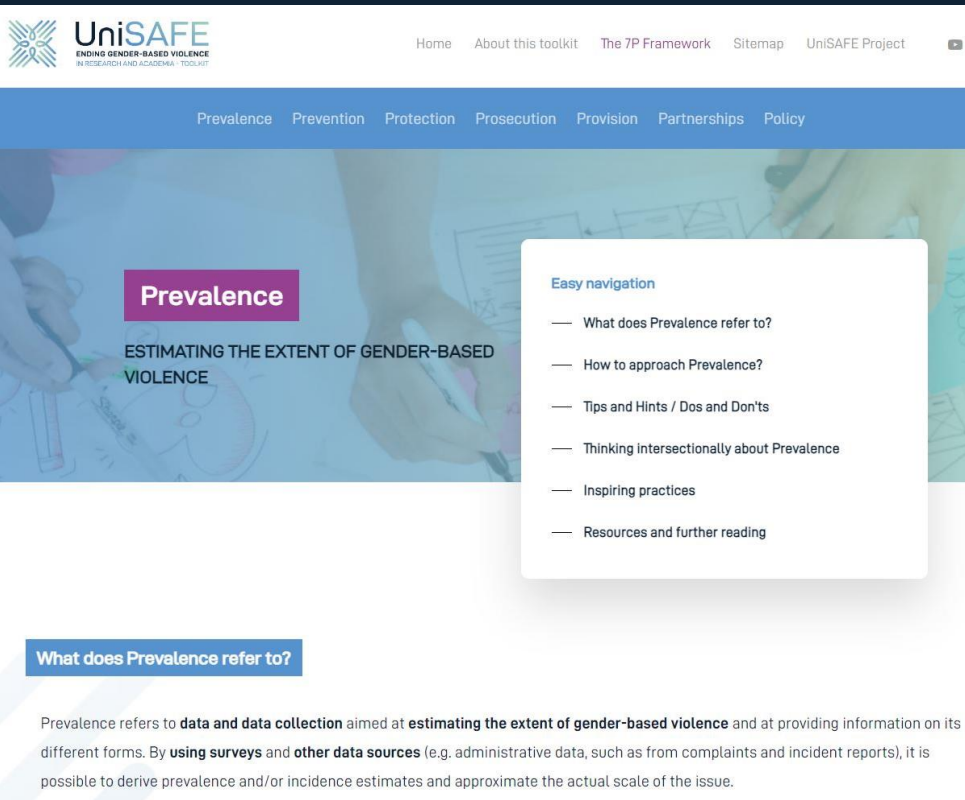
- Empowers the respondents
- Avoids victim-blaming in measurement constructs and individualisation of the systemic issue of gender-based violence
- Addresses all genders

How can you carry out an organisational survey with a survivor-centred approach?

- Anonymous survey
- Trigger warnings
- Information on available helplines and provision of services at national, regional and organisational level at several points in the survey (<https://unisafe-gbv.eu/national-support-resources-counselling-and-helplines/>)
- Options to opt-out and opt-in when answering the survey questions, i.e. respondents are not forced to answer a question in order to continue with the survey
- **For all surveys: Ensure GDPR compliance, including comprehensive information on data protection and contact details**

Key messages for a survivor-centred survey data collection at organisational level

- Evidence supports that gender-based violence is a systemic issue in academic institutions.
- Organisational surveys show the extent of the issue, raise awareness of gender-based violence and give survivors a voice.
- Organisational surveys with a survivor-centred approach empower the respondents.



UniSAFE Toolkit: <https://unisafe-toolkit.eu/tool-and-action-plan/prevalence/>

THANK YOU FOR YOUR ATTENTION!

Contact

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Schredl, Lipinsky, Baumann, Humbert, Tanwar, Bondestam, Freund, Lomazzi, and Häuser. 2023. **Method Report of the UniSAFE Survey**. GESIS Papers, 2023|08. <https://doi.org/10.21241/ssoar.89100>

Lipinsky; Schredl; Baumann; Lomazzi; Freund; Humbert; Tanwar; Bondestam. 2021. **UniSAFE D4.1 Final UniSAFE-Survey Questionnaire**. Zenodo <https://doi.org/10.5281/zenodo.7220636>

Survivor-centered Survey Development on Gender-based Violence and Sexual harassment: the Case of Sweden

Session 4: More evidence for driving action

Fredrik Bondestam

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2 principles for safe survey development on GBV

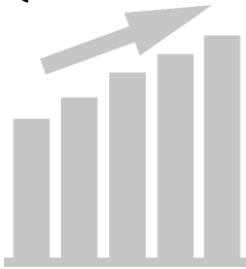
- **Victim-/survivor-centered approach:** to place the rights, wishes, needs, safety, dignity and well-being of the victim/survivor at the center of all measures and activities
- **Trauma-informed approach:** always ensure physical and emotional safety, enable safe co-creation of measures and activities, and actively resist/avoid risk of re-traumatisation



Survey on SH in HE in SE 2021

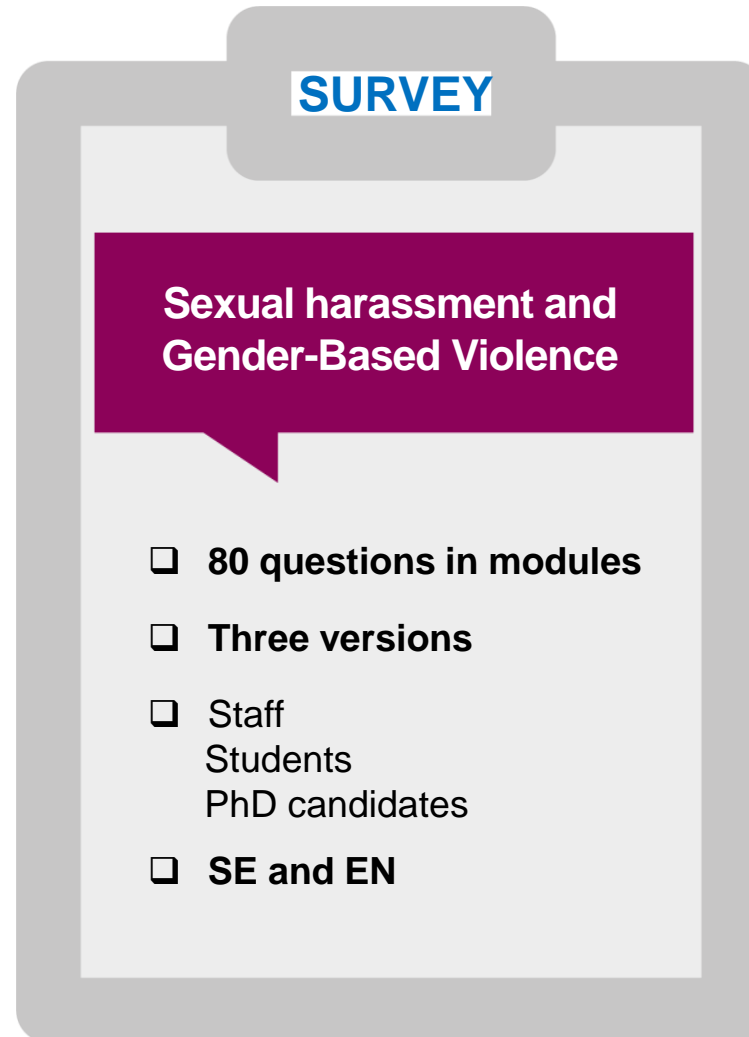
Scales and items

- COPSOQ
- WIS
- NTU
- ROKS
- NTU
- FRA



SCB: register variables

- Sex
- Age
- Country of birth
- Foreign background
- Employment
 - classification
 - category
 - contract
- Research subject



SE experiences...

- Using theories on the normalisation of violence for developing items (especially early phases; items on coercive behavior, grey zone psychological violence, microaggressions, etc.)
- Testing items in a specific population of students and staff, where some had declared own experiences of sexual harassment (corrections of language use; passive -> active form, directed vs. non-directed behaviors, items covering indirect/secondary trauma)



Thank you for your attention!

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