

Workplace Conduct

A national benchmark study, Brunswick Group
April 2019

BRUNSWICK INSIGHT

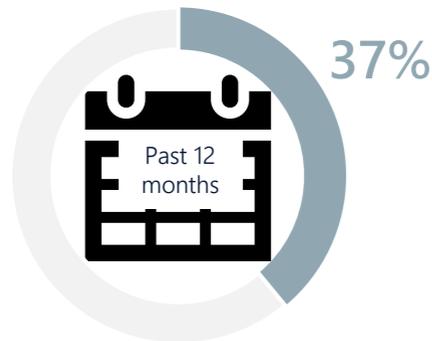
KEY FINDINGS

There is a **respect gap** between employees in leadership roles and employees in non-leadership roles.

Percentage who say they do not feel respected in their daily work environment

41% of non-leadership
vs. nearly 13% of leadership

Workplace conduct issues are prevalent across a broad segment of industries in S.A.



Over 1 in 3

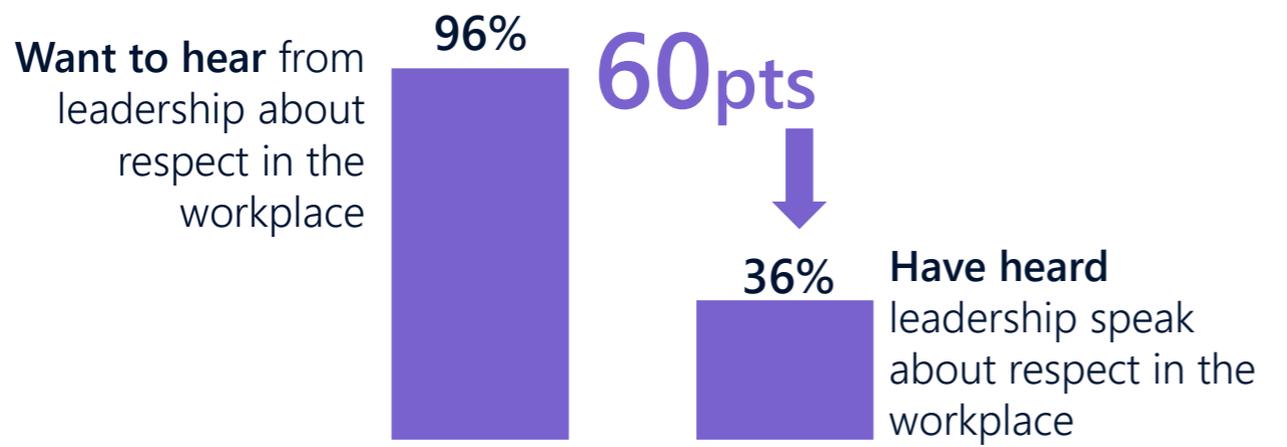
Number of employees who have seen or heard of an incident of workplace misconduct in the past 12 months

Employees have **high expectations** for how companies should handle workplace conduct issues.

Percentage of employees who say they expect leadership to be transparent when responding to an internal allegation

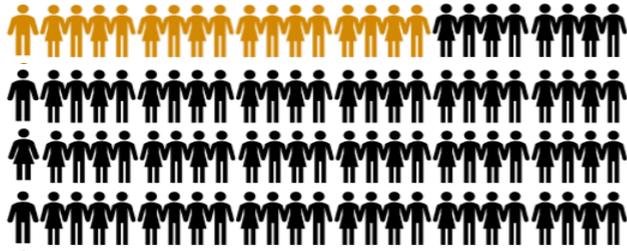


There is an opportunity for corporate leadership to continue to **strengthen and change the culture** inside their organisations.



Gap between those who want to hear from the CEO and those who have

Employees want more **communication and transparency** about workplace conduct.



21%

Percentage of employees who report attending a training on workplace conduct in the past 12 months

There is an opportunity to mitigate risk with **trusted resources**.

Percentage of those who believe if they reported an incident of workplace misconduct in their organisation, they would face retaliation

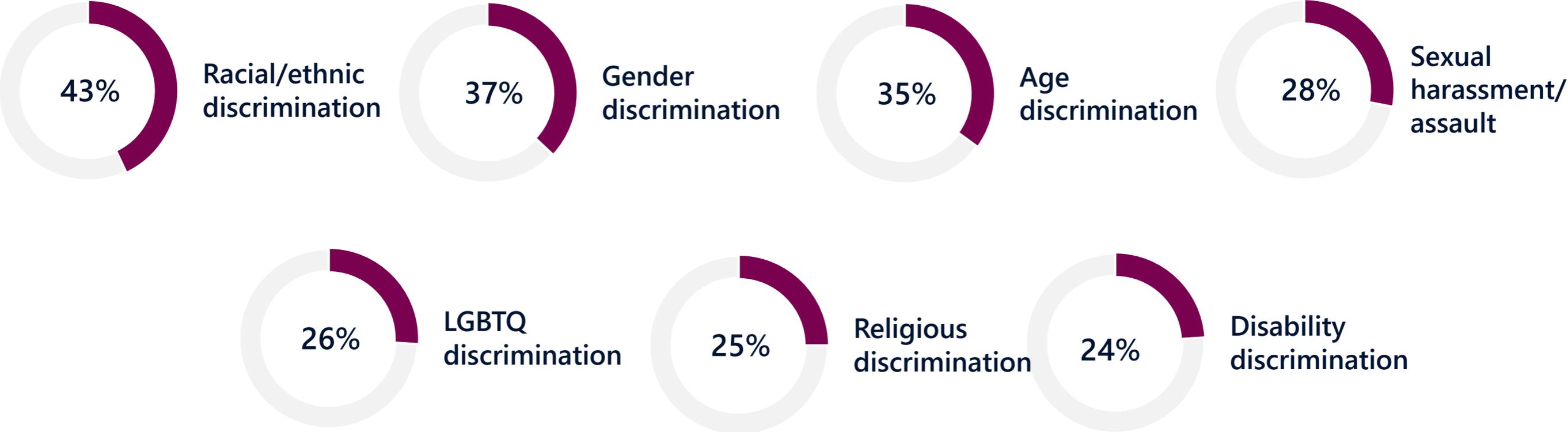


44%

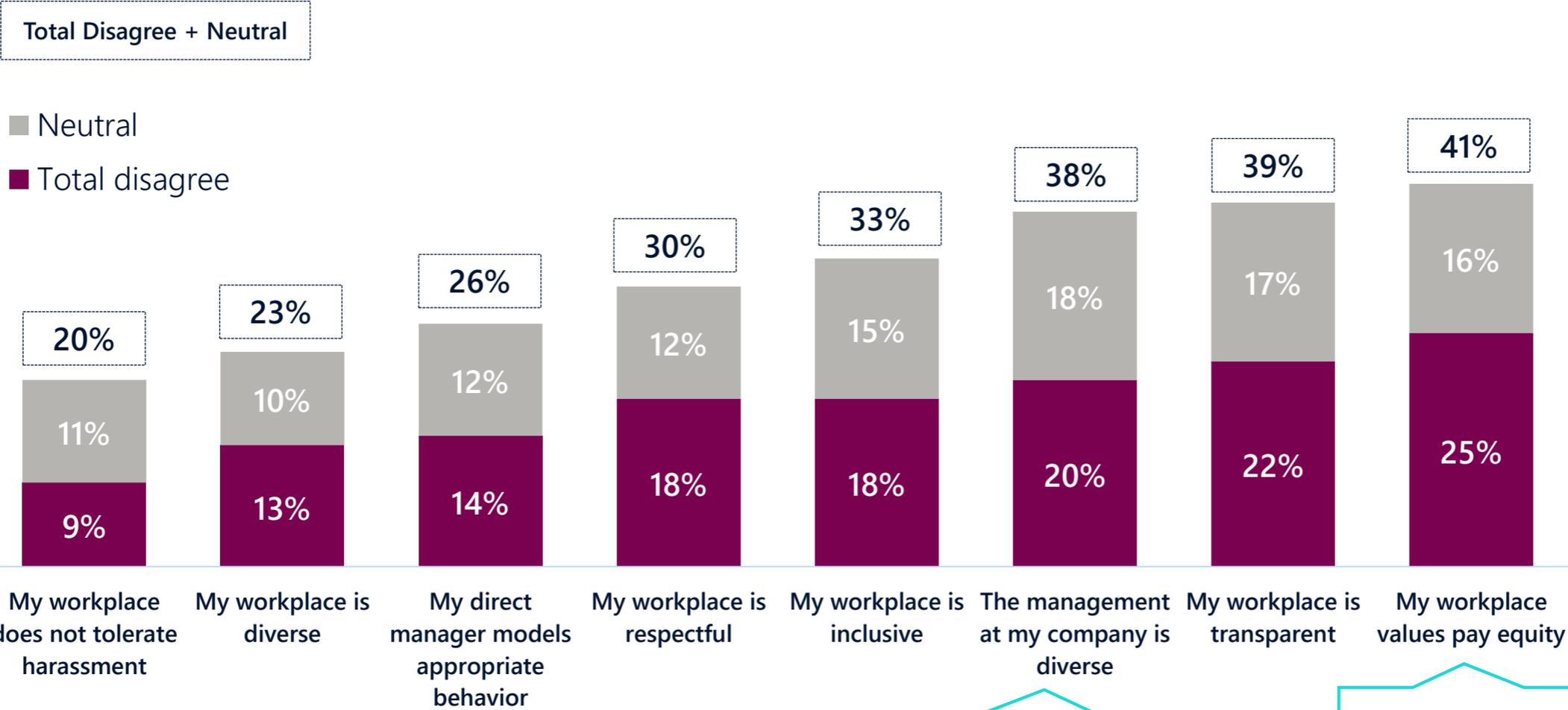
Workplace conduct issues permeate every industry and company, and on average, companies are not taking a 'leader' role on these issues.

Nearly 3 out of 10 employees believe sexual harassment/ assault are widespread in the workplace

% who believe this behaviour is happening "all the time" or "often" across most workplaces



Fifty-two percent say their organization falls short on at least one workplace attribute



61% of non-leadership agree
76% of leadership agree

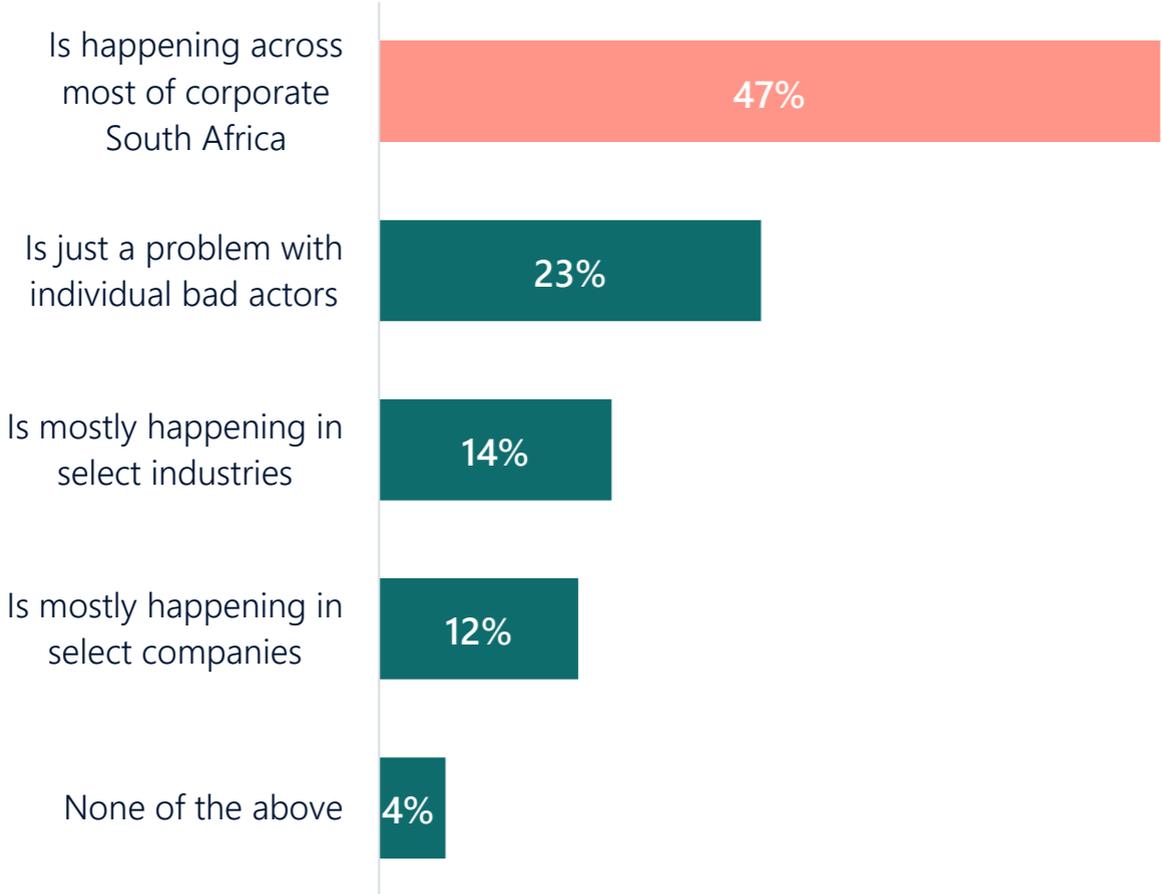
57% of non-leadership agree
72% of leadership agree

Q: Please indicate how much you agree or disagree with the following statements.

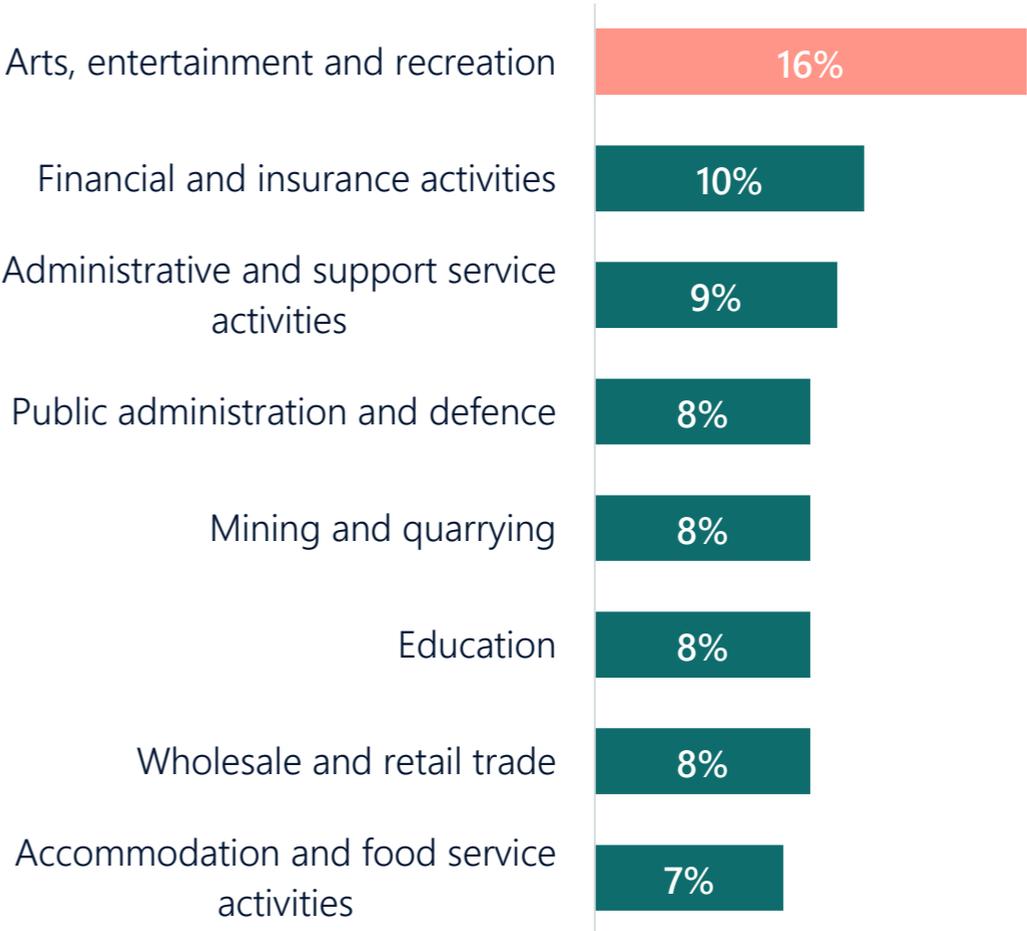
Although corporate leadership is working to address workplace conduct issues, the **South African workforce believes there is more progress to be made.**

Over a third of employees have seen or heard of an incident of workplace misconduct within their organisation in the past year; about half believe this is happening across most of corporate South Africa

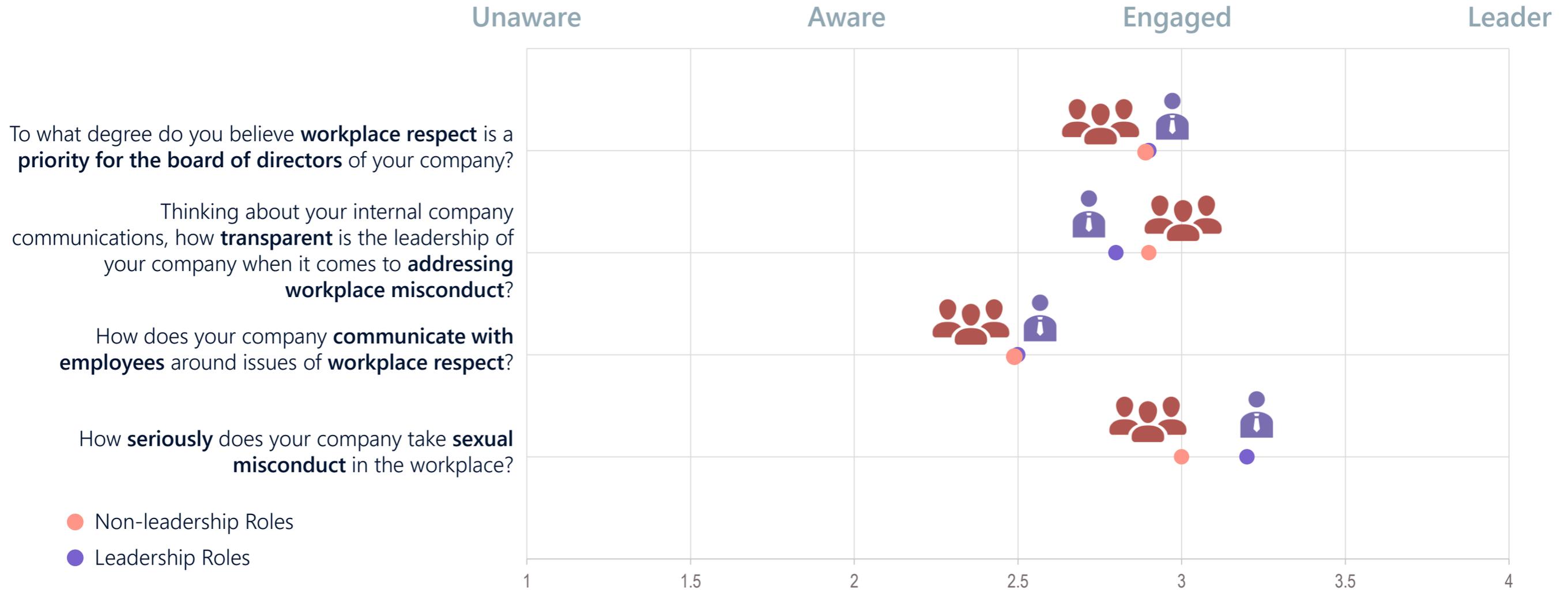
Thinking specifically about sexual harassment, would you say sexual harassment...



Which industries is sexual harassment most prevalent in...



South African employees, both in leadership and non-leadership roles, do not view their companies as leaders in workplace conduct



Is workplace respect a priority for your board of directors?

To what degree do you believe **workplace respect** is a **priority for the board of directors** of your company?

Unaware

Aware

Engaged

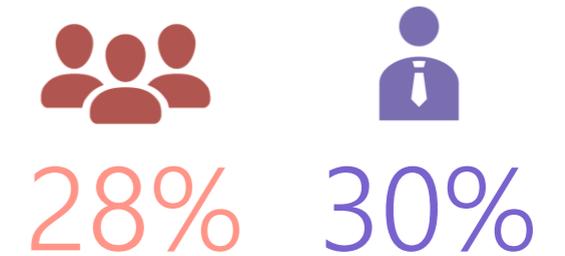
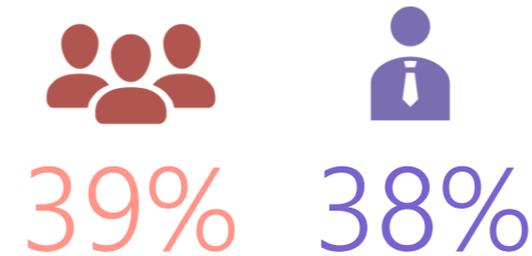
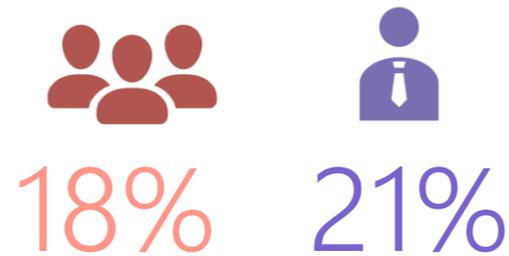
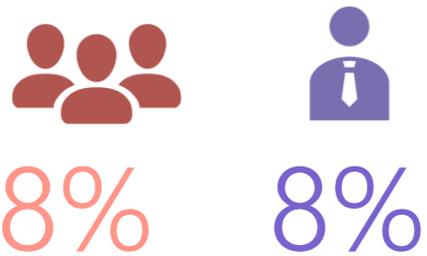
Leader

It is not at all a priority; the board of directors does not prioritise workplace misconduct.

It is not a top priority; workplace misconduct is on their radar but it is not a top priority.

It is a priority; workplace misconduct is a priority of the board of directors but not their highest priority.

It is a top priority; the board of directors prioritises workplace misconduct above most other issues.



68% of Leadership believes workplace misconduct is a priority for the Board of Directors
67% of Non-leadership believes the same

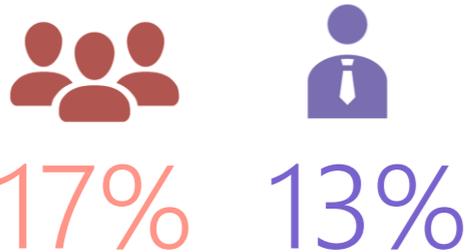
- Non-leadership Roles
- Leadership Roles

How transparent is leadership?

Thinking about your internal company communications, **how transparent is the leadership** of your company when it comes to addressing workplace misconduct?

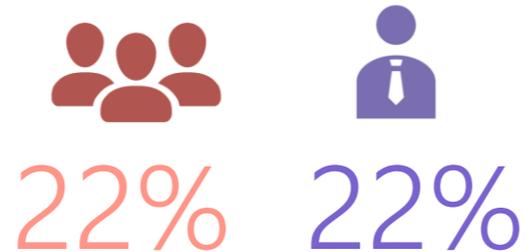
Unaware

There is no disclosure, they never communicate with employees about policies and incidents of misconduct.



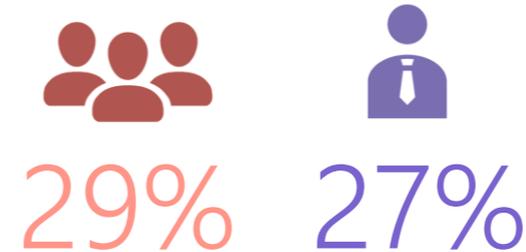
Aware

There is little disclosure, rarely do they communicate with employees about company policies and incidents of misconduct.



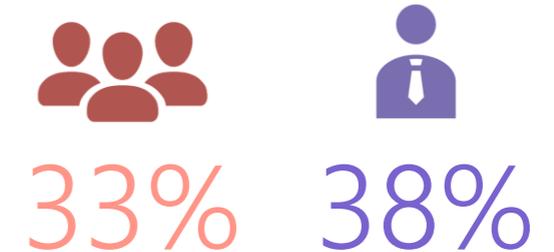
Engaged

There is some disclosure, sometimes they communicate with employees about company policies and incidents of misconduct.



Leader

There is full disclosure, they communicate fully with employees about policies and incidents of misconduct.

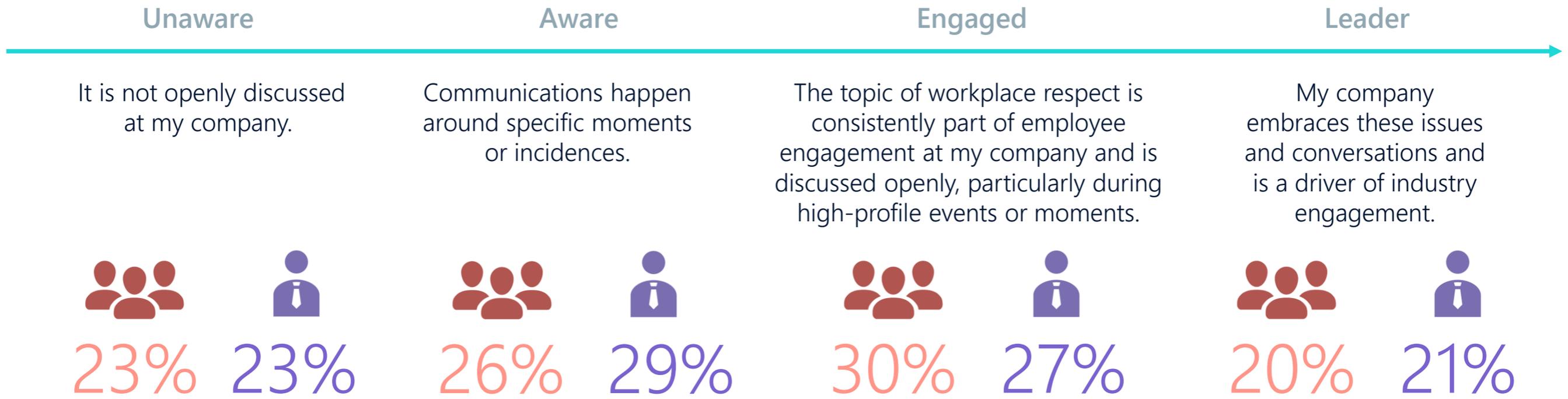


65% of Leadership believes company leadership is transparent about misconduct
62% of Non-leadership believes the same

- Non-leadership Roles
- Leadership Roles

How does your company communicate about issues of workplace respect?

How does your company **communicate** with employees about issues of workplace respect?

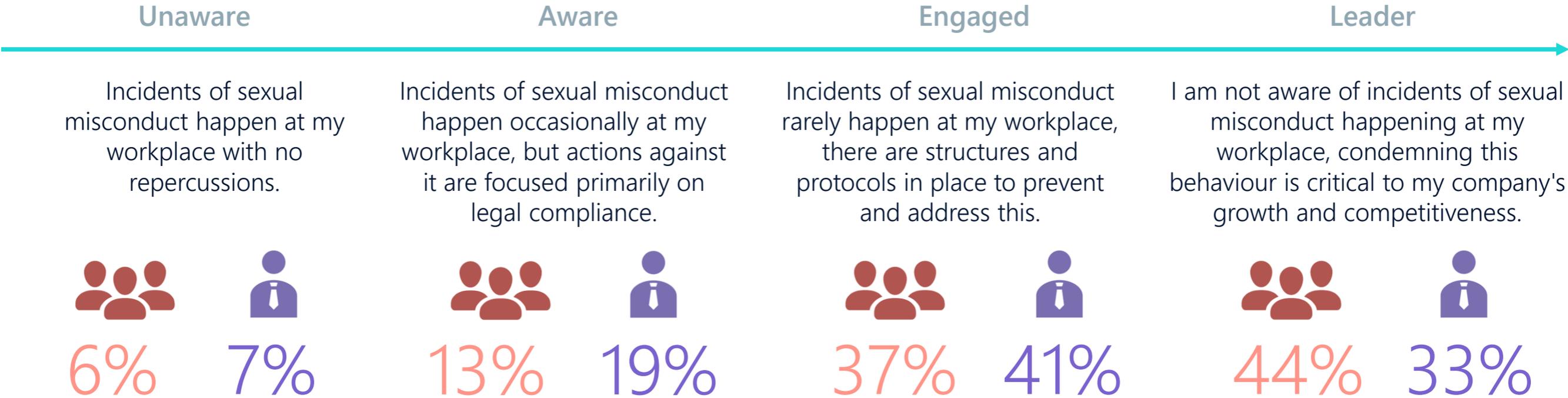


48% of Leadership believes employees are engaged on topics of workplace respect
 50% of Non-leadership believes the same

- Non-leadership Roles
- Leadership Roles

Is sexual misconduct taken seriously in your workplace?

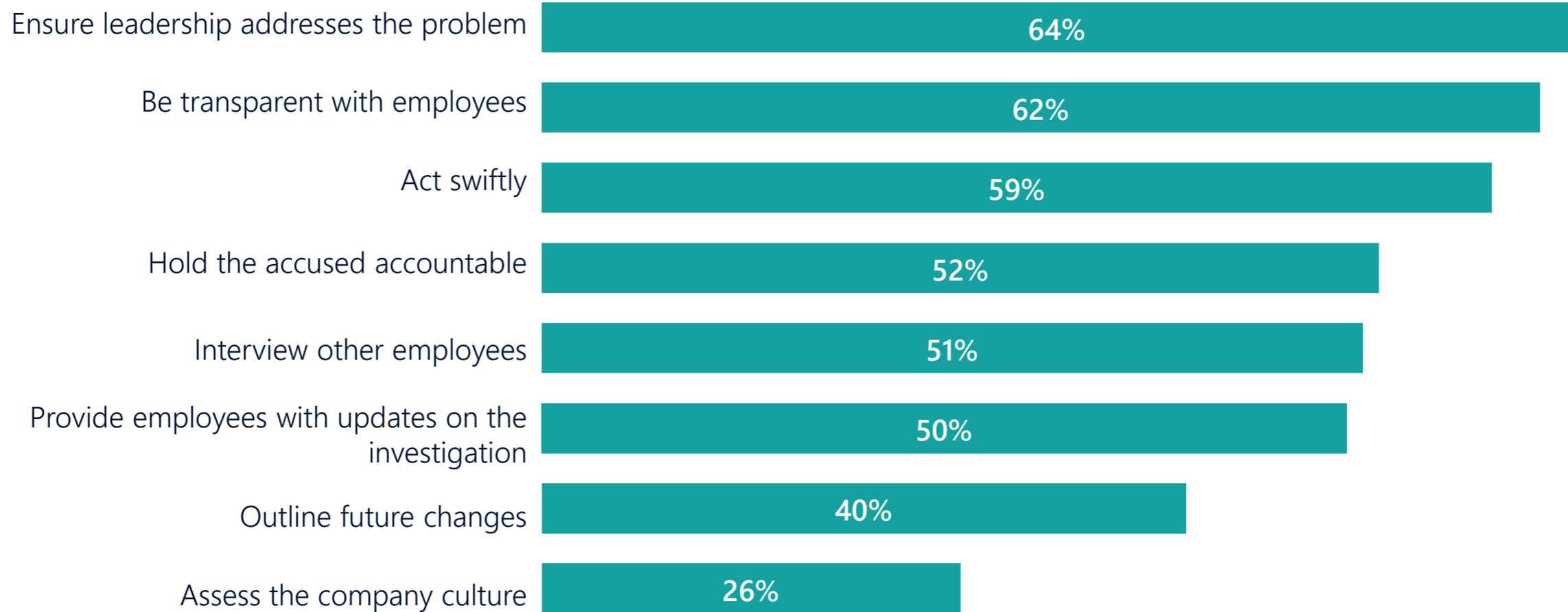
How **seriously** does your company take sexual misconduct in the workplace?



74% of Leadership believes their workplace takes sexual misconduct seriously
81% of Non-leadership believes the same

● Non-leadership Roles
 ● Leadership Roles

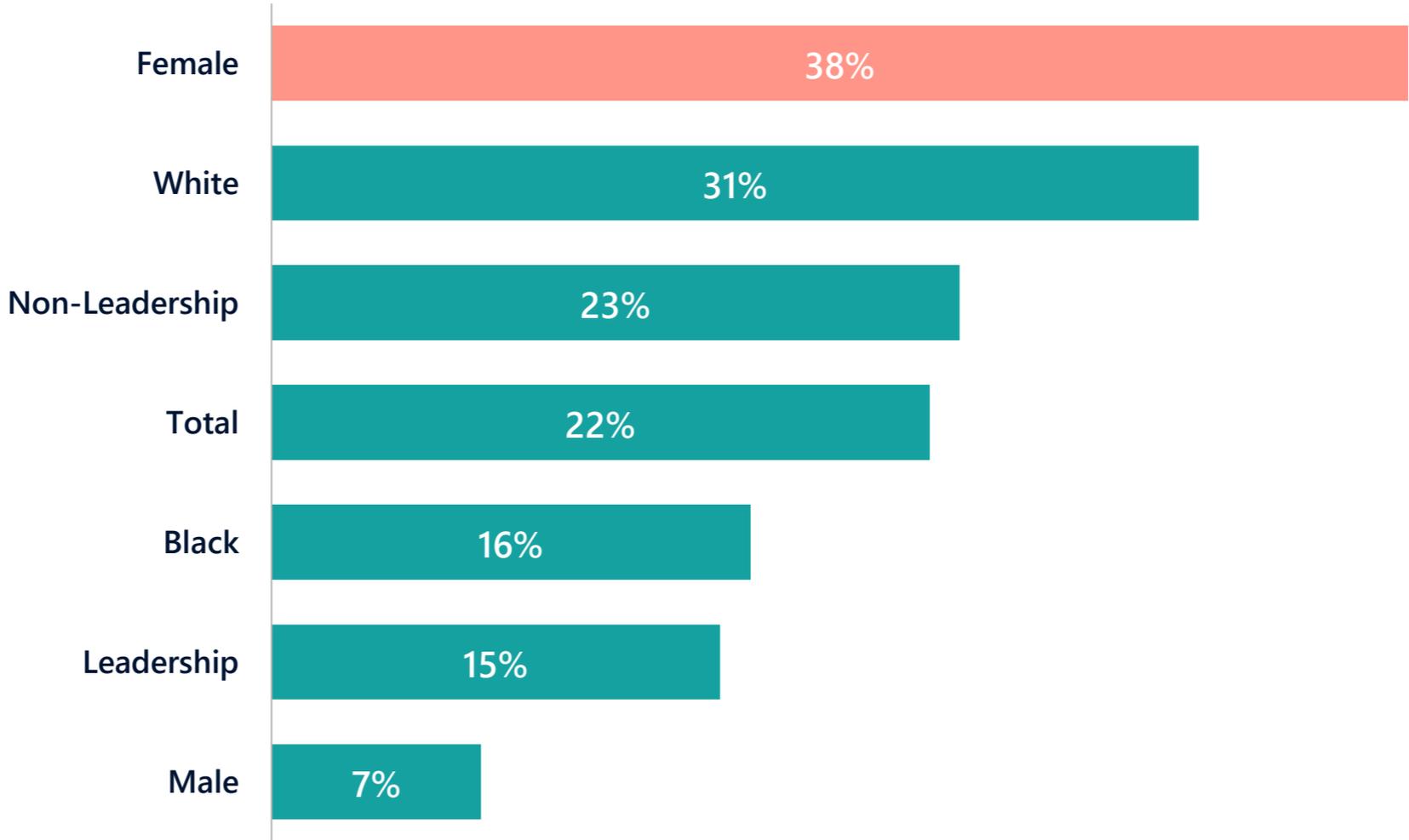
When responding to an internal allegation of sexual misconduct, employees expect transparency and for leadership to address the problem



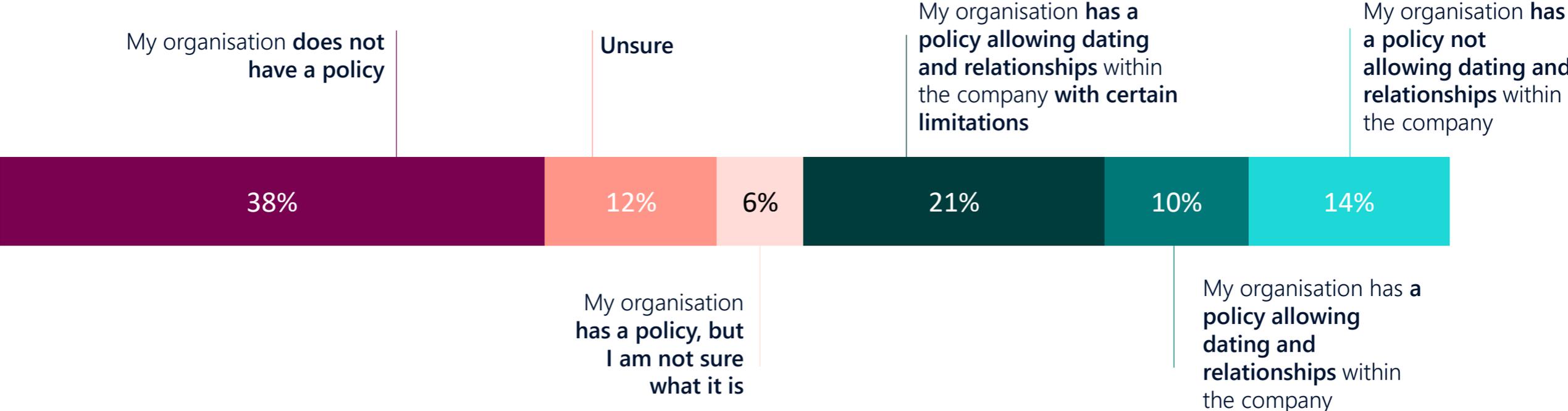
Q: In your opinion, what should be the expectations of a company when responding to internal allegations of misconduct? Please select all that apply.

Nearly 40 percent of females, and only 7 percent of males, report being sexually harassed in their workplace

Have you ever been sexually harassed in the workplace?

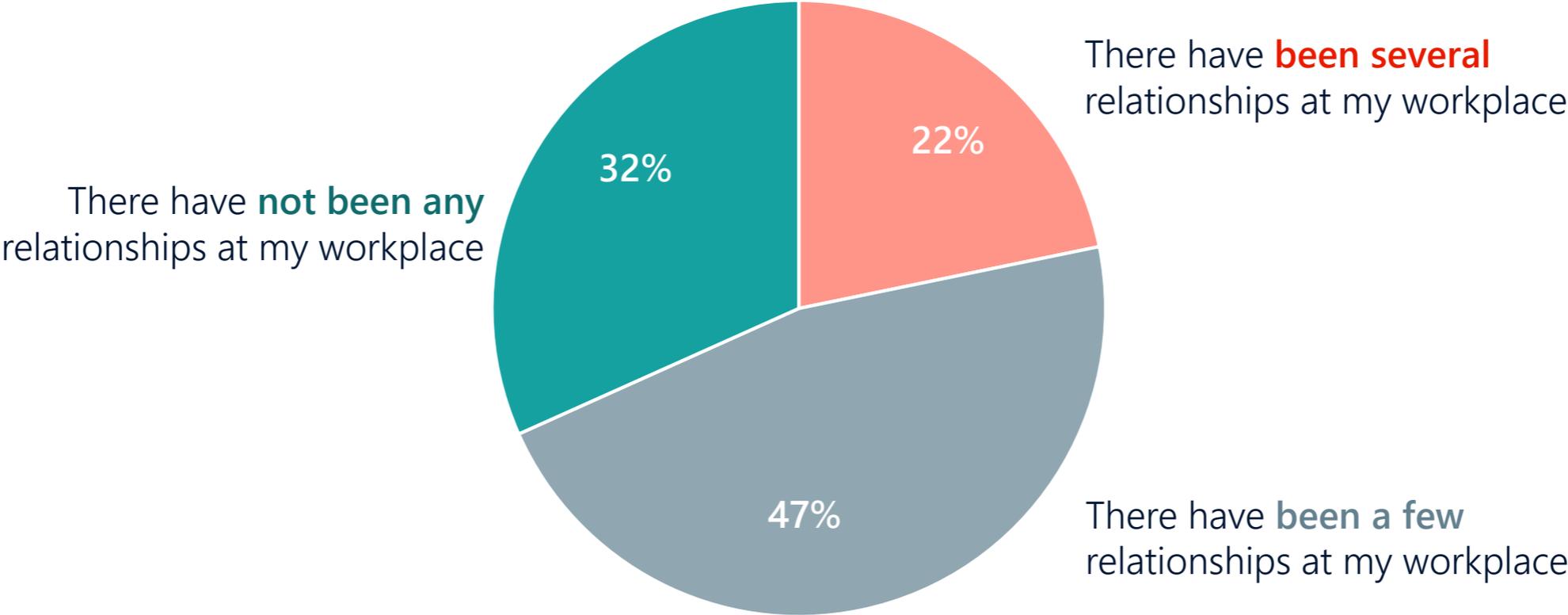


Half of South African employees report either not having a policy at their organisation about dating and relationships, or not knowing of one



Almost 70 percent say there are consensual romantic relationships at their place of work

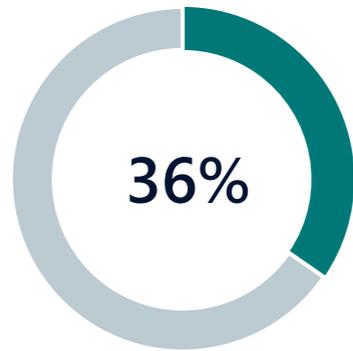
Frequency of Consensual Romantic Relationships in the Workplace



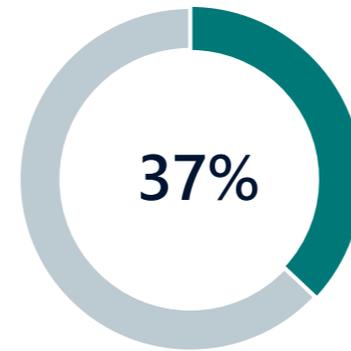
Q: Thinking about consensual romantic relationships at your workplace, which of the following would you agree with?

Employees want **more communication**
and transparency about workplace
conduct.

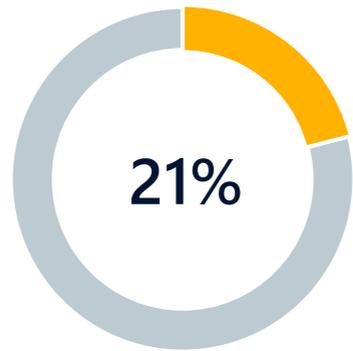
Only 1 in 5 employees have attended training on workplace misconduct in the past 12 months



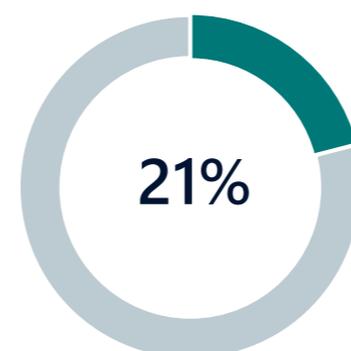
Heard **leadership speak about the importance** of respect in the workplace



Seen or heard of an incident of workplace misconduct

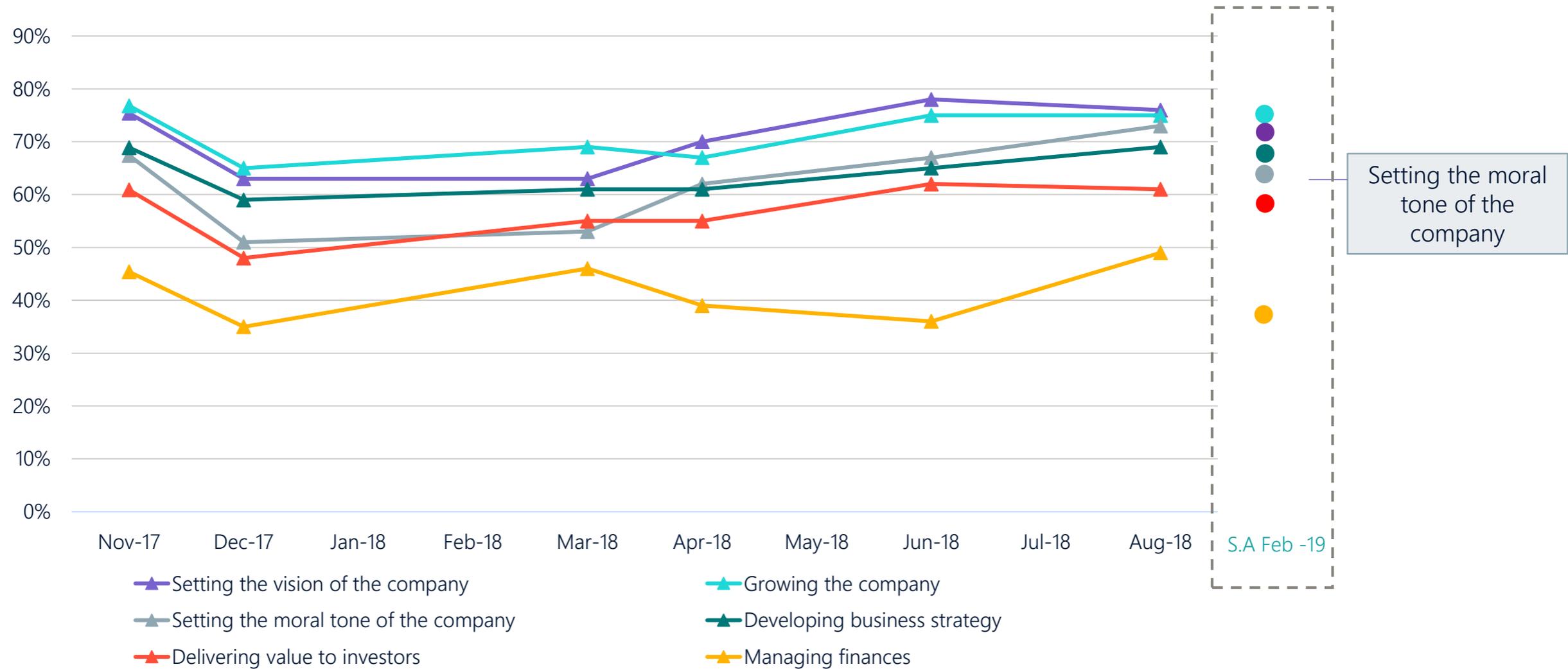


Attended a training on workplace misconduct



Received an **email from leadership** emphasizing the importance of respect in the workplace

65 percent of workers in South Africa believe the CEO role includes setting the company's moral tone

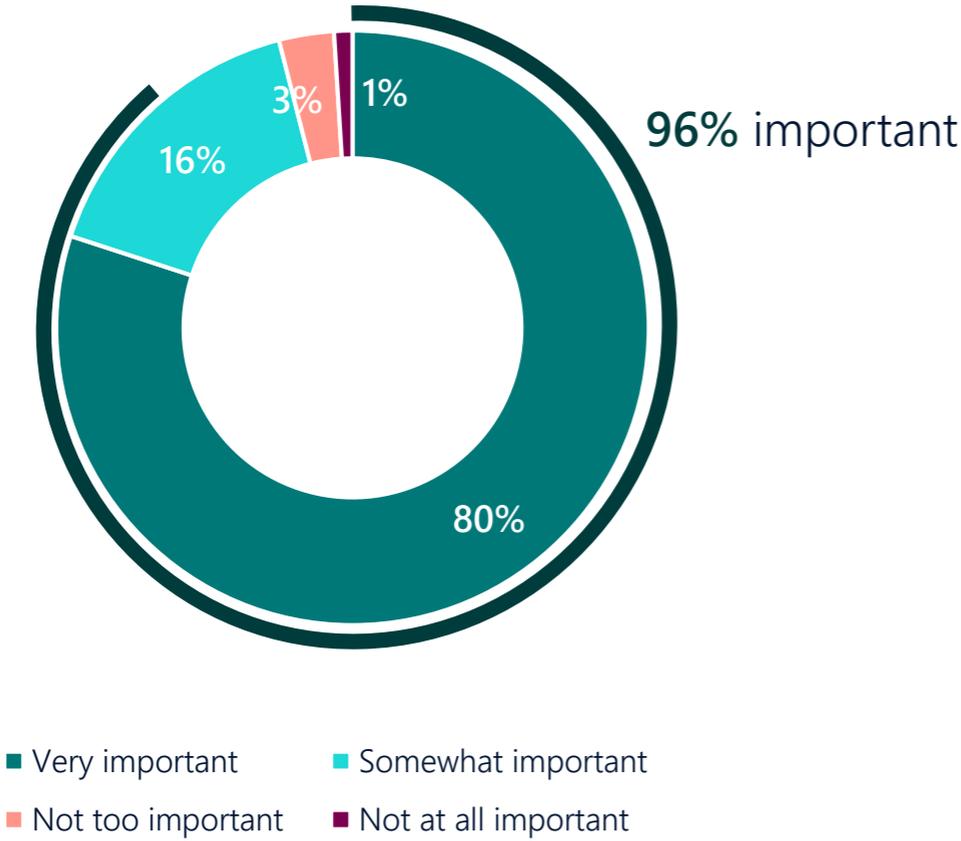


Q: What does the role of CEO entail today? Please select all that apply.

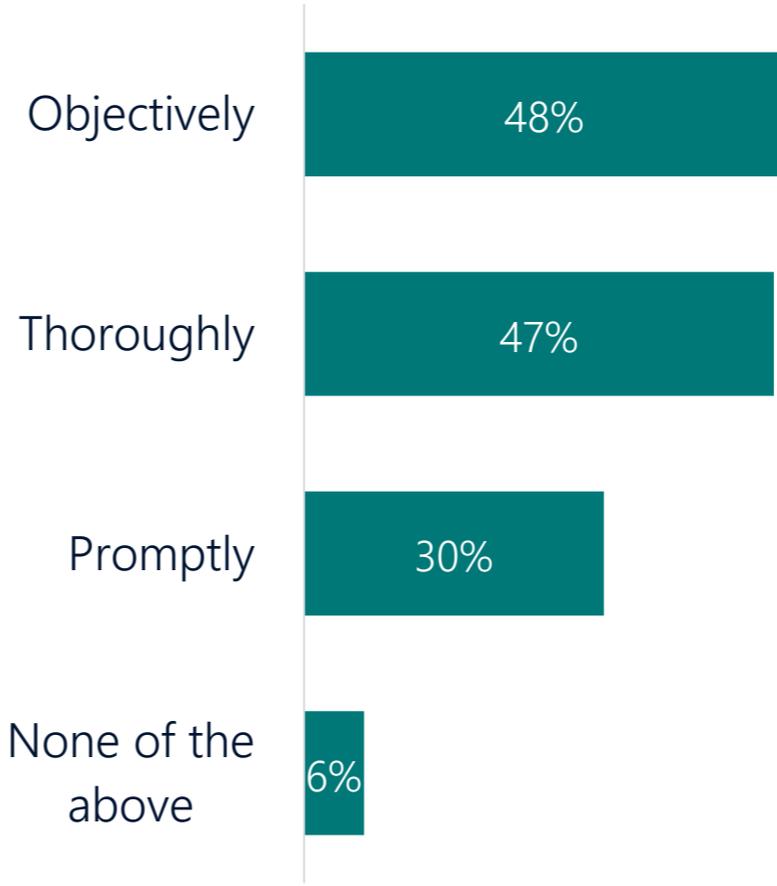
- Previous data collected through Brunswick Insight internal tracking research in U.S.A
- S.A Feb -19 Data collected in S.A specifically for this survey

More than 9 in 10 employees say it is important for their CEO to speak about respect in the workplace

How important is it to you to hear the CEO of your company speak about respect in the workplace?

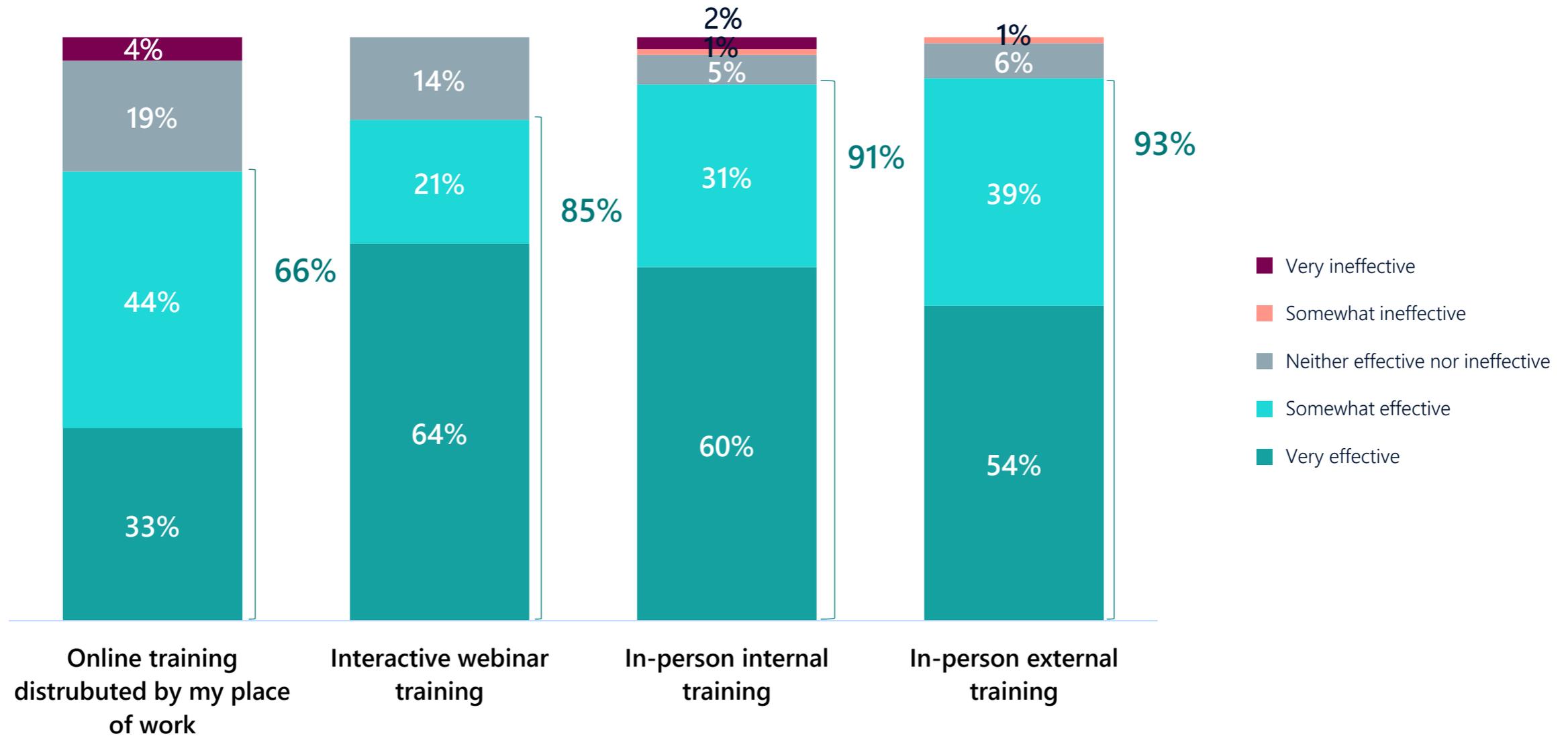


If an incident of workplace misconduct occurred in your organisation, which of the below describes how you think it would be handled by senior leadership?



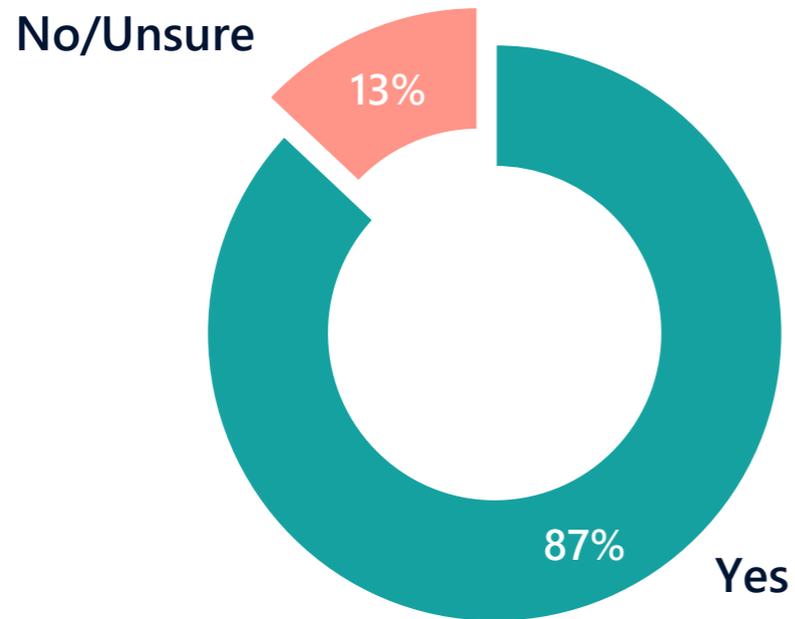
There is opportunity to mitigate risk with
trusted resources.

In-person trainings are seen as the most effective for workplace misconduct

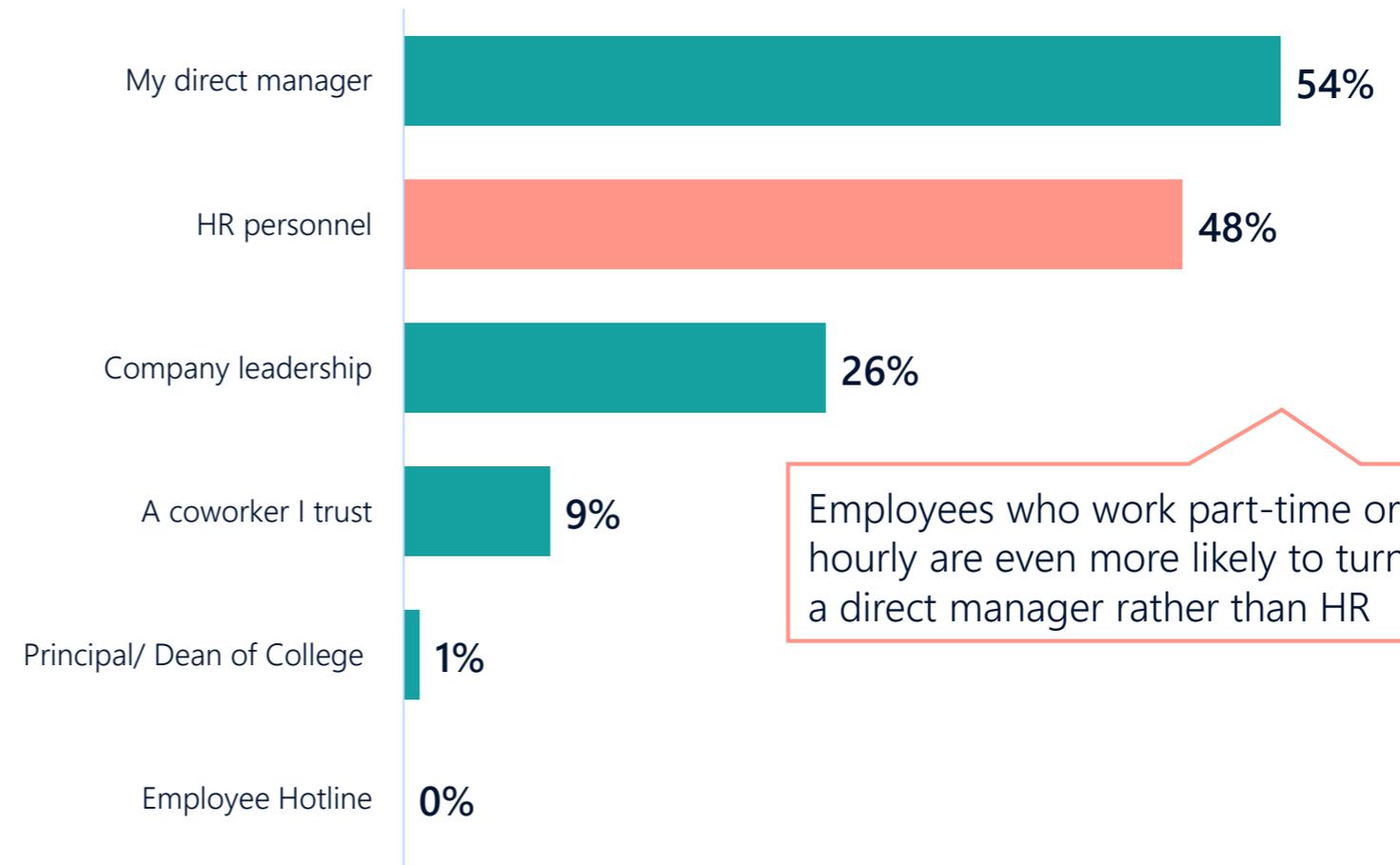


13 percent of workers do not know where to turn to report an incident

If an incident of workplace misconduct occurred in your organisation, would you know where to turn to report the incident?



Where would you turn within your organisation to report an incident of workplace misconduct?



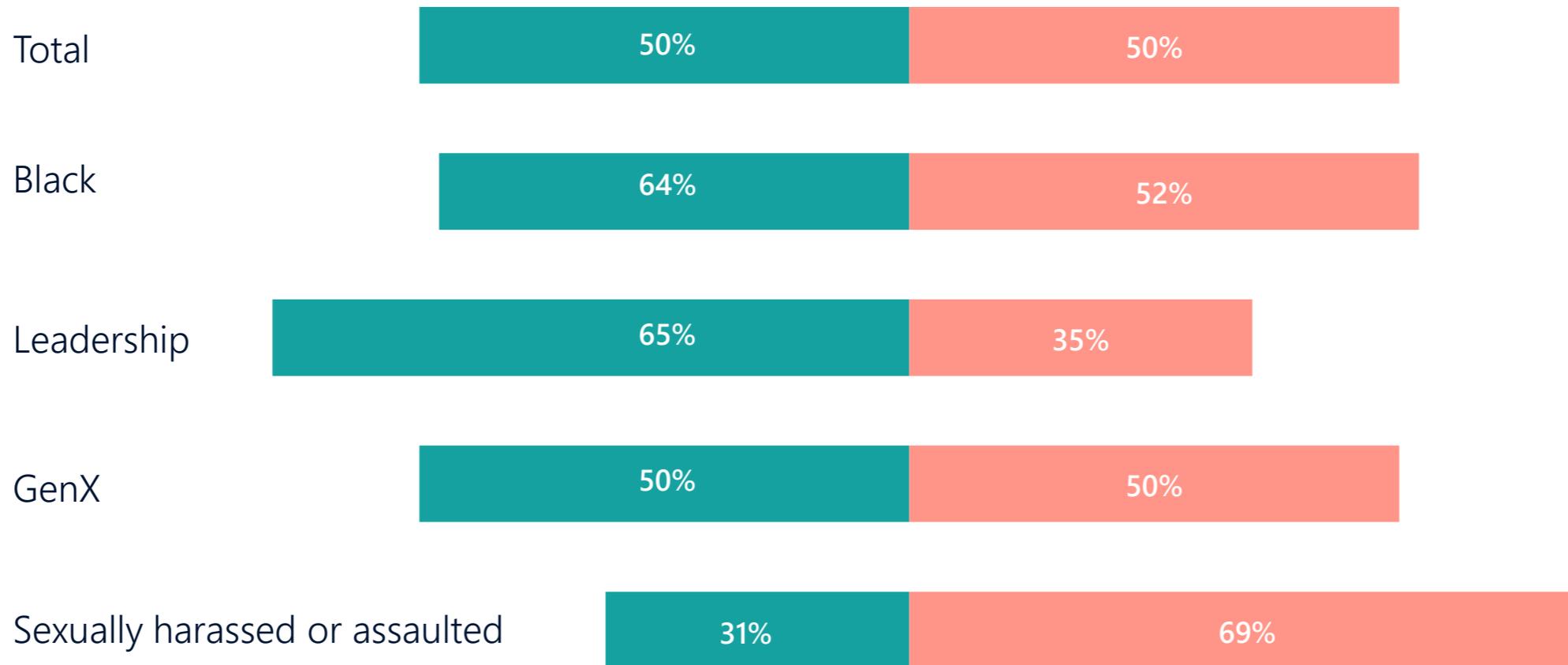
Employees who work part-time or hourly are even more likely to turn to a direct manager rather than HR

The majority of those who have experienced harassment or assault in the workplace do not believe the HR department prioritises the company over employees

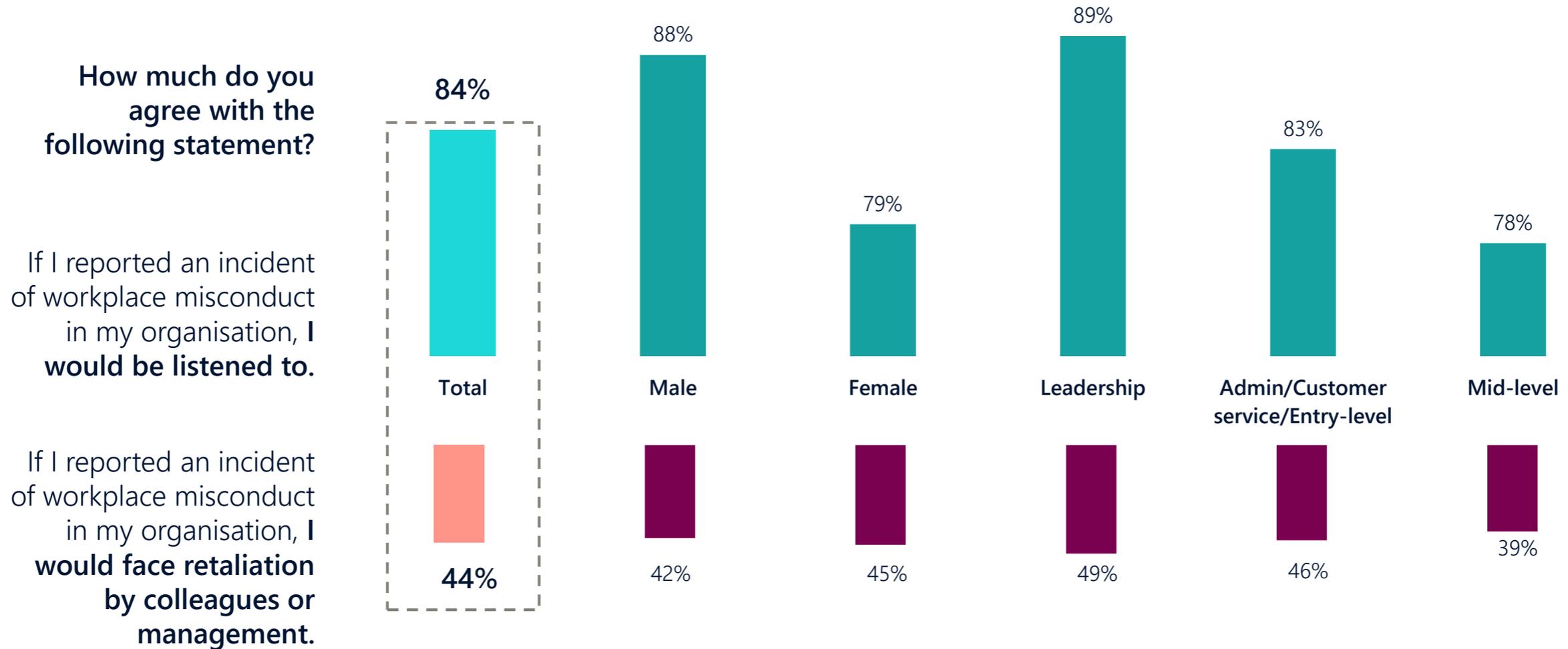
Which statement do you agree with most?

The human resource department at my organisation **has employees' best interests in mind and always works to protect employees first.**

The human resource department at my organisation **ultimately represents the company and will prioritise the company over employees.**

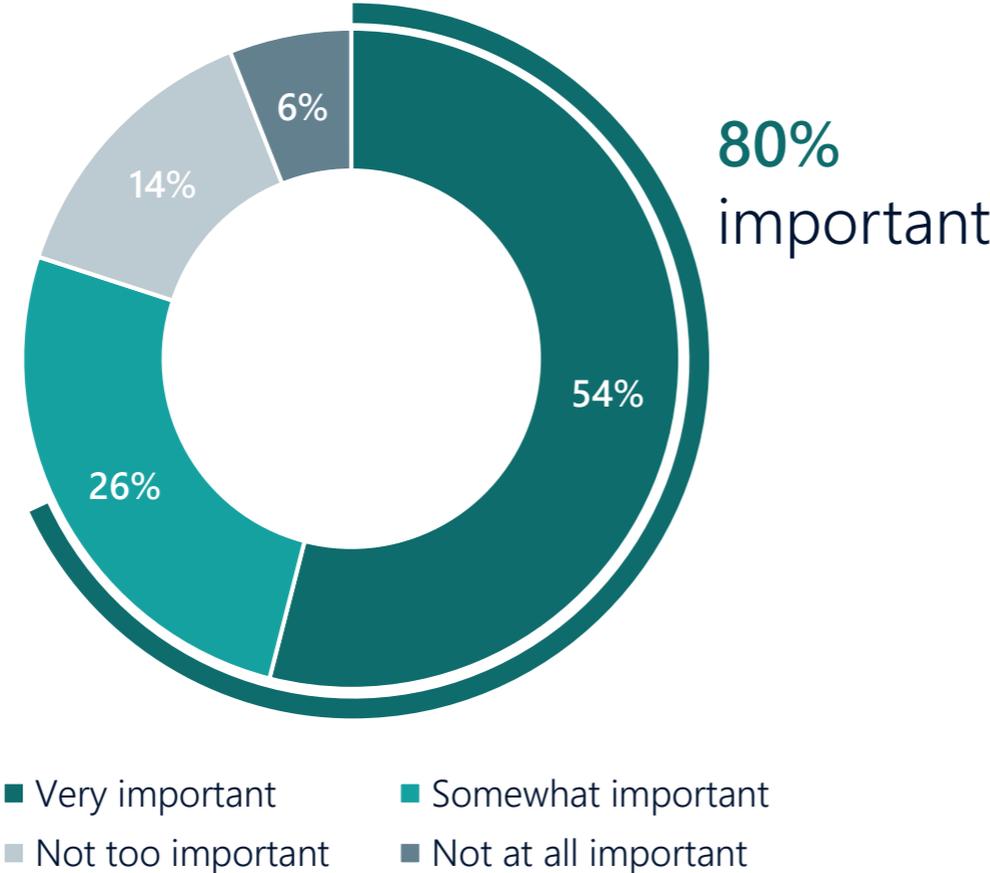


Nearly half believe they would face retaliation if they reported an incident of misconduct

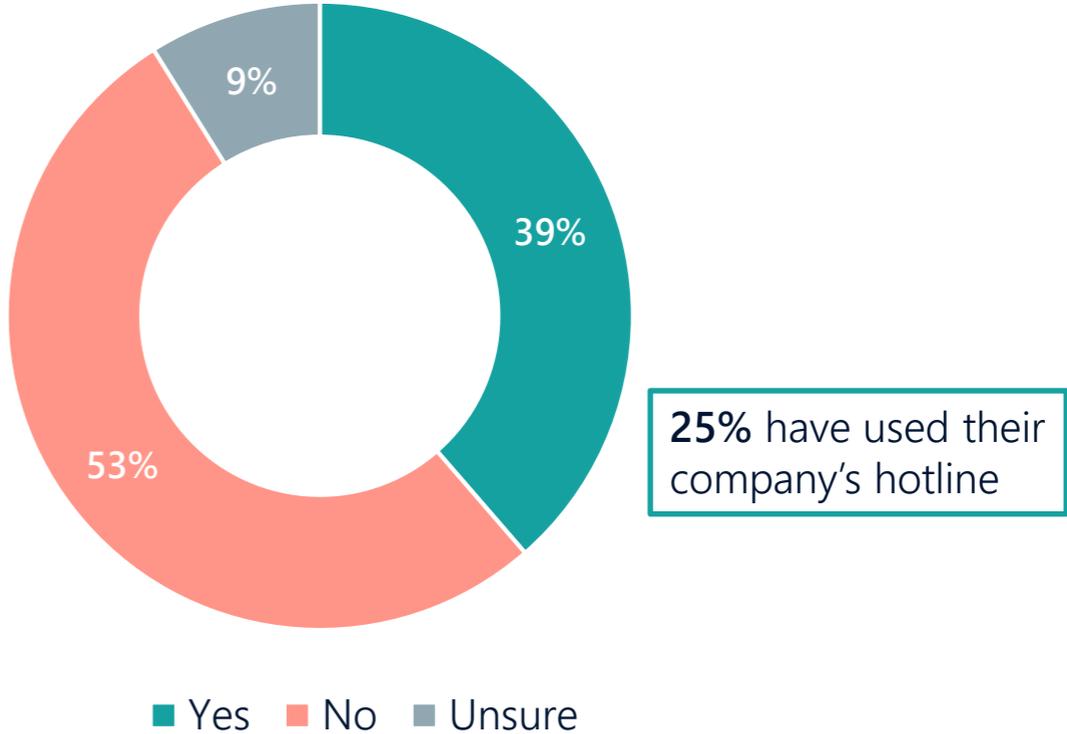


4 in 5 believe an anonymous hotline is important, while only 2 in 5 say they have access to one

How important to you is it that your company have an anonymous hotline?



Does your company currently have an anonymous hotline?



METHODOLOGY

Methodology



We conducted an online survey among **1,000 South African (S.A.) adults** over the age of 18 who work outside the home. The survey was fielded in February 2019.

The sample was designed to **align with S.A. Census** on age, race, gender and region.

This case shows why South Africa is updating its sexual harassment rules for the workplace

ANC reiterates commitment to adopt own sexual harassment policy

SABC suspends staff accused of sexual harassment

Senior South African executive in court for uploading 'compromising' photos of co-workers to adult site

#DontLookAway: Survey shows sexual harassment is rife all over SA

Women will fail in the workplace unless SA businesses act

The high cost of proving sexual assault in South Africa

For more information or questions...

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