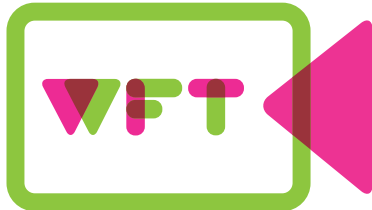


# Behind the Scenes



Women in Film &  
Television Ireland

## Exploring Harmful Behaviours in the Irish Screen Industries





Researched by :  
Dr Susan Liddy and Dr Fergal Rhatigan.

Our thanks to Olwen Dawe and Dr Ciara Murphy for their advice on the development of the survey and input into the wider research process.

This report was supported by Fís Éireann/Screen Ireland through the Screen Stakeholders Funding Scheme.



**Fís Éireann**  
Screen Ireland



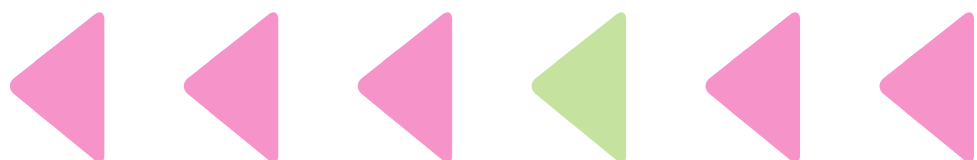
Women in Film &  
Television **Ireland**

# Table of Contents

List of Figures	1
Foreword	2
Executive Summary & Key Findings	3
Literature Review	11
Introduction	11
Workplace Bullying & Harassment	12
Harmful Behaviours in the Arts & Screen Sectors	14
Culture of Change	16
Methodology: A Qualitative & Quantitative Approach	18
Research Questions	18
The Survey Design	19
Research Methodology	20
Survey Findings & Recommendations	22
Respondent Profile	22
Harmful Behaviours in the Workplace	25
An Overview of Harmful Behaviours in the Screen Industries	25
Harmful Behaviours in the Workplace (Excluding Sexual Harassment)	27
Experience of Sexual Harassment in the Workplace	46
Witnessing Harmful Behaviours & Sexual Harassment in the Workplace	57
Workplace Policies on Dignity at Work	58
Important Sectoral Measures or Interventions that Can Be Put in Place in the Irish Screen Industries	59
Conclusions & Recommendations	61
Recommendations	61
References	64
Appendices	66

# List of Figures

Figure 1.1	Gender of Respondents
Figure 1.2	Age of Respondents
Figure 1.3	Where the Respondents Live
Figure 1.4	Marital/Civil Status
Figure 1.5	Current Work Roles in the Irish Screen Industries
Figure 1.6	Employment Status
Figure 1.7	Average Hours Worked on a Normal Day
Figure 1.8	Number of Years Worked in the Screen Industries
Figure 1.9	Annual Pre-Tax Earnings
Figure 1.10	Member of a Trade Union
Figure 1.11	Member of a Guild
Figure 2.1	Experience of and Witness to Harmful Behaviours
Figure 2.2	Types of Harmful Behaviours Experienced
Figure 2.3	Types of Harmful Behaviours Experienced by Gender
Figure 2.4	Have you Experienced or Witnessed Harmful Behaviours?
Figure 2.5	The Frequency of Experiencing or Witnessing Harmful Behaviours
Figure 2.6	Percentage of Respondents in Each Group who Experienced Harmful Behaviours
Figure 2.7	Employment Profile of the Respondents Who Experienced Harmful Behaviours
Figure 2.8	Occupation and Size of Organisation of Those who Experienced Harmful Behaviours
Figure 2.9	Membership of Trade Union and or Guild of Those Who Experienced Harmful Behaviours
Figure 2.10	Where the Harmful Behaviours Took Place
Figure 2.11	Perpetrators of Harmful Behaviours
Figure 2.12	Satisfaction with Respect Shown to you by Colleagues by Whether You Have Experienced Harmful Behaviours or Not
Figure 2.13	What Respondents Did in Response to the Harmful Behaviours
Figure 2.14	Why Respondents Did Not Report the Harmful Behaviours
Figure 2.15	Changes in the Harmful Behaviours after Reporting it
Figure 2.16	Supports Available to the Respondents to Deal with the Harmful Behaviours
Figure 2.17	Satisfaction with Policies to Protect Employees and Concern for Mental Health of Employees
Figure 2.18	Demographic Profile of Respondents who Experienced Sexual Harassment
Figure 2.19	Employment Profile of the Respondents who Experienced Sexual Harassment
Figure 2.20	Occupation and Size of Organisation of Those who Experienced Sexual Harassment
Figure 2.21	Where the Sexual Harassment Took Place
Figure 2.22	Who the Perpetrators of the Sexual Harassment Were
Figure 2.23	What Respondents Did in Response to the Sexual Harassment
Figure 2.24	Why the Respondents Did Not Report the Sexual Harassment
Figure 2.25	Changes in the Sexual Harassment after Reporting It
Figure 2.26	Supports Available to the Respondents to Deal with Sexual Harassment
Figure 2.27	Important Sectoral Measures or Interventions



# Foreword



## From the Chair and Board of Women in Film and Television Ireland (WFT Ireland)

The board of Women in Film and Television Ireland extends its gratitude to those who participated in our survey *Behind the Scenes : Exploring Harmful Behaviours in the Irish Screen Industries*. The purpose of the research is to assess the prevalence of harmful behaviours which impacts the right of all individuals to dignity and safety in the workplace. Our call for participants was answered by a total of 320 people. Of that total, 253 people went on to share their experiences of harmful behaviours in the screen industries by completing the survey that forms the basis of this report. It is the first report to focus exclusively on the experience of workers in the Irish screen industries.

The survey was devised and widely circulated by stakeholders in order to move from a reliance on speculation and rumour to an evidence-based appraisal of problems in our workplaces. The goal was to assess the level and frequency of bullying, harassment, sexual harassment, humiliation, victimisation, assault and sexual assault. The ensuing report presents the findings, which make for grim reading, and offers an analysis and recommendations for change.

*Behind the Scenes: Exploring Harmful Behaviours in the Irish Screen Industries* provides compelling evidence that there is a worrying level of harmful behaviours here. Based on feedback from respondents, it calls for an acceleration of a change process that has already begun. Harmful behaviours cannot not be tolerated or explained away. Tangible infrastructural supports, an assurance of accountability and consequences for those found to have contravened appropriate workplace behaviours must be put in place. The recommendations presented here are informed by the voices of respondents who share deeply personal observations, experiences and observations.

The survey was made possible with funding from Screen Ireland's Stakeholders Fund and we acknowledge their support and encouragement.

**Chair and board of Women in Film and Television Ireland, December 2023.**

**Dr. Susan Liddy, Marissa Aroy, Kate Bowe, Aideen Burke, Siobhan Farrell, Mary Flanagan, Jade Jordan, Fiona Kinsella, Hannah Quinn, Jaro Waldeck.**



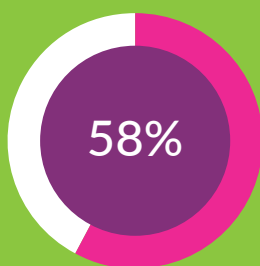
# Executive Summary & Key Findings

It is clear from the statistical and qualitative analysis carried out in this report that the Irish screen industries have a significant problem with harmful behaviours in the workplace. Harmful behaviours are understood here as bullying, harassment, sexual harassment, humiliation, victimisation, assault and sexual assault. This study adds to the body of research in Ireland which can be traced back to the landmark 2001 report the 'National survey of the experiences of employees' by O'Connell and Williams. In 2021 the Irish Theatre Institute commissioned the *Speak Up* arts sector survey into Dignity in the Workplace, which revealed a culture of harmful behaviours in the workplace in all sectors of the arts in Ireland.

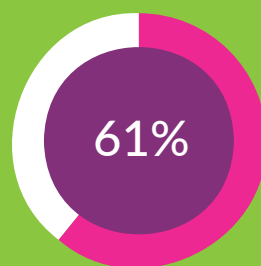
The survey on which this report is based was completed by 253 respondents in September 2023. Over half of the respondents live in Dublin. 81% identify as female, 15% identify as male and the remainder as non-binary. 61% are freelance or working as self-employed, which is the norm in the screen industries. Over half (52%) work ten hours or more on a normal working day. The respondents are working in a variety of roles across the screen industries such as: cast, crew, directors, producers and writers. 57% of the workers have considerable experience in the industries having worked for 10 years and over.

## Forms and Extent of Harmful Behaviours

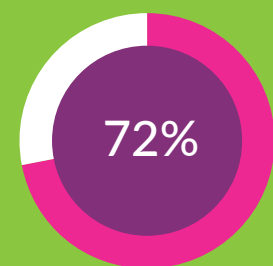
The findings reveal that the majority of respondents have experienced and/or witnessed some form(s) of harmful behaviours that undermines the right to dignity in the workplace in the past two years.



Experienced Harmful Behaviours



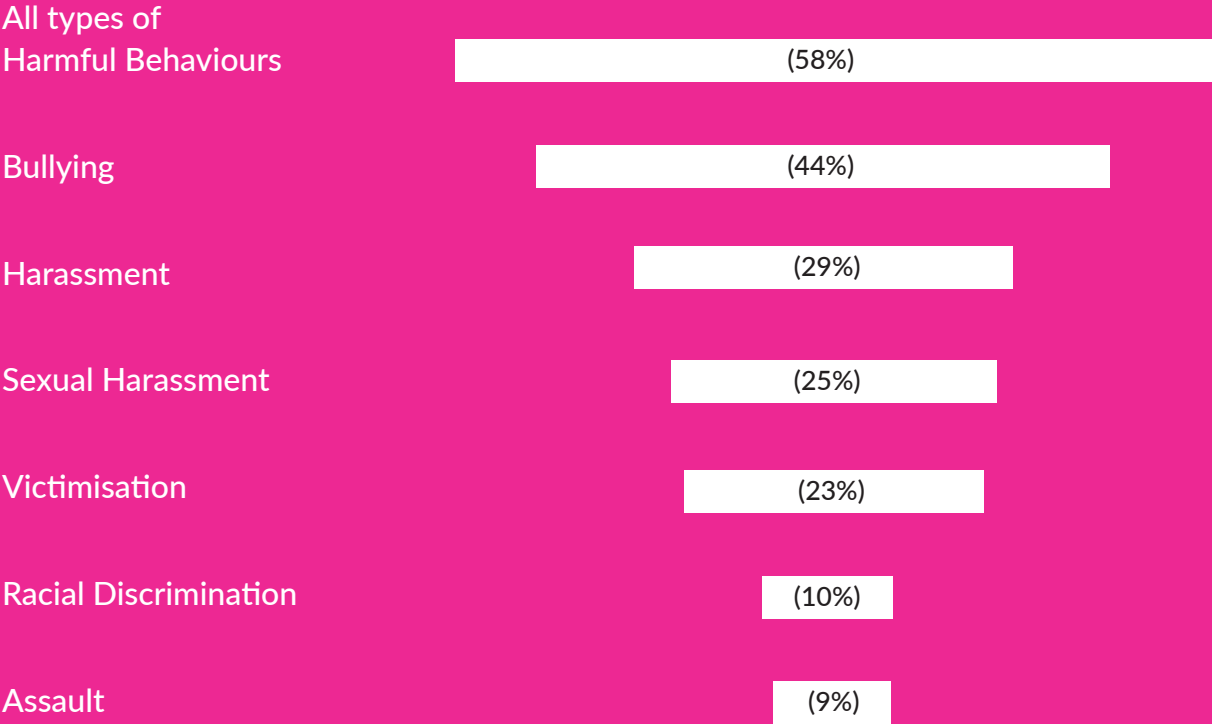
Witnessed Harmful Behaviours



Experienced and/or Witnessed Harmful Behaviours

20% of the respondents experienced harmful behaviours on a regular basis (daily, weekly or monthly) and 30% witnessed harmful behaviours on a regular basis (daily, weekly or monthly).

The main types of harmful behaviours mentioned by the respondents are set out below and top of the list is bullying.

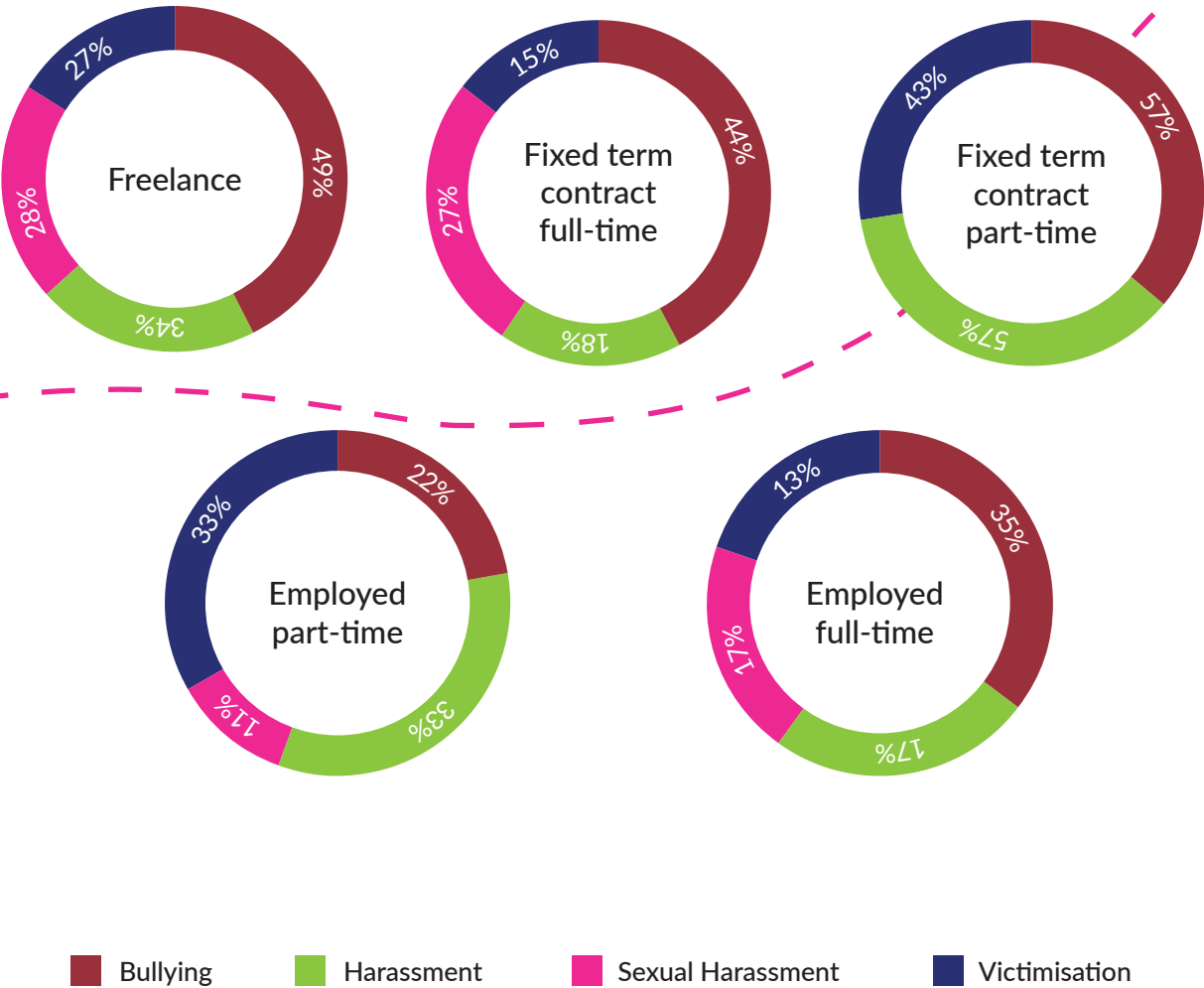


**Note:** Percentages do not add to 100% as respondents could make multiple selections from the list of harmful behaviours and are counted for each selected category.

Women are more likely to experience bullying, harassment, sexual harassment and assault while men are more likely to be subjected to victimisation and racial discrimination. Minority ethnic groups and gay and bisexual respondents, while constituting a small percentage of the total sample, nonetheless experience greater abuse than the categories of ‘white Irish’ or ‘other white’ respondents. Harmful behaviours excluding sexual harassment is experienced across all age groups, though is highest amongst the 35 to 44 age group.

Those in less secure employment and more vulnerable to job losses are more exposed to a range of harmful behaviours in the workplace (see figure E.1 below).

Figure E.1: The experience of harmful behaviours amongst different employment groups in the screen industries (n=253).

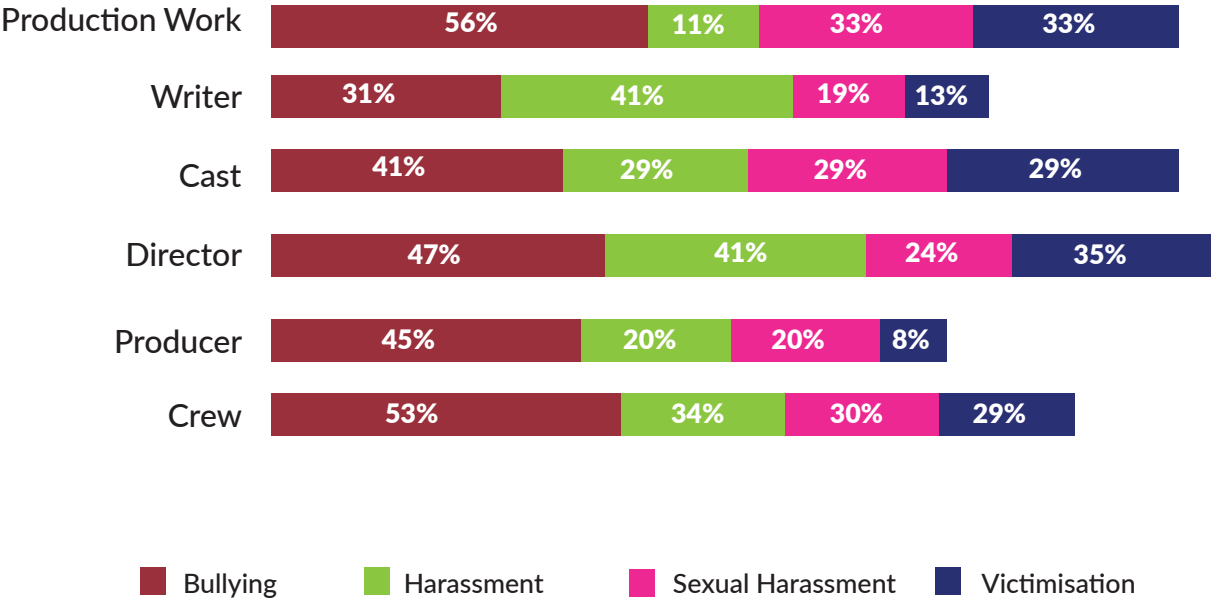


Note: Percentages do not add to 100% as respondents could make multiple selections from the list of harmful behaviours and are counted for each selected category.



Figure E.2 below highlights that two occupations, production work and crew, had the highest experience of bullying. Cast, crew and production workers were the occupational groups that had the highest experience of sexual harassment. Harassment was highest for directors and writers and victimisation was highest amongst directors and cast.

**Figure E.2: Patterns of harmful behaviours amongst different occupational groups in the screen industries (n=253).**



**The main forms of harmful behaviours mentioned are as follows:**

- Being treated in a disrespectful or rude way.
- Being treated less favourably than colleagues.
- Having your opinions ignored or belittled.
- Being given unmanageable workload or impossible deadlines.
- Being shouted at or someone losing their temper with you.

## The main forms of sexual harassment mentioned are as follows:

- Sexist comments, including Inappropriate humour or jokes about sex or gender.
- Being looked at in an inappropriate manner which made you feel uncomfortable.
- Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate touching or feeling.
- Sexual propositions, invitations or other pressure for sex.
- Being the subject of sexist behaviour on work WhatsApp groups.

## Perpetrators

### Harmful Behaviour (excluding sexual harassment) was perpetrated by:

- Females (41%)
- Males (59%)
- One colleague (31%)
- Several colleagues (36%)
- A Senior Manager (42%)
- Several Senior Managers (19%)

### Sexual Harassment was perpetrated by:

- Females (5%)
- Males (95%)
- One colleague (35%)
- Several colleagues (38%)
- A Senior Manager (40%)
- Several Senior Managers (18%)

## Responses & Available Supports

When asked about making a complaint 22% replied that they made a formal complaint, 63% said they did not make a complaint and 15% left the question blank.

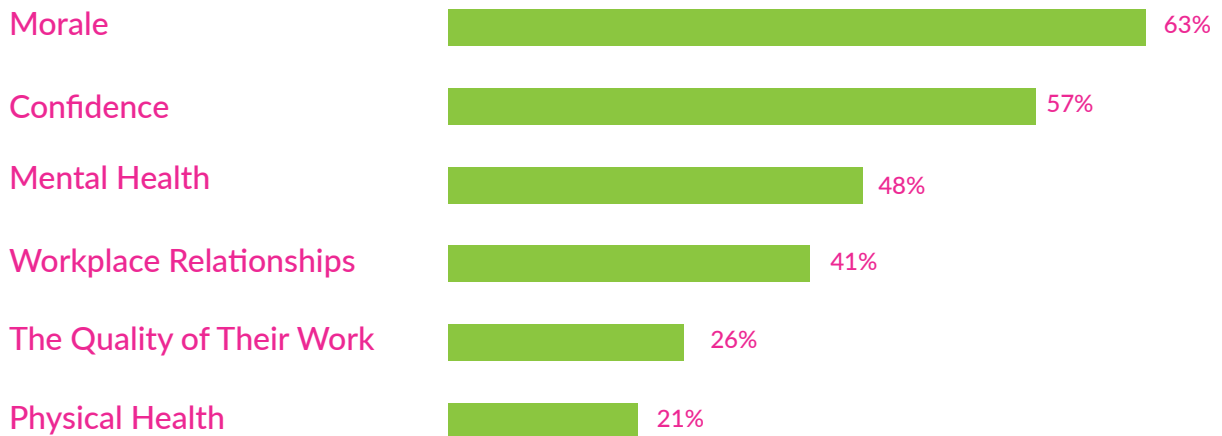
37% reported that there was no formal process in place to report harmful behaviours.

Some 40% reported that they were not aware of any supports. Nearly a quarter (24%) did not feel comfortable looking for support. 10% were not aware that they could or should look for support.

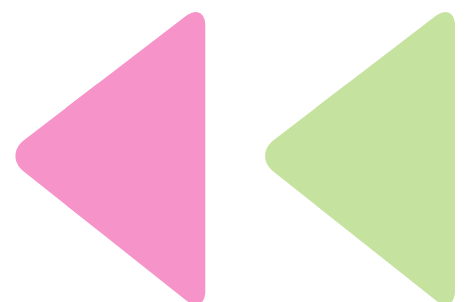
40% of the respondents mentioned that there was no change in the harmful behaviours after making a formal complaint.

## Impact of Harmful Behaviours

The respondents reported that harmful behaviours had a significant negative impact on their wellbeing and work. 48% of the respondents reported that harmful behaviours had a significant negative impact on their mental health. 57% spoke of the negative impact on their confidence and 41% mentioned the impact on their workplace relationships.



There are significant differences in satisfaction between those who have experienced harmful behaviours and those who have not. Respondents who experienced such behaviours reported lower levels of satisfaction with the respect shown to them by their colleagues and managers. 62% of those who experienced harmful behaviours are dissatisfied with the industry's supports to protect employees compared with 40% of those who have not experienced these behaviours.



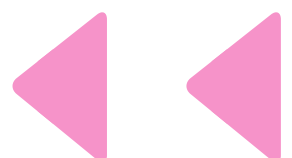
# Recommendations

## Leadership

- Renewed and ongoing public endorsement by Screen Ireland of a zero-tolerance approach to harmful behaviours in the workplace.
- An awareness campaign to highlight the issues and ensure that harmful workplace behaviours can be recognized and identified as unacceptable by the wider industry.
- Employers should support and ensure screen specific leadership training for those in an executive and management role in the screen industries. These include executive producers, HODs, line producers, production managers. This would signal top-down support for policies and procedures to counter harmful behaviours.
- At least one identifiable 'designated worker' should be available in every workplace and production to help respond to incidents of harmful behaviours. S/he should have undertaken disclosure training. The name(s) and contact details should be included on call sheets and prominently displayed in offices and anywhere else where workers congregate.
- In addition to the Safe to Create website, Screen Ireland's website could also contain sector specific information regarding its commitment to the creation of screen industries free from harmful workplace behaviours.
- The provision of supportive accountability could identify if stakeholders have signed up to the Safe to Create Code of behaviour; what percentage of employees have completed the online modules; the identification of 'designated worker(s)' in productions/ workplaces and the provision of disclosure training for those workers.
- A continuing focus on creating an equitable industry should remain a priority as inequality can create a context that enables harmful behaviours to occur.

## Procedure & Work Practices

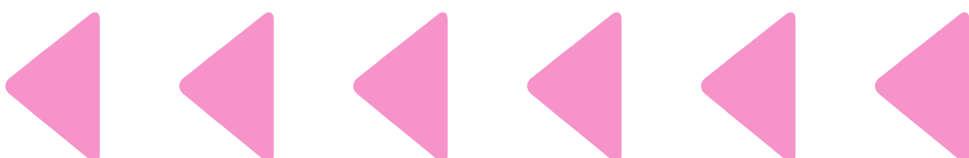
- Organisations in receipt of public funding should demonstrate adherence to best practice. To that end, smaller companies with fewer resources could be supported through different levels of attainment. Progress could be monitored on an ongoing basis perhaps with a system similar to the Athena Swan gold, silver and bronze awards used in higher education.



- Signing the Safe to Create Code of Behaviour, reflected in a regularly updated online register signalling public support, could be extended over time to include bodies, companies and organisations in the screen industries who are in receipt of public monies. See Safe to Create: <https://www.safetocreate.ie/code-of-behaviour/>
- Recipients of public funding from Screen Ireland should undertake regular checks to ensure adherence and compliance to the Code of Behaviour and the communication of policies and best practice to workers. This will help ensure consistency throughout the sector.
- Clear reporting processes, prompt review / investigation of allegations, support for workers who have experienced harmful behaviours and consequences for those who have engaged in inappropriate or abusive workplace behaviours.
- A mandatory meeting at the start of, and midway through, productions reaffirming a commitment to workplace principles and policies. Attendance by the 'designated worker' will ensure s/he is familiar to all employees and the role is clear to everyone.
- Anonymous feedback on working conditions is welcomed and could be facilitated in all workplaces. This can be an effective gauge in monitoring the culture of workplaces and highlighting issues that may not emerge otherwise. But to be most effective, the data could be shared the wider industry and acted upon to improve workplace conditions. See Safe to Create: Inform to Transform tool available at <https://informtotransform.safetocreate.ie/report>

## Invest in Further Research

- Research projects should be revisited every 3-4 years to assess the level and extent of change and the continuing challenges and obstacles to progress.
- In-depth qualitative research would be useful to tease out the experience of those who are impacted by a range of harmful behaviours in the screen workplace and to gain knowledge of how such dynamics can develop and play out.
- Commission research into the experience and observations of male workers in the sector with a view to more fully understanding a group that are predominantly identified as perpetrators.



# Literature Review

## Introduction

Harmful behaviours have been variously defined but can be said to include violence, aggression, bullying and harassment, including sexual harassment. Harassment is an act that subjects a person to unwanted conduct on any of the nine protected discriminatory grounds: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community (Law Society of Ireland, 2022 p.14). In short, harmful behaviours can “reasonably be regarded as undermining the individual’s right to dignity at work” (Einarsen, Hoel, and Cooper, 2002, p.3). Such behaviours crosscut many professions, organisations and industries and can become particularly toxic when they are severe, frequent and/or ongoing.

The most extensive research report carried out on harmful behaviours in the arts sector in Ireland is the *Speak Up: A Call for Change* report which included respondents who worked in the screen industries though the report did not offer a sector specific focus. Indeed, among its recommendations was the desirability of further research, “in recognition that issues express themselves differently in different artforms and sectors” (October 2021, p. 47). This report, *Behind the Scenes: Exploring Harmful Behaviours in the Irish Screen Industries* will focus exclusively on the Irish screen sector and the period 2021-2023 to assess whether changes are in evidence since the *Speak Up: A Call for Change* report. However, to begin with, a review of the existing research on harmful behaviours, with a particular focus on the screen industries, will identify what is already known about the insidious nature of such conduct and its impact on workers of all genders.

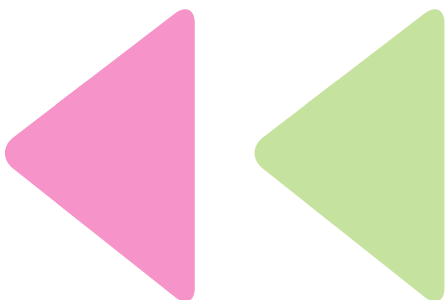


## Workplace Bullying & Harassment

During the 1990s bullying in the Irish workplace became a topic of discussion and research. Indeed, the importance of addressing workplace bullying was recognised by Government and the Taskforce on the Prevention of Workplace Bullying was established in 1999, followed by the Expert Advisory Group on Workplace Bullying in 2004. Over fifteen years ago, a national survey was completed by 3,500 respondents and found women were more at risk of bullying than men - 5.8% of men compared with 10.7% of women (O'Connell, Calvert and Watson, 2007). Fast forward to a more recent Irish workplace behaviour study, conducted in 2020, with a sample size of 1,764 people. A greater number of female workers experienced "severe bullying" and the findings suggest that "both skin colour and ethnicity matter in the Irish workplace" (Hogan et al. 2020, p. 14). Black and mixed-race workers were at highest risk of ill treatment while Asian workers were more likely to experience disrespect and violence. Additionally, those with a disability, a long-term health condition or who were lesbian, gay or bisexual workers were at higher risk of ill treatment.

In 2019, the International Bar Association (IBA) carried out the largest-ever global survey on bullying and sexual harassment in the legal profession. *Us Too?* gathered responses from 6,980 respondents across 135 countries working in a range of occupations in legal workplaces and found that bullying and sexual harassment were rife (Pender, 2019). As with earlier Irish workplace studies, women were found to be impacted disproportionately, though not exclusively, with one in two female respondents and one in three male respondents having experienced bullying at work. One in 3 female respondents and one in 14 male respondents had experienced sexual harassment.

Despite the high percentage of workers affected, there was chronic underreporting. Even when incidents were reported it was found that official responses in the workplace were "insufficient or negligible" because perpetrators were rarely held accountable (2019, p.11). The report was also concerned about the existence and effectiveness of policies finding there was "insufficient communication about their existence, a failure to properly incorporate policies into new staff induction procedures, no policy evaluation and revision protocol, and an absence of clarity regarding the manager responsible for handling complaints" (2019, p 85).



Perhaps surprisingly the Nordic countries are among the top 10 countries globally where people said they had experienced violence and harassment at work, with psychological harassment being the most common. Women were found to be significantly more likely to report being affected than men. However, workers in the Nordics are also more likely to tell someone about their experience – whether that be a friend or a work colleague (World Risk Poll, 2023). This echoes a previous Eurofound report (2015) that revealed high levels of workers reporting harmful behaviours (“adverse social behaviours”) in Finland, compared with 29 other European countries. Finland has a very low tolerance of abusive workplace behaviours, legally and socially, and this is likely one reason for the high levels of reporting.

In order to understand the issues in an Irish context the Law Society of Ireland undertook a survey which resulted in the publication of their *Dignity Matters* report on 20 October, 2021. A total of 1,560 solicitors and trainees responded, 68% women and 32% men. The report found “unacceptably high levels of bullying, harassment and sexual harassment” (McDermott, 2021). The findings mirrored the International Bar Association report with one in 2 women and one in 9 men experiencing harassment and one in 2 women and one in 8 men experiencing sexual harassment. Again, non-reporting emerged as a serious issue here, the majority of those who suffered harmful behaviours did not report the incident. The most common reason put forward was the profile or status of the offender and inadequate sanctions. Acknowledging that there was work to be done on policy, the Law Society of Ireland pledged “implementing and revising policies and standards so that they are active and meaningful” (McDermott, 2021).

Allegations of harassment, bullying and assault also emerged in the Irish Defence Forces by serving and ex-serving female officers<sup>1</sup>. These were aired in the radio documentary *Women of Honour* (RTE Radio One, September 11, 2021). Subsequently, in the Independent Review Group’s *Full Report* (March 2023) it was found that the Defence Forces, as a place of work, had “pockets of deeply misogynistic attitudes and behaviours” (2023 p. 17). 88% of women and 17% of men experienced one or more forms of sexual harassment and 46% women reported experiencing unwanted physical contact/sexual assault (2023 p. 41). Worryingly, the most common reason given for non-reporting was that there was simply “no point” (2023, p. 69) implying an ingrained distrust of the system, something that emerges in multiple reports.

The fields of medicine and education are not immune to harmful behaviours either as the findings of two Irish studies confirm. An Irish Medical Organisation survey (2023) of 1, 615 working GPs, of whom nearly three quarters were women, found 60 per cent of female doctors have experienced bullying in the workplace while more than half have been the victims of gender-based harassment from other doctors or patients. As in other reports, men also reported harmful workplace experiences but on a much smaller scale.

---

<sup>1</sup>In 2018, RTE’s *Prime Time* aired an investigative piece entitled *Fear and loathing in the Irish film industry*, which focused on allegations of bullying and intimidation on Irish film sets but it was concerned with industrial relations. See <https://www.estudiosirlandeses.org/wp-content/uploads/2022/02/DEF.Irish-Film-and-TV-EI14>



A 2022 survey of student experiences of bullying in Irish higher education found minority groups, such as ethnic minorities, LGBTQ+ respondents and respondents with a neurodiversity or disability were more likely to experience negative acts at college or university, such as bullying and cyberbullying compared with majority groups (Goldrick et. al. 2023).

The following year, a survey of staff experiences in higher education suggests a degree of scepticism about the effectiveness of policies finding “a relatively low rate of respondents who were aware of the anti-bullying policy at their institution were confident that this contributed to effectively protecting all staff members (20.8%)” (Mazzone et al. 2023).

## Harmful Behaviours in the Arts & Screen Sectors

Anne-Marie Quigg, author of a number of reports on the UK arts sector has identified the arts as having the “highest level of bullying recorded in any single employment sector” (2011, p.xvi). Two in every five people working in theatres and arts centres experience such behaviour (2011, p.4). Quigg cautions that it is possible for an entire sector to become “contaminated by abuse” (2019, p. 49). Her findings were supported by a survey carried out by the Federation of Entertainment Unions (FEU), which received four-thousand replies from member organisations across the UK. It found that 56% of those working in the sector had been bullied or harassed at work, the majority being women (FEU, 2013, p.3). Such behaviour was “practically rife in the creative industries”: which was protected by “a culture of silence” (2013, p. 1).

In an Irish context, Úna Monaghan (2021) researched the participation and experience of women in Irish traditional and folk music in a small qualitative study of 83 respondents. Participants were recruited from social media and completed an online questionnaire. Monaghan argues that women participating in Irish traditional music are impacted by “gendered power dynamics, male violence, domination and aggression, including sexual violence” (2021 p.25), Her research identifies a culture of bullying, a “boys club” characterised by “laddish behaviours” resulting in the silencing of women (2021 p.25), echoing the earlier Federation of Entertainment Unions report of 2013. The vulnerability of women in the informal traditional and folk music scenes and the absence of a reporting channel for sexual harassment have also emerged in the FairPlé and Mise Fosta campaigns. “Inequality in representation was being supported by a workplace culture which turns a blind eye to harassment and assault of women” (Karan Casey, <https://journalofmusic.com/>)



While Monaghan's work was insightful and shed light on harmful behaviours taking place within the traditional music community, its focus was on one specific artform and was qualitative research with no quantitative data. Until the ground-breaking *Speak Up: A Call for Change Report* (2021) there was little sector-wide data available on the experience of arts workers in Ireland. Whether harmful behaviours were a feature of their working lives or not was speculative. The *Speak Up* survey gathered data from 1,101 respondents and the findings confirmed that bullying, harassment and sexual harassment are serious issues in the Irish arts sector and have wide ranging consequences for workers. The majority (70%) who provided information on their experiences were exposed to behaviours that compromised workers' rights to dignity at work, and 53% had witnessed such behaviours.

The findings from the *Speak Up: A Call for Change* report also substantiate conclusions uncovered elsewhere. Women working in the arts were three and a half times more likely to experience sexual harassment than male respondents, and were more than twice as likely to experience sexual assault. While findings suggest that the perpetrators of harmful workplace behaviours were more likely to be men, this was not true in all cases. All too often perpetrators, who can also hold positions of power and authority, face no consequences. Respondents reported that supports were often not available to them, and where they were available, they were insufficient.

While a number of respondents in the *Speak Up* report listed their artform as film (20%) the report did not focus on the experiences of workers across the Irish screen industries. In this report it was decided to adopt a more sector-specific focus with a quantitative and qualitative component in the form of direct quotes from respondents. It is hoped that hearing directly from respondents in the screen industries who experienced harmful behaviours will illustrate the impact of such behaviours on individual working lives.

Many UK research project and reports have uncovered harmful behaviours in the screen industries there. The UK *Looking Glass 21* Report identifies bullying, harassment and discrimination as "problematically entrenched" with more than half (57%) of respondents having been the target of unacceptable behaviours in the previous year (2021 p. 2-3). Also widespread was racial harassment and discrimination with 39% (4 in 10) of "Black, Asian and minority ethnic respondents" having been subjected to such behaviour in the previous year. A lack of knowledge and trust in policy and process also emerged: only one-third (34%) of respondents thought their workplace had a bullying and harassment policy and only a third believed a complaint would be acted on irrespective of the perpetrator. Nearly three quarters (73%) of those who made a complaint reported seeing no subsequent improvement (2021 p, 12).

Factors including low job autonomy, high workload and role ambiguity are associated with higher rates of bullying across a variety of workplaces (Pender 2019, p. 16) but there are differences in the way harmful behaviours play out in the screen industries. The high proportion of freelancers and the greater vulnerability and precarity of workers as a result is a significant factor (Raising Films Ireland 2022, p. 2) as is a workforce with constantly shifting workplaces, both on set and in studio (British Film Institute).

Underlying risk factors in UK television work has identified excessive workloads, role conflict, role ambiguity, cognitive demands, job insecurity and a combination of high job demands with low job control (van Raalte et al. 2023).

It would appear that harassment has also become “part of our culture and everyday norms” (Williams et al. 2019 p.372). As recently as 2022, the Central Statistics Office (CSO, 2022) found one in five adults (20%) had experienced sexual harassment in the previous 12 months with women being over twice as likely to experience it (28%) as men (13%). The continuing widespread existence of harmful behaviours in the workplace, the infrequency of reporting, the lack of clarity about reporting channels and the absence of accountability, even when perpetrators were identified, suggest that many issues have not yet been successfully dealt with.

## Culture of Change

Over the last number of years there has been an unprecedented focus on achieving gender equality and diversity in the Irish screen industries. Screen Ireland and the BAI (whose responsibilities are now transferred to Coimisiún na Meán) have positioned themselves as advocates for change and supporters of gender equality and diversity. To that end, a range of policies and targeted initiatives have been implemented to create a more equitable and inclusive sector. Industry debate on equality, diversity and inclusion is widespread with many events funded by Screen Ireland for the wider screen sector through the Screen Stakeholders Funding Scheme. Similarly, the BAI Network Funding (prior to the establishment of Coimisiún na Meán) has supported various learning and development activities by selected industry networks to foster a more representative Irish media landscape.

Following the recommendations of the *Speak Up: A Call for Change* report, the Minister for Tourism, Culture, Arts, Gaeltacht, Sport and Media, Catherine Martin T.D., announced a suite of actions and additional funding for the arts sector. *Safe to Create* (October 2022), is an online resource-rich website, delivering a range of supports for everyone working in the arts and creative sectors. *Safe to Create* is coordinated by the Irish Theatre Institute (ITI) in partnership with the Arts Council, Fís Éireann/Screen Ireland and Minding Creative Minds.

The website supports include: practical information, guidance, toolkits and templates for artists, arts workers and organisations regarding ‘Dignity at Work’ rights and responsibilities. A Code of Behaviour was developed to enable arts and creative organisations to fulfil their obligations. The Code of Behaviour is a special condition for organisations in receipt of Arts Council funding and is accessible on the ‘Safe to Create’ website, along with a register of organisations and individuals who have formally adopted and signed up to the code. Minding Creative Minds is a wellbeing and support programme which includes a free 24/7 dedicated phone line; confidential one-to-one counselling; and access to legal advice; *Safe to Create* also offers a range of online training including three mandated training courses on topics tackling bullying

and harassment, unconscious bias, and being an active bystander; as well as a range of in-person training, including Active Bystander workshops. In March 2024 Safe to Create launched Report + Support (now Inform to Transform), an anonymous reporting facility, where artists and arts workers can report incidents of harmful behaviours without identifying themselves or disclosing personal details. Yet, despite increased dialogue on the issue and an increased focus on building safe and inclusive workplaces, harmful behaviors remain widespread in the screen industries and disproportionately impact women.

A study of the unscripted UK television sector examines the underlying risk factors that contribute to high levels of bullying in the industry. The authors argue that despite a growing awareness of the prevalence of bad behaviours and some useful initiatives the problem will not be solved simply by identifying and exposing individual “bad apples” in the sector. They argue that bullying thrives in work environments “where certain structures, cultures and processes prevail” though the risks can be minimised by proactive management that sets “the cultural tone and expectations” of the workplace (van Raalte et al. 2023)

Anna Bull similarly argues that until there is a safe and respectful working environment in which all workers can expect to be afforded dignity and respect there can be no meaningful equality. In the recent *Safe to Speak Up? Tackling Sexual Harassment in the UK Film and Television* (2023) report Bull found that workplaces or settings where sexual harassment or violence took place were almost all described as being gender unequal, in different ways. She argues that harmful behaviours occur in the context of gender inequality within the industry, with women under-represented in senior positions, as well as in key creative roles internationally. Gender inequalities contribute to creating workplace cultures that support sexual harassment and violence to occur (2023 p.6).

Both studies would seem to support a continued and sustained drive for gender equality, diversity and inclusion. These findings give lie to the increasingly heard pronouncement that gender equality ‘has been done’. And both make the link between the presence of ‘harmful behaviours’ and unequal workplaces within an unequal industry.

In addition to the ethical and legal case for change there is also a business case to be considered. In 2019, the UK Film and TV Charity *Looking Glass Survey* revealed that 80% of respondents had experienced or witnessed bullying or harassment. Those who had experienced bullying were twice as likely to want to leave the industry and highly likely to have mental health problems. Other UK data suggests that workplace bullying and the organisational cultures that facilitate it play a role in skills gaps and personnel shortages as workers leave the industries. In Ireland, we face similar challenges. In order to grow and avail of emerging opportunities we need to increase capacity to meet future demand and that includes significantly increasing the size of the industry workforce (Fís Éireann, p. 5). However, the industry as it stands is gendered, primarily middle class and lacking in diversity. It is not family friendly which can lead to the loss of skilled crew (Raising Films Ireland, 2022). Research suggests that experiencing bullying and harassment can increase the likelihood that workers will leave thereby seriously impacting capacity and potentially resulting in a skills shortage.

In Ireland, research on harmful behaviours in the workplace, including the legal profession, medicine, education, the defence forces and the arts sector has identified a number of recurring themes. Harmful behaviours are widespread and intersect multiple sectors; they are gendered, with women more likely to be the targets of harassment, sexual harassment and sexual violence though bullying and harassment are also experienced by men. These behaviours are widely underreported and those who do report express frustration at a lack of consequence and accountability; there is often a power differential with perpetrators more likely to be in senior positions of authority. To date, there has been no research undertaken to investigate the Irish screen sector specifically, making this report timely. The experiences of Irish and Ireland-based screen workers themselves must be the starting point.

## Methodology: A Qualitative & Quantitative Approach

The Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industries was an anonymous survey, and the data collected is presented in this report in an aggregated form.

### Research Questions

The key questions in this study are these:

- To what extent are harmful behaviours negatively impacting screen workers' lives and careers?
- What is the level and frequency of harmful behaviours in the Irish screen industries in the last 2 years?
- What are the supports and structures that have been put in place to deal with harmful behaviours, and are they being accessed?
- Are workers in the Irish screen industries satisfied that enough has been done to safeguard them?

A body of robust evidence, quantitative and qualitative, is needed to interrogate and outline the experiences of those who work in the Irish screen industries.

## The Survey Design

The survey used both quantitative and qualitative questions to capture the following:

- Respondents' personal experience of bullying and harassment.
- A list of commonly reported types of harassment and bullying which the respondents were asked to pick from. This list included harmful experiences such as: bullying, harassment, exclusion, sexual harassment and humiliation, victimisation, assault and sexual assault.
- Survey questions enquired about the frequency of such incidents of bullying and harassment, the identity of the perpetrator/s of the harmful behaviours in terms of their gender, whether they are colleagues, managers, clients and the location where the incident took place i.e. in the office, on set, in work-related social events or online.
- The survey asked the respondents if they reported the incident(s) and if so, what action was taken. It also recorded to whom the victim spoke about these incidents i.e., friends and family or colleagues etc.
- The respondents were asked whether they have witnessed the bullying or harassment of co-workers in the workplace;
- As with earlier research, respondents were also asked about their knowledge of the organisation's policies on bullying and harassment.
- Demographic information recorded in the survey included: Gender, age, where the respondent lives, marital/civil status, ethnicity, disability, occupation, employment status, number of hours worked on an average day, the number of years the respondent has worked in the industry. These background questions provide a basis for investigating differences across various groups of respondents.
- The survey asked the respondents to record their experiences of harmful behaviours over the past two years. This time period was chosen due to the nature of work contracts and periodicity of work in the industries. This time period facilitates the analysis of current practices within the Irish screen industries.
- The survey data collected comprises a self-selected sample. This means that people were asked to participate in the survey and they could choose whether to participate or not.
- The Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industries was an online survey, generated by Survey Monkey and circulated via an email link to key stakeholders who circulated it to their members. The stakeholders include Animation Ireland, Raising Films Ireland, Screen Directors Guild, Screen Guilds of Ireland; Screen Ireland, Screen Producers Ireland; RTE, TG4, Women in Film and Television Ireland, Writers Guild of Ireland.
- The fieldwork of the survey ran from August the 21st 2023 until the 9th of October 2023.

## The Sample

A total of 320 respondents opened the survey. 26 people (8%) only completed the biographical section and a further 41 people (13%) only completed the biographical and satisfaction questions. These 67 respondents (21%) were excluded as they failed to provide any information on the main subject of the survey - the experiences of harmful behaviours. Therefore, the analysis presented below is based on a total sample of 253 respondents.

The data in this report is not derived from a representative sample and does not necessarily represent workers in the Irish screen industries. The decision to complete the survey may have been driven by an interest in the subject matter of the survey or the survey was particularly relevant to them. However, the responses that were provided and the analysis presented highlight some of the important issues facing the workers in the Irish screen industries who shared their experiences.

The survey therefore, will provide a source of rich data that will throw a light on the level and frequency of harmful behaviours in the Irish screen industries. The report will examine how these harmful behaviours are experienced by different groups of workers who work in multiple genres of production and in a range of industry roles.

## Limitations

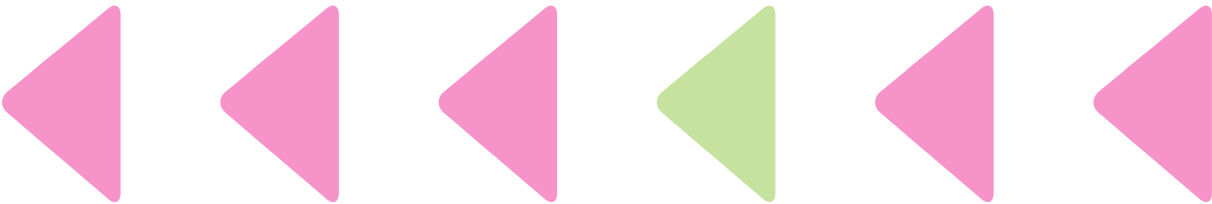
The low response rate from males working in the Irish screen industries limits our ability to generalize about their experience. Further research of this cohort of workers is required. The timing of our fieldwork at the end of August 2023, the end of the summer holidays, may have contributed to a low response rate. The sensitive subject matter of the survey might also have contributed to a low response rate.

## Research Methodology

The data analysis included quantitative and qualitative methods. The quantitative data was analysed using SPSS (the statistical package for the social sciences). The qualitative open comments and descriptive accounts of harmful behaviours were analysed and 'post coded' using the MAXQDA qualitative research software, which allowed us to identify and code the main themes in the descriptive accounts (these main themes are set out in the survey findings). MAXQDA facilitated us in reporting the experiences of harmful behaviours in an aggregated way through deductive 'post-coding'. This analysis permitted us to engage with these descriptive responses in a careful and considered way. The report will include a limited number of quotes from a sample of the respondents in order to illuminate the lived experience and bring into sharp relief the experiences of some individuals who are impacted by harmful behaviours.

# Data Protection & Privacy

Due to the personal and sensitive nature of this information, every effort has been made to protect this data and to uphold respondents' privacy. All named parties were redacted from the open comment questions. Any personally identifiable information was removed from the dataset. All the researchers agreed to protecting the privacy of the data set as well as the information therein by signing a non-disclosure agreement. The analysis of the data has been completed in a manner designed to protect the anonymity of respondents.





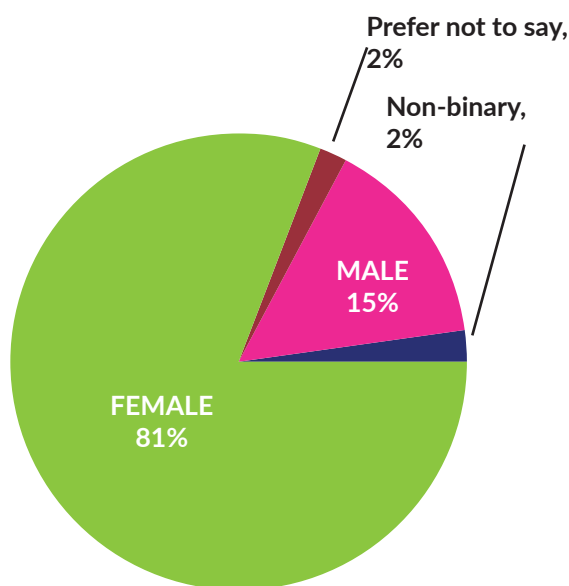
# Survey Findings & Recommendations

## Respondent Profile

The majority of the 253 respondents were female (81%) with male respondents forming a smaller percentage at 15% and non-binary at 2%.

Figure 1.1 Gender of Respondents

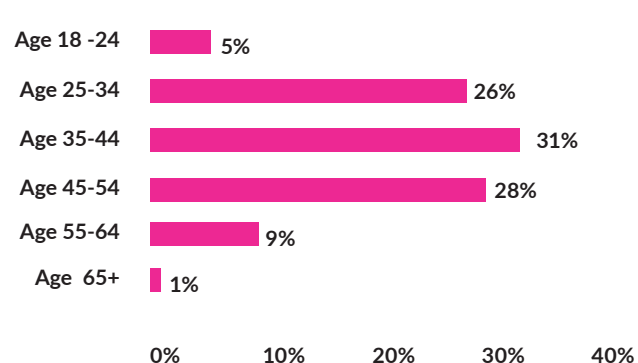
### Gender of Respondents (n=253)



Most respondents fell into three age categories ranging from 25-54 with majority in the 35-44 age bracket.

Figure 1.2 Age of Respondents

### Age of Respondents (n= 253)

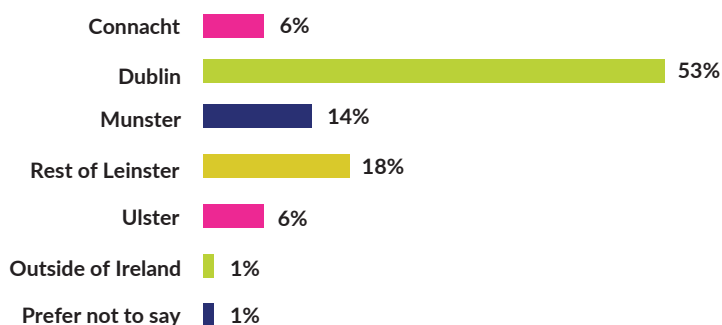


The vast majority of those who engaged with this survey identified as white Irish (89%) with a further 6% identifying as 'any other white background'. 'Other ethnic groups' (4%) came from a wide range of geographical location, we are not listing these in order to preserve anonymity. 7% of respondents identified as having a disability.

Most respondents lived in Dublin (53%) followed by Munster (14%).

Figure 1.3 Where the Respondents Live

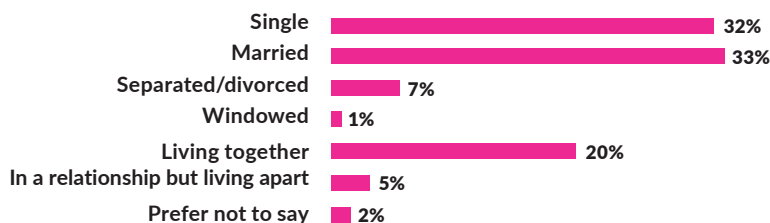
### Where the Respondent Lives (n=251)



Over half were either married or living together (53%) and 32% were single.

Figure 1.4 Marital/Civil Status

### Marital/Civil Status (n=235)

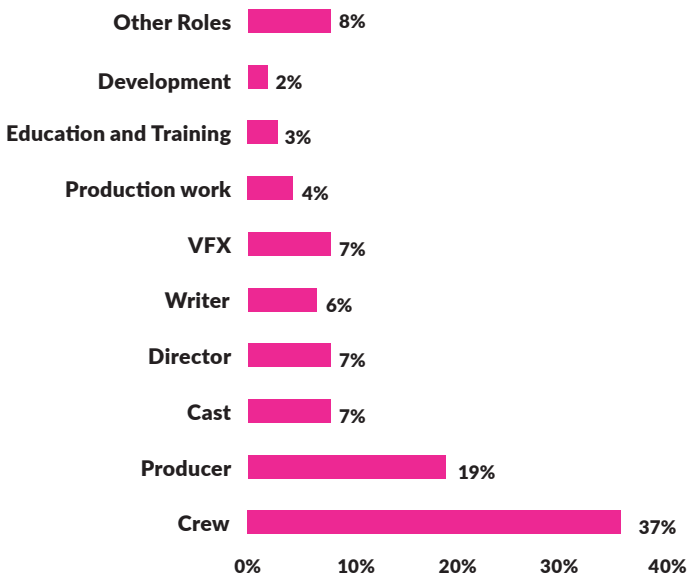


## Employment Details

While respondents work across the industry the majority are crew (37%) followed by producers (19%)<sup>2</sup>.

Figure 1.5 Current Work Roles in the Irish Screen Industries

### Current Work Roles (n=253)



Freelance/self-employed workers comprise 61% of respondents and their work is characterised by long days of 10 hours and upwards (52%).

Figure 1.6 Employment Status

### Employment Status (n=253)

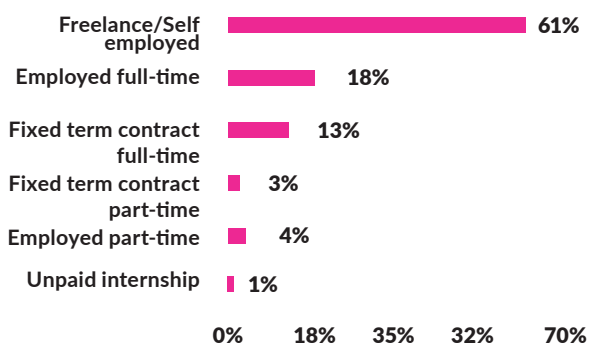
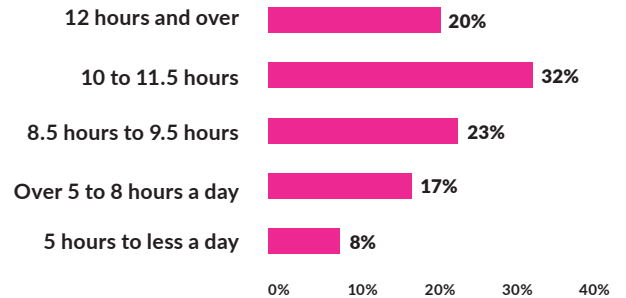


Figure 1.7 Average Hours Worked on a Normal Day

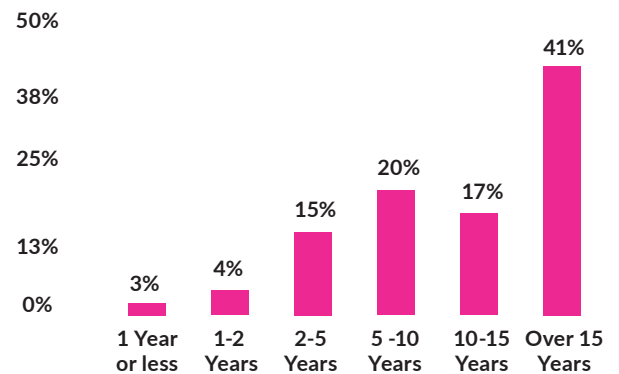
### Hours Worked on a Normal Day (n=253)



Over half the workers who completed this survey (58%) have worked in the industry for over 10 years.

Figure 1.8 Number of Years Worked in the Screen Industries

### Years Worked in Screen Industries (n=253)

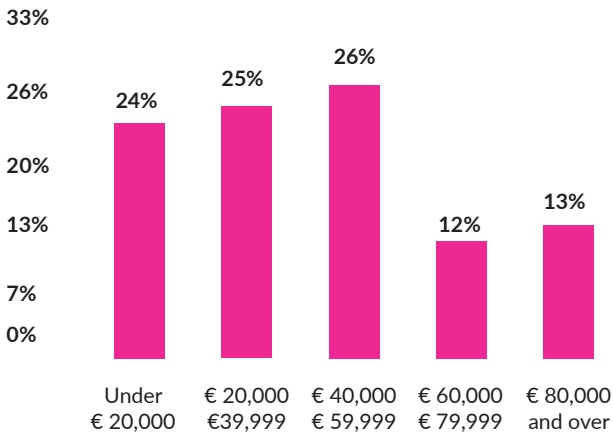


<sup>2</sup>Table A.1 in the Appendix gives the full list of occupations mentioned by the respondents.

49% earn under 40,000 gross per annum.

Figure 1.9 Annual Pre-Tax Earnings

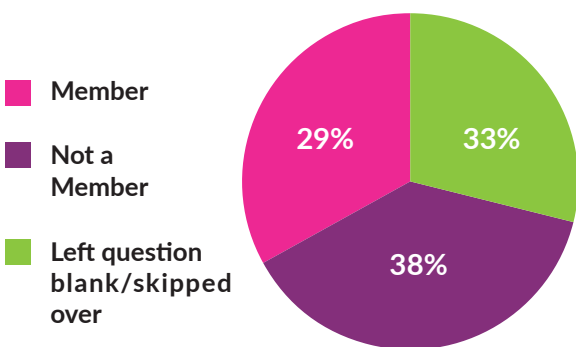
Annual Pre-Tax Earnings (n=253)



29% of the respondents reported that they were a member of a trade union. The majority belong to SIPTU (71%) followed by Actors Equity (19%).

Figure 1.10 Member of a Trade Union (n=253)

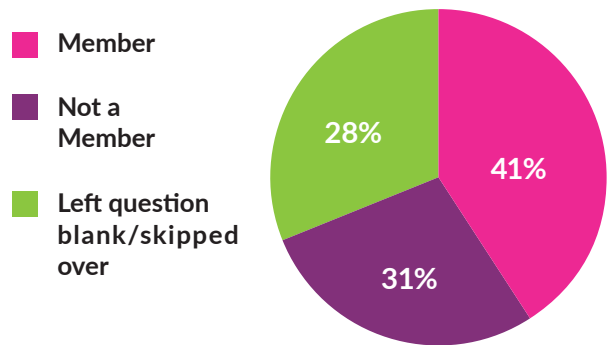
Member of a Trade Union (n=253)



41% said they were a member of a guild. The main guilds mentioned include: Screen Guilds of Ireland (33%), followed by the Writers Guild of Ireland (20%) and Screen Directors Guild (14%).

Figure 1.11 Member of a Guild

Member of a Guild (n=253)



A total of 27% said that they belonged to industry organisations, with Women in Film and Television Ireland the main industry organisation mentioned. Other Industry organisations include: IFTA, Dublin International Film Festival, Raising Films Ireland.

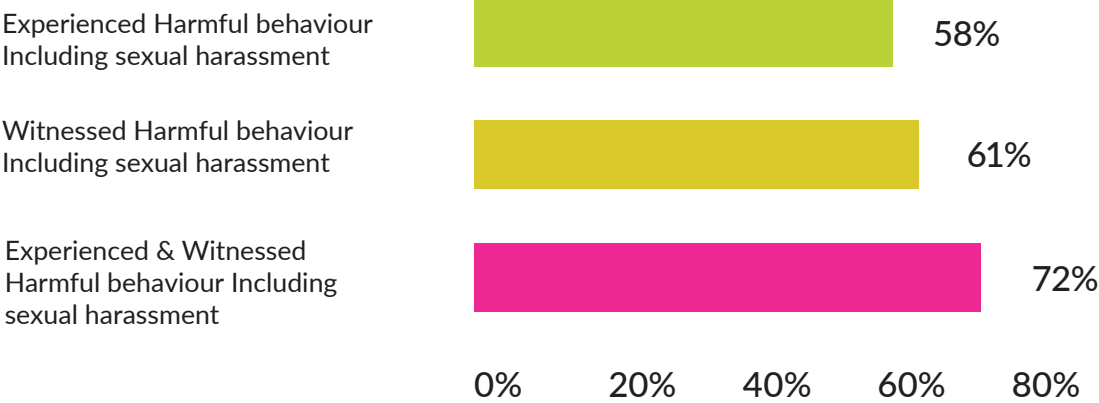
# Harmful Behaviours in the Workplace

## An Overview of Harmful Behaviours in the Irish Screen Industries

'Harmful behaviours' can include bullying, harassment, sexual harassment, violence and aggression. Figure 2.1 below gives an overview of the extent of harmful behaviours in the Irish screen industries. 72% of all the respondents who participated in this survey reported that they had either experienced and/or witnessed some form of inappropriate or harmful behaviours. 58% had experienced harmful behaviours in the past two years and 61% had witnessed harmful behaviours. Two occupational groups stand out with respect to experiencing and witnessing all types of harmful behaviours and these are: Crew (85%) and Producers (74%). The sections below will give more detailed analysis of the different experiences for each occupational group.

Figure 2.1 Experience of and Witness to Harmful Behaviours

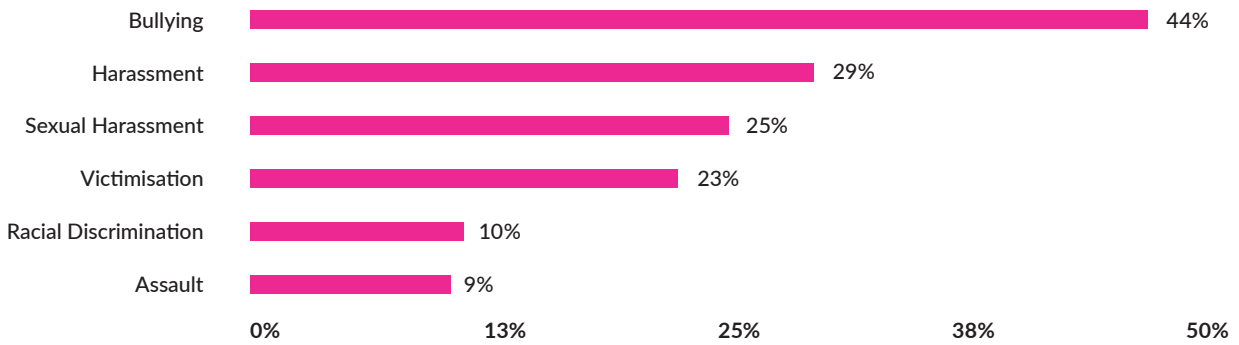
### Experience & Witness of Harmful Behaviour in the Workplace n=253



The types of harmful experiences identified by the respondents are listed in Figure 2.2 below. Top of the list is bullying and this is experienced by 44% of the respondents. This was followed by harassment (29%), sexual harassment (25%), victimisation (23%), racial discrimination (10%) and assault (9%).

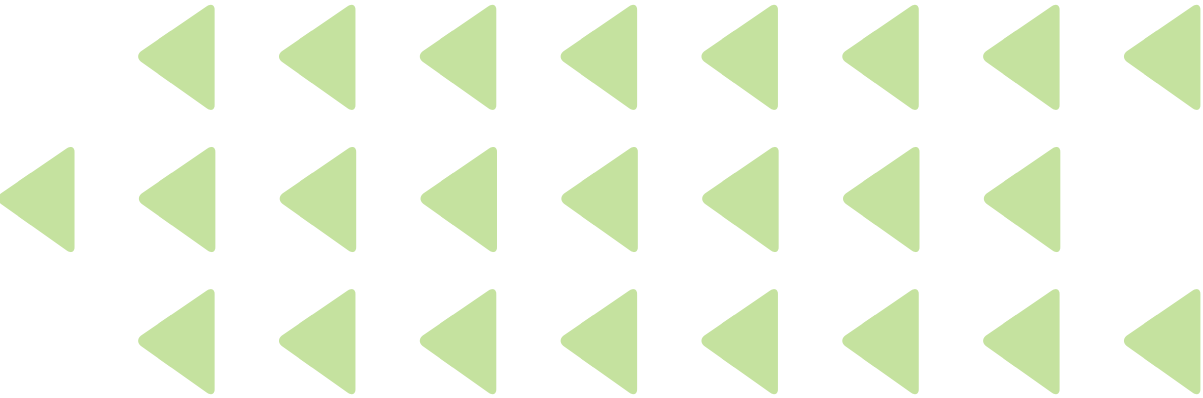
Figure 2.2 Types of Harmful Behaviours Experienced

### Types of Harmful Workplace Experiences n=253



Note: Percentages do not add to 100% as respondents could make multiple selections from the list of harmful behaviours and are counted for each selected category.

The analysis that follows will firstly focus on harmful behaviours excluding sexual harassment. As Bull observes, “there are specific dynamics to, and impacts of, sexual harassment and violence that can get lost when this issue is discussed alongside other forms of discrimination and harassment. (Bull 2023, p. 7). The second part will deal exclusively with sexual harassment.

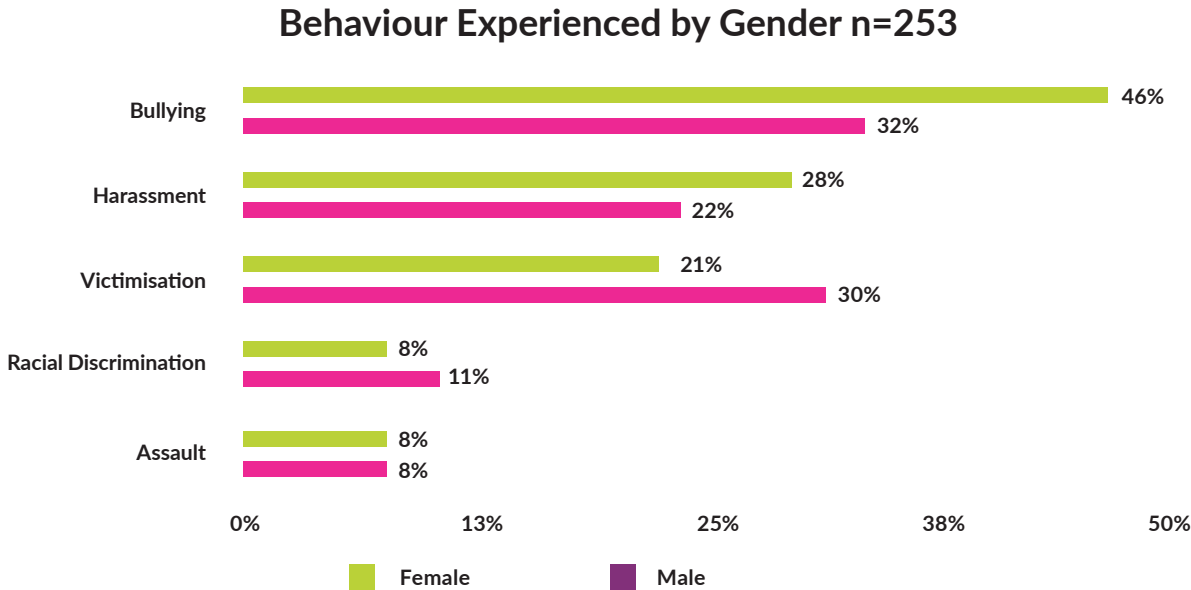


# Harmful Behaviours in the Workplace (Excluding Sexual Harassment)

## Types of Harmful Behaviours

Figure 2.3 below gives an overview of the gender differences in relation to the six different types of harmful behaviours. More women than men experienced bullying and harassment. More men than women experienced victimisation and racial discrimination.

Figure 2.3 Types of Harmful Behaviours Experienced by Gender



Note: Percentages do not add to 100% as respondents could make multiple selections from the list of harmful behaviours and are counted for each selected category.

We now give an overview of the extent of harmful behaviours, a profile of the respondents who have experienced them, where the incidents took place and who the perpetrators were.

# The Extent of Harmful Behaviours in the Workplace

Figure 2.4 below provides an overview of the extent of harmful behaviours, excluding sexual harassment, in the Irish screen industries. 54% of all the respondents who participated in this survey reported that they had experienced some form of inappropriate or harmful behaviours and 55% witnessed some form of inappropriate or harmful behaviours.

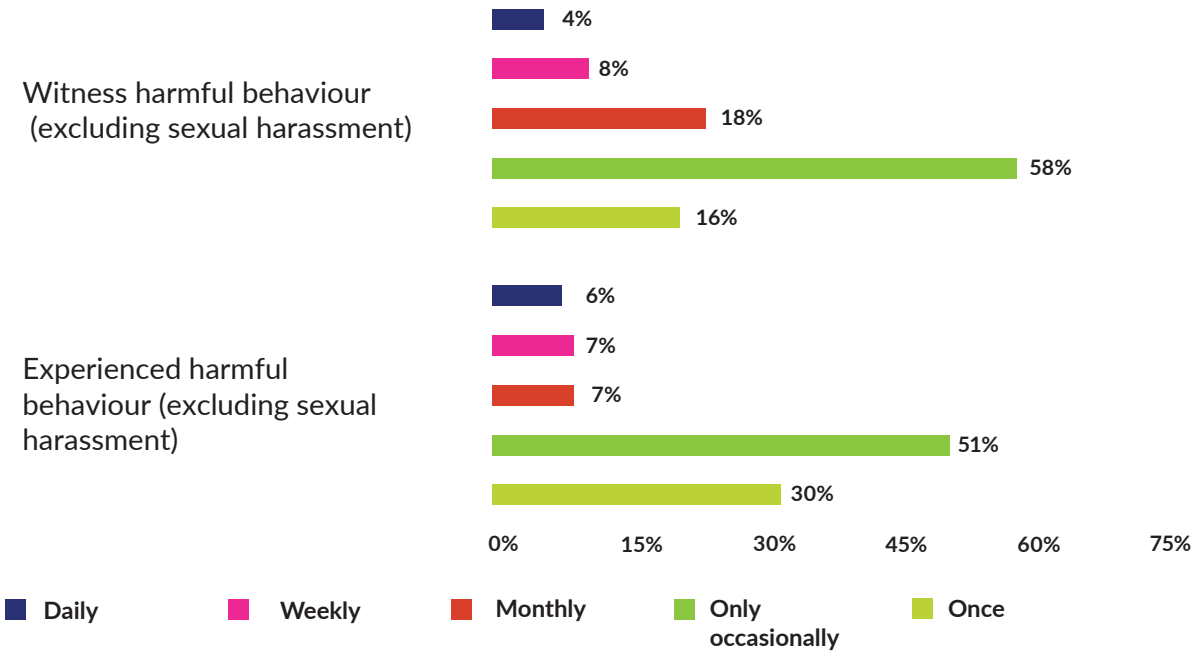
Figure 2.4 Have you Experienced or Witnessed Harmful Behaviours?

Yes, Experienced Harmful Behaviours (excluding Sexual Harassment)	54%
Yes, Witnessed Harmful Behaviours (excluding Sexual Harassment)	55%

Figure 2.5 below outlines how often the respondents have experienced and/or witnessed harmful behaviours. Over half (51%) have only occasionally experienced these types of behaviours and 30% have experienced it on just one occasion. However, 20% of the respondents have had repeated experiences: daily (6%), weekly (7%) or monthly (7%). For those who have witnessed these behaviours, 58% did so only occasionally, 30% repeatedly (daily (4%), weekly (8%) and monthly (18%).

Figure 2.5 The Frequency of Experiencing or Witnessing Harmful Behaviours

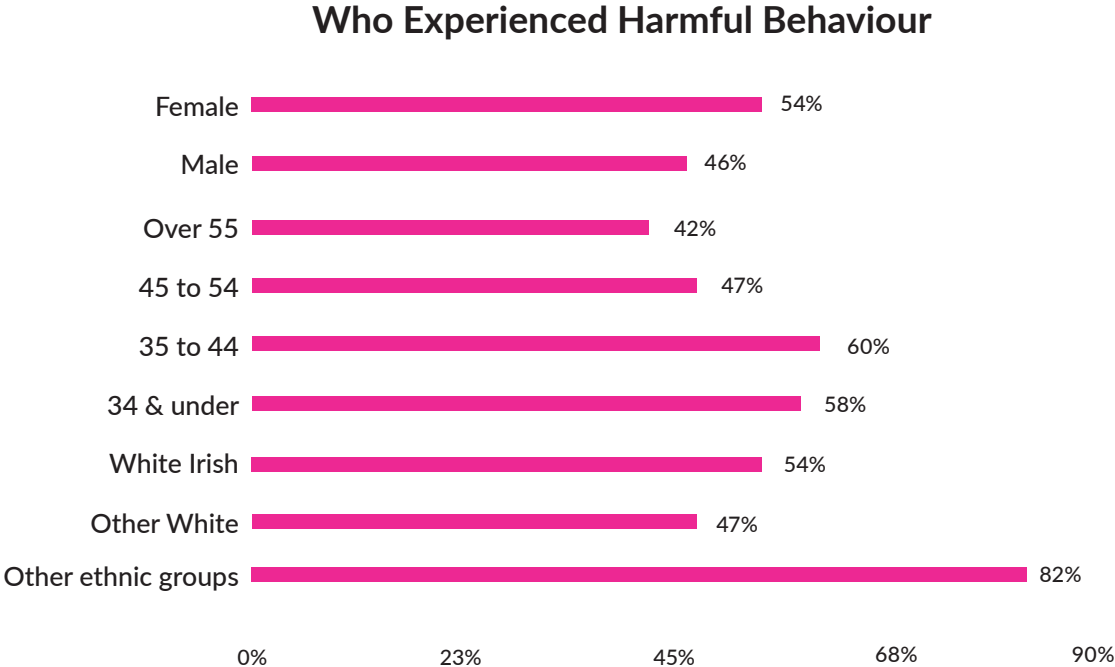
## How often Experienced or Witnessed Harmful Behaviour



# Who Has Experienced Harmful Behaviours (Excluding Sexual Harassment) in the Irish Screen Industries?

Figure 2.6 below gives the demographic profile of the respondents who have experienced harmful behaviours. Proportionally more females than males have experienced these behaviours. This tallies with the results of numerous studies such as the Federation of European Unions (2013), International Bar Association (2019) and the Irish *Speak Up: A Call for Change* survey (2021). In this survey, more female respondents than male experienced bullying and harassment whereas more males experienced victimisation<sup>3</sup>. Harmful behaviours peak in the middle age group (those aged between 35 years and 44 years). More of the youngest age group (those aged under 35) reported that they had experienced assault compared with the older age groups. Proportionately more 'white Irish' compared with 'other white people' experienced harmful behaviours. A very high percentage (82%) of the 'other ethnic groups' experienced harmful behaviours' (the number of respondents in this group in our sample is small (10 - 4%). A higher percentage of this group reported experiencing harassment, victimisation and racial discrimination compared with the other ethnic groups. This chimes with the some of the literature including Looking Glass 21 report (2021) which found that 39% of Black, Asian and minority ethnic respondents were subjected to racial harassment and discrimination in the UK in the previous year.

Figure 2.6 Percentage of Respondents in Each Group who Experienced Harmful Behaviours



<sup>3</sup>See table A.2 in the appendix which gives Age, Ethnic and Gender profile for each type of harmful behaviour.



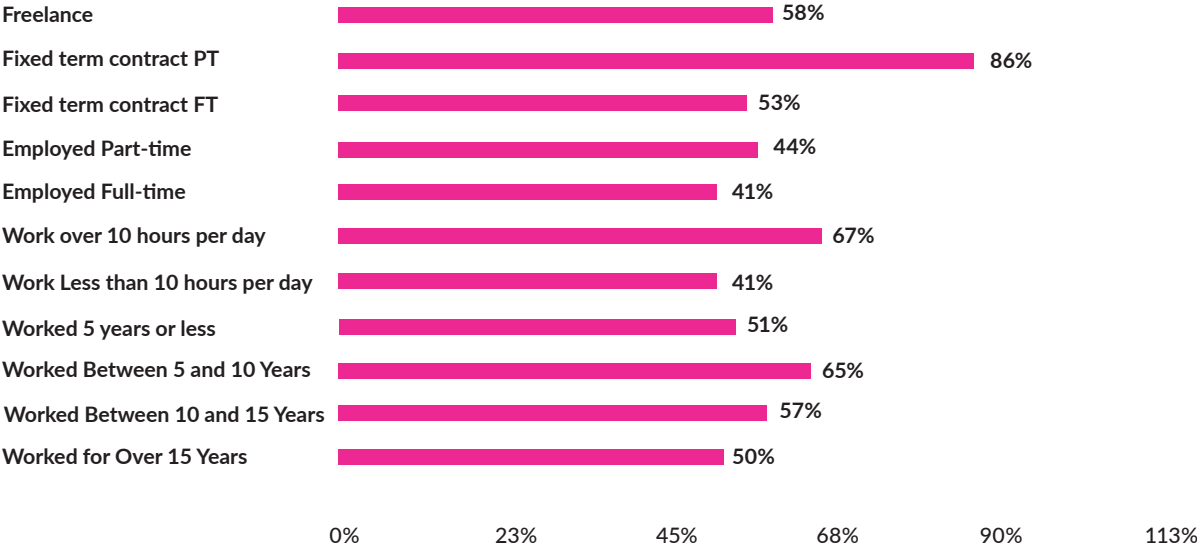
Figure 2.7 below outlines the employment characteristics (employment status, years worked in the industry and number of hours worked on an average day) of those who have experienced harmful behaviours. A higher percentage of those on contract or who work freelance compared with those who are employed have experienced harmful behaviours. For example, 58% of freelance workers compared with 41% of those employed experienced such behaviours. The two groups that had the highest experience of bullying were fixed term contract, part-time (57%) and freelance (49%)<sup>4</sup>. 57% of the fixed term (part-time) were the group with the highest experience of harassment. The same group had the highest experience of victimisation. Two groups stand out in terms of experiencing assault and they were on full-time contracts (9%) and freelancers (10%). It would appear that those in less secure employment and more vulnerable to job losses are more exposed to a range of harmful behaviours in the workplace.

Overall, more people who work over ten hours per day (67%) have experienced harmful behaviours compared with those who work less than ten hours (41%). This difference in experience between those who work 10 hours and more and those with less than 10 hours is replicated for all the different types of harmful behaviours.

The experience of harassment and victimisation tends to be evenly distributed across the different groups of years worked whereas bullying peaks in the 5 to 10 years worked group.

Figure 2.7 Employment Profile of the Respondents Who Experienced Harmful Behaviours

### Experienced by Employment Characteristics

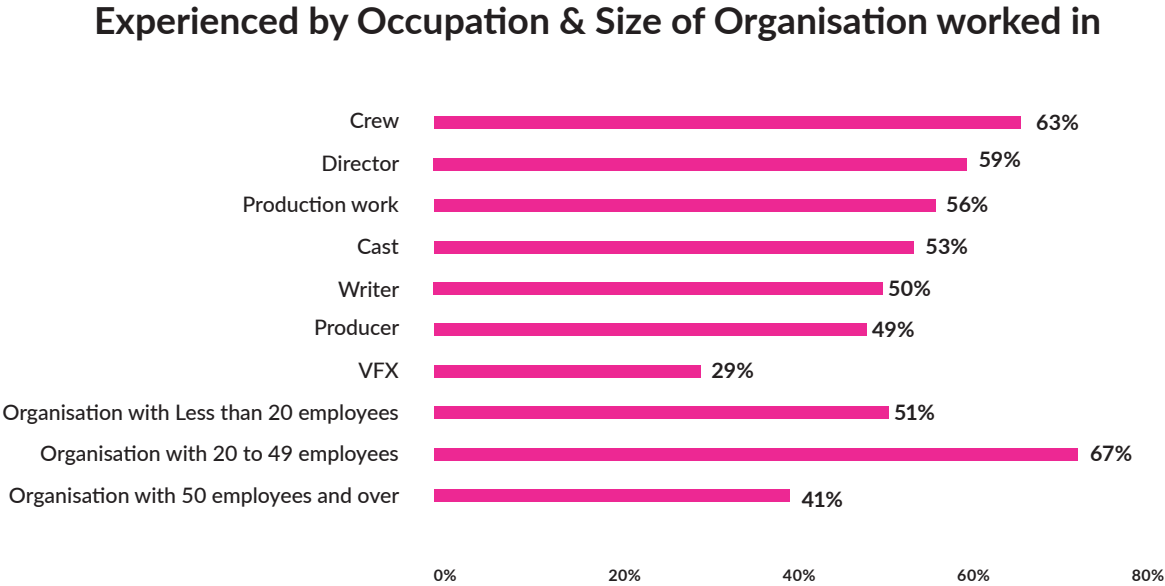


<sup>4</sup> Table A.2 in the Appendix gives the employment characteristics of the respondents who experienced the different types of harmful behaviour.

As can be seen in figure 2.8 below there are differences in the experience of harmful behaviours across the main occupational groups<sup>5</sup>. The sector that had the highest experience was crew (63%), directors (59%) production work (56%), cast (53%). The occupation with the lowest experience is VFX (29%). This pattern of experience across the occupational groups is replicated for those who experienced bullying. There are differences in this pattern for the other types of harmful behaviours. Three occupations reported the highest experience of assault, (crew 18%, director 18% and cast 13%). The occupations that had the highest experience of harassment were: writers (44%), directors (41%), crew (34%) and cast (29%). The principal occupations that reported they had experienced victimisation were: cast (35%), directors (35%), production work (33%) and crew (29%). The occupations with the highest experience of racial discrimination are: directors (29%), cast (18%).

Harmful behaviours are more prevalent in mid-size organisations (20 to 49 employees) compared with smaller and larger organisations. This pattern is replicated for those who experienced bullying and victimisation. There is no difference in the experience of assault across the different sizes of organisations. Harassment is experienced by proportionately more people in mid-size and small organisations compared with those in large organisations<sup>6</sup>.

Figure 2.8 Occupation and Size of Organisation of Those who Experienced Harmful Behaviours



<sup>5</sup>The following occupations were not included in the analysis due to the small numbers in each group: development, education and training and skills.

<sup>6</sup>See table A.3 in the appendix which charts the harmful experience by respondents' occupation and size of organisation.

Figure 3.9 below shows that respondents who are members of trade unions or guilds have experienced more harmful behaviours compared with those who are not members. Across all types of harmful behaviours proportionately more trade union members report experiencing them compared with non-trade union members. Higher reporting of harmful behaviours may be explained by a greater willingness by this group to call out those experiences. This is similar to the findings of the UK fair treatment study of 2011 which found that trade union members were more likely to report bullying<sup>7</sup>. For example, 53% of trade union members experience bullying compared with 35% for non-union members. There are similar results between members of guilds and non-members of guilds, with 45% of guild members experiencing bullying compared with 34% for non-guild members<sup>8</sup>.

Figure 2.9 Membership of Trade Union and or Guild of Those Who Experienced Harmful Behaviours



## Commonly Reported Incidents of Harmful Behaviours

Table 1 below documents the top ten commonly reported behaviours which negatively impact upon a person’s right to dignity at work. Top of the list, and mentioned by 60% of the respondents, is being treated in a disrespectful and rude way. Joint second, and mentioned by 43%, was being treated less favourably than colleagues and having their opinion ignored or belittled. This was followed by 42% of the respondents stating that they were given unmanageable workloads or impossible deadlines. At the bottom of the list, and mentioned by 17% of the respondents, was gossip or innuendo and rumours being spread about them.

<sup>7</sup>– cited by Hodgins, M., Pursell, L., Hogan, V., MacCurtain, S., Mannix-McNamara, P., & Lewis, D. O. (2017) Irish workplace behaviour study.

<sup>8</sup>See table A.3 in the appendix for a detailed look at the experience of harmful behaviours and membership of trade unions and guilds.

**Table 1: Top Ten Incidents of Harmful Behaviours Mentioned**

Top 10 Items Incidents of Harmful Behaviors Mentioned	
Being treated in a disrespectful or rude way	60%
Being treated less favourably than colleagues	43%
Having your opinions ignored or belittled	43%
Being given unmanageable workload or impossible deadlines	42%
Being shouted at or someone losing their temper with you	29%
Teasing, mocking sarcasm or jokes which go too far	28%
People excluding you or isolating you within the work sphere	24%
Someone excessively monitoring work/checking up on your work when it is not necessary	21%
Intimidating behaviour from people at work	20%
Gossip or innuendo and rumours being spread about you	17%

Note: Percentages do not add to 100% as respondents could make multiple selections from the list of harmful behaviours and are counted for each selected category.

More females than males mentioned the following: Being treated less favourably than colleagues; having your opinions ignored or belittled; people excluding you or isolating you within the work sphere; someone excessively monitoring work/checking up on your work when it is not necessary and intimidating behaviour from people at work. More males than females mentioned: being shouted at or someone losing their temper with you.

In addition to the gender differences there are differences across the occupational groups. Table 2 below sets out the occupational groups that mention each incident of harmful behaviour most frequently. The table highlights different combinations of harmful behaviours mentioned by the different occupational groups. Producers for example, mentioned: Having their opinions ignored or belittled and being shouted at. Directors on the other hand mentioned: exclusion, gossip and excessive monitoring. Some occupations have experienced more incidents than other occupations. For example, crew mentioned all ten items from the list whereas producers only mentioned four items.

**Table 2: Top Ten incidents of Harmful Behaviours Mentioned by Occupation**

Top 10 incidents of harmful behaviours mentioned	Occupational Group with highest number of mentions	Occupational Group with 2nd highest number of mentions	Occupational Group with 3rd highest number of mentions
Being treated in a disrespectful or rude way	Crew (70%)	VFX (67%)	Cast (59%)
Being treated less favourably than colleagues	Cast (65%)	Crew (45%)	Writer (44%)
Having your opinions ignored or belittled	Crew (45%)	Producer (45%)	VFX (44%)
Being given unmanageable workload or impossible deadlines	VFX (67%)	Crew (47%)	Writer (44%)
Being shouted at or someone losing their temper with you	Crew (44%)	Producer (29%)	VFX (28%)
Teasing, mocking sarcasm or jokes which go too far	Writer (38%)	Producer (33%)	Crew (32%)
People excluding you or isolating you within the work sphere	Cast (35%)	Crew (27%)	Director (24%)
Someone excessively monitoring work/checking up on your work when it is not necessary	Crew (27%)	Cast (18%)	Director (18%)
Intimidating behaviour from people at work	Crew (29%)	Producer (18%)	Cast (18%)
Gossip or innuendo and rumours being spread about you	Production (33%)	Director (24%)	Crew (21%)

## Respondents Descriptive Accounts of Harmful Behaviours

Harmful behaviours can include bullying, harassment, including sexual harassment, violence and aggression, racism, conflict or toxic workplace relationships and interactions. 93% of the 137 respondents who reported that they had experienced harmful behaviours gave a detailed account of their experiences. We are presenting these descriptive accounts and quotes from a sample of the respondents to illuminate the lived experience and bring into sharp relief the experiences of some individuals who are impacted by harmful behaviours. Confidentiality was an important ethical consideration. Where examples or quotes are used, the role or the area of the industry in which the respondent works is not included. Many of the categories listed above appear in the commentaries below such as undermining, belittlement, intimidation, bullying, victimisation and spreading rumours.

**Bullying**<sup>9</sup> Workplace bullying has been variously defined but includes actions or activities that “include specific negative behaviours aimed at an individual, which are persistent and escalating over time, and are perceived by the target to be intentional and deliberate, and against which they cannot defend themselves” (Hodgins and Mannix McNamara 2019, p, 2). A Canadian study identified verbal abuse, the undermining of work, and belittlement as forms of bullying (Lee and Brotheridge, 2007).

Of the total number of comments provided by respondents, 48 specifically mentioned bullying. The comments give graphic details of the types of bullying they have had to endure over the past two years. Bullying was perpetrated by people in power such as managers and also by co-workers. Respondents have been bullied into working unreasonable hours, they have been sidelined and humiliated in front of other staff members. The following is a sample of the respondents’ comments:

“I was bullied by my supervisor many times; all our team was having a hard time with this person. I decided to talk to her about it. After that time, it took me months to get a job again. It was a very difficult time for me”.

“Treated so badly by a producer on a project that I had to quit- repeated bullying by this person, abuse and humiliation and constant undermining of my role”.

## Undermining and Belittlement

The following comments indicate how such bullying manifests in Irish screen industries workplaces where workers have been undermined, humiliated and put down in front of other staff members.

“Being constantly undermined for being a woman. My opinion being overlooked, being talked over in meetings when I try to assert myself. Being accused of being hysterical or demanding when I ask for the basic needs of my job, eyerolling, cajoling, sexist remarks when I stand up for myself. Comments about my appearance are made on a daily basis. [...] the environment is extremely bad, especially on set where ‘male energy’ & ‘banter’ dominate. It never feels professional or safe.”

---

<sup>9</sup>See, Health and safety authority on bullying in the workplace - [https://www.hsa.ie/eng/workplace\\_health/bullying\\_at\\_work/](https://www.hsa.ie/eng/workplace_health/bullying_at_work/).

## Verbal abuse and threatening behaviour:

The following comments indicate the types of verbal abuse and threatening behaviour the respondents had to endure.

“

“Persistent passive aggressive comments and belittling by a person who knew they had the power to get you fired”.

“

“Threatening overtones by a crew member if I didn't acquiesce to their request. Being shouted at or verbally intimidated by a senior crew member”.

“

“There's a whole gamut of stuff - being shouted at & undermined in meetings, having your contributions ignored, having to listen to sexist jokes & comments, having your point of view dismissed as 'being difficult'. The list goes on”.

## Work Related Harmful Behaviours

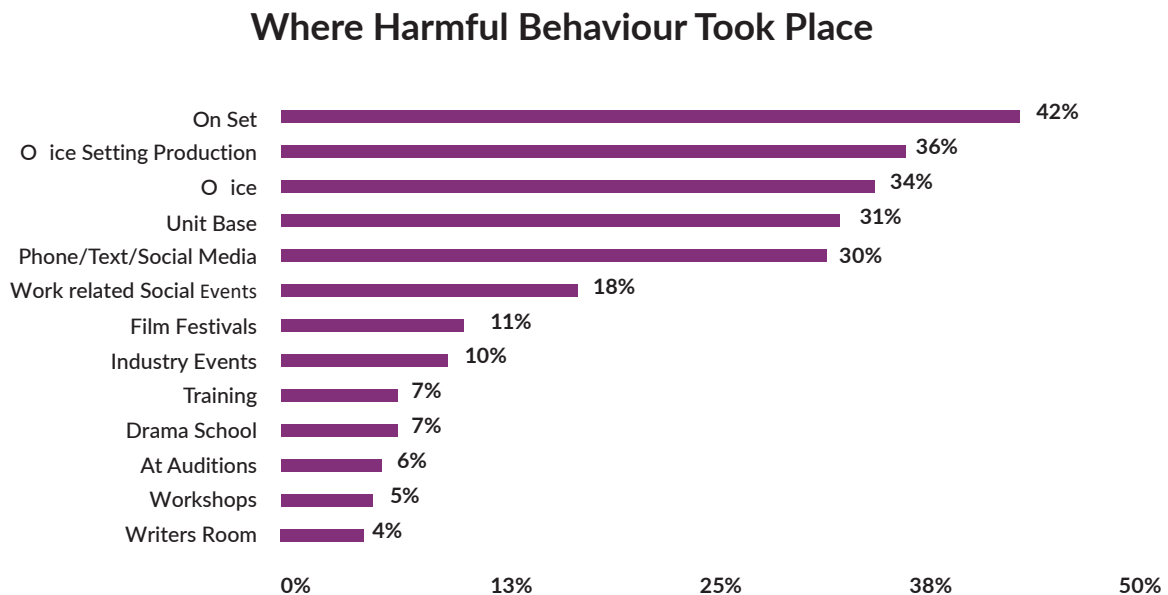
Work related harmful behaviours included being given unmanageable workloads, being treated less favorably compared with other colleagues, excessive monitoring of and persistent criticism of your work. Respondents reported being pressured into working extra or longer hours, working for no extra payment and doing work that is below their grade.

- “Told to do laborious tasks when I work at a managerial level, dismissed or overruled when logical solutions provided to problems”.
- “Expected to deliver an unattainable workload with unhealthy hours, being paid zero over time, having to use my own money and accounts without compensation. This is a result of the ever-increasing amount of productions that are greenlit with an unrealistic budget vs requirements”.
- “Production set impossible deadlines for us. I suffered a lot of stress which impacted my physical health. While facing ongoing health issues I was repeatedly harassed by production to do hours of unpaid overtime every day. I was being messaged constantly and being told that I needed to work harder despite the fact I was already working overtime every day. The tone of the messages was very aggressive”
- “One supervisor was hyper critical of everything and undermined my confidence at every step, things had to be done his way even if they were wrong or slower. We were treated as though we were incompetent without any chance...”
- Having to explain myself over and over again. Having to justify myself over and over again”.
- “...pitting me against other crew members in order to make us work faster -screaming at me in front of other crew for not doing my job fast enough - gaslighting me when I called out bad behaviour-shouting at me for not getting the take they wanted”.

## Where the Harmful Behaviours Took Place

The incidents of harmful behaviours took place in a wide range of settings as documented in figure 2.10 below. The top five places where harmful behaviours took place were as follows: On set (42%), in an office setting (36%), in the production office (34%), at the unit base (31%), by phone, text or social media (30%). For 18% of the respondents these behaviours took place at work-related social gatherings.

Figure 2.10: Where the Harmful Behaviours Took Place

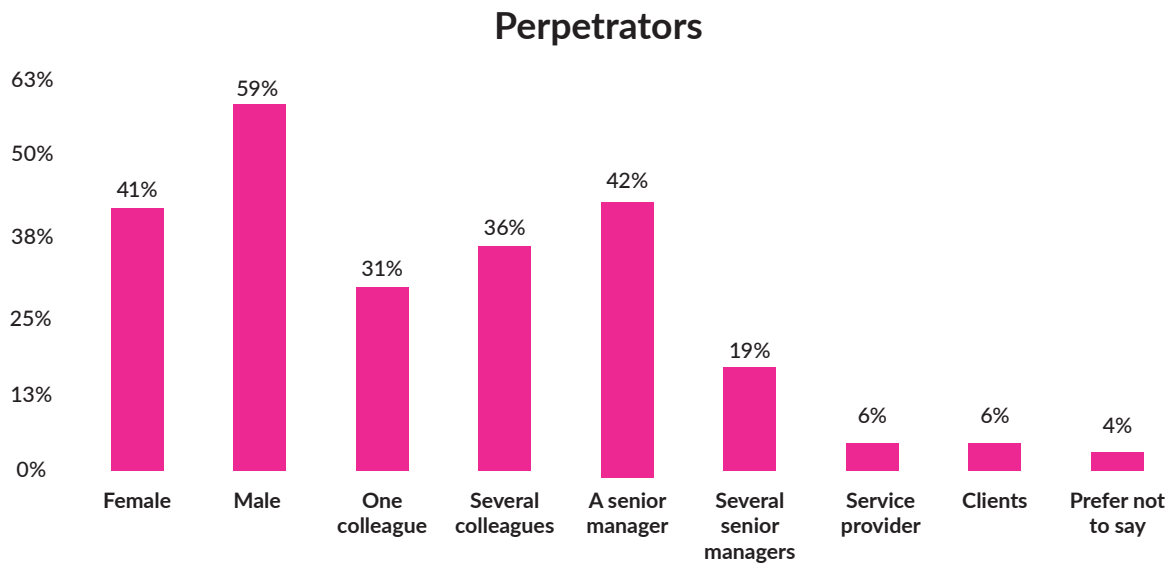


## The Perpetrators

The respondents gave us details about who the perpetrators were and these are listed in figure 2.11 below. 59% of the respondents indicated that the aggressor was male, while 41% indicated they were female. This indicates that instances of harmful behaviours are disproportionately perpetrated by men. Many of the perpetrators held positions of authority, with forty-two per cent identified as a senior manager. Thirty-one per cent reported that it was a single colleague and thirty-six per cent said it was several colleagues. Some four per cent of the respondents preferred not to identify the perpetrator. In the comments the respondents said they did not want to be identified themselves and some expressed a genuine fear of being identified.



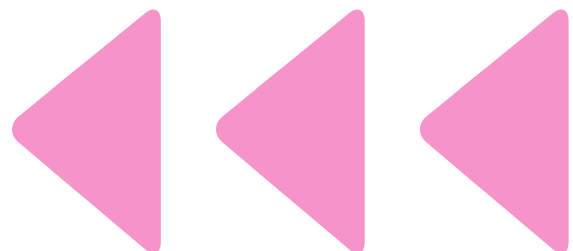
Figure 2.11 Perpetrators of Harmful Behaviours



Note: The percentages don't add up to 100% as the respondents could make multiple selections from the list of who the perpetrators were and are counted for each selected category.

## Impact of Harmful Behaviours (Excluding Sexual Harassment) on the Respondents

The next section of the survey investigated the consequences and impact of the harmful behaviours on the respondents. Table 3 below sets out the reported impact of these behaviours. The experience of harmful behaviours appears to have a significant negative impact on the respondents' morale (63%), confidence (57%) and mental health (48%). Nearly three quarters (73%) of the respondents reported that these experiences had a significant impact (41%) and moderate impact (32%) on their work relationships. The experience of harmful behaviours had the least impact on the quality of work and the physical health of the respondent.

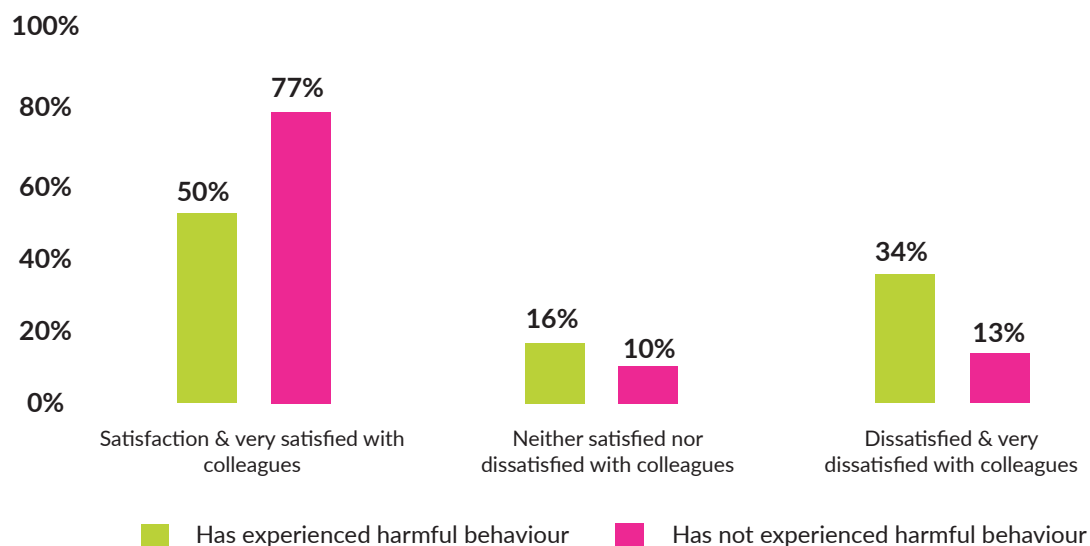


**Table 3: the Impact of the Harmful Behaviours on the Respondent**

n=115	Significant negative impact	Moderate negative impact	Minor negative impact	No Impact
Your mental health	48%	36%	14%	3%
Your physical health	21%	28%	21%	30%
The quality of your work	26%	29%	26%	20%
Your work relationship	41%	32%	21%	6%
Your Confidence	57%	24%	15%	5%
Your Morale	63%	25%	10%	2%

The respondents gave an assessment of their level of satisfaction with the respect shown to them by colleagues and managers. The results indicate a very high level of satisfaction with the respect shown to them. However, in line with the impact of harmful behaviours on workplace relations, the level of satisfaction drops for those who have experienced harmful behaviours. Figure 2.12 below shows that the level of satisfaction respondents had with the respect shown to them by colleagues has dropped from 77% to 50%. And the percentage of those dissatisfied and very dissatisfied with the respect shown by colleagues has increased.

**Figure 2.12: Satisfaction with Respect Shown to you by Colleagues by Whether You Have Experienced Harmful Behaviours or Not**



The impact on workplace relations of harmful behaviours also extends to the satisfaction the respondents have with the respect shown to them by managers. 17% of those who never experienced harmful behaviours reported that they were dissatisfied and very dissatisfied with the respect shown by managers. This compares with 36% of those who experienced harmful behaviours being dissatisfied and very dissatisfied.

The respondents mentioned the consequences for them as a result of their experience of harmful behaviours. 27% mentioned that they took time off work due to sickness or stress. 10% stated that they had to forego a promotion and 23% reported that they had lost their job or decided to quit or change jobs or sectors. Two separate female producers made the following comments:

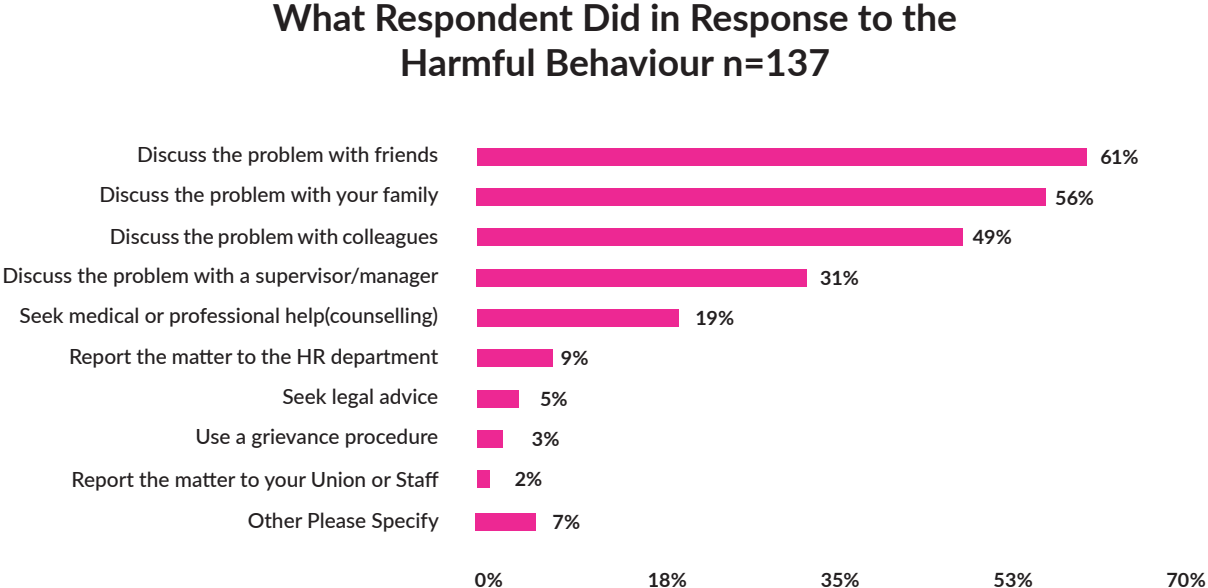


Other comments included respondents mentioning that they had to go to counselling and get therapy.

# What the Respondent Did in Response to the Bullying or Harassment

Figure 2.13 lists in rank order how the respondents reacted to the harmful behaviours. Top of the list, and selected by 61%, was they discussed the matter with a friend. This was followed by discussions with family (56%). Third on the list, and mentioned by just under half (49%) of the respondents, was discussions with colleagues. Most respondents who experienced and/or witnessed the harmful behaviours stated that they were not comfortable seeking support in a professional setting. Less than a third (31%) discussed the matter with a manager or supervisor. Some 19% sought medical or professional help such as counselling. Only 9% reported the matter to the HR department. However, in the other comments relating to this question the respondents mentioned that there was no HR department to report to. Very few (2%) reported the behaviours to their trade union or staff association.

Figure 2.13 What Respondents Did in Response to the Harmful Behaviours

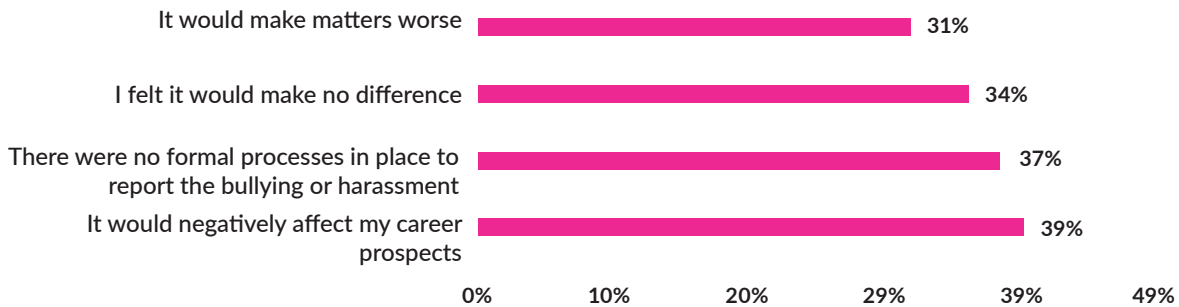


Note: The percentages don't add up to 100% as the respondents could make multiple selections from the list of possible responses and are counted for each selected category.

The respondents were asked whether they made a formal complaint about the harmful behaviours. 22% replied that they made a formal complaint, 63% said they did not make a complaint and 15% left this question blank. When asked why they did not make a complaint some 39% mentioned that they were worried that to do so would negatively impact their career (see figure 2.14 below). A striking number (37%) reported that there was no formal process in place to report the behaviours. A third said it would make no difference and, finally, 31% mentioned that it would make matters worse. Similar findings have emerged in numerous reports which identify chronic underreporting and weak or negligible official responses.

Figure 2.14 Why Respondents Did Not Report the Harmful Behaviours

### Why the Respondent Did Not Report the Harmful Behaviour n=137



Note: The percentages don't add up to 100% as the respondents could make multiple selections from the list of possible responses and are counted for each selected category.

17% of the respondents replied 'other' and a variety of answers were given including: they dealt with the matter themselves, the respondent spoke informally to their supervisor and another respondent was advised not to report it. A female who has worked in the industry for between 5 and 10 years described how "a lot of the time, standing up for yourself (as a woman) equates to being 'difficult' and 'a problem to work with'. So, most things go unreported, and unresolved". A crew person who has been in the industry between 5 and 10 years believes "there's a culture of not wanting to rock the boat especially if behaviours are seen as minor". This echoes Bull's observations that in the UK "workplace responses [...] frequently minimised this behaviour and failed to take it seriously" (2023, p. 46).

The respondents who said that they made a formal complaint were asked to give details of who they reported the behaviours to and how the matter was dealt with. The majority of the respondents who made a formal complaint contacted their producer or their manager/company management. A majority of those who made a formal complaint stated that the complaint was not dealt with or was poorly dealt with. In a number of cases the perpetrator was warned about their harmful behaviours by management. The following is a sample of the comments from respondents about how the harmful behaviours was dealt with:

"Dealt with, great support by my producers".

"The person was spoken to but they resumed their bullying behaviour".

"Not dealt with, just noted"

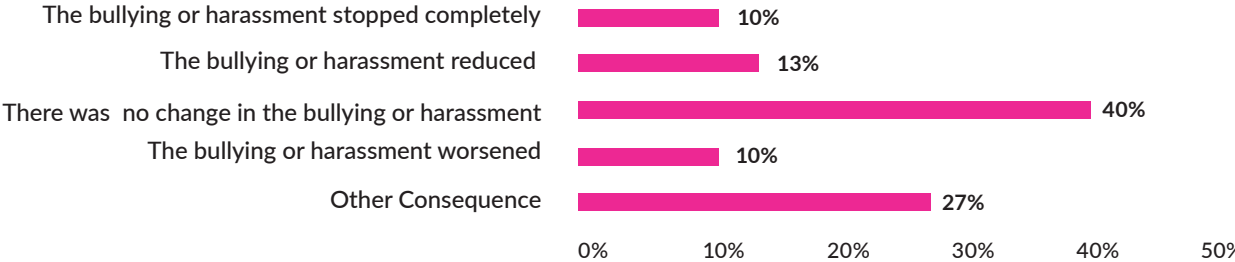
"We were not kept informed of how the company dealt with the complaints. As far as I'm aware, the complaints were never presented to the bully".

"Management evaded line manager's call to arbitrate and emailed me to get on with the job"

Figure 2.15 below charts the changes in the harmful behaviours after the respondents reported it. For a sizeable percentage (40%) of the respondents there was no change in the harmful behaviours. 10% reported that the behaviours stopped completely and a further 13% said that the harmful behaviours had reduced. In 10% of the cases the respondents reported that the behaviours had worsened. 27% mentioned that there were other consequences as a result of reporting the behaviours. These other consequences include respondents quitting their jobs or not getting hired. A female crew recalls “I quit the job to get away from it all, because I’d had enough of how I was being treated”. Another consequence was a change in the type of bullying/harassment and in one case the harmful behaviours worsened and became pervasive for the person. Another respondent reported that the behaviour “changed from a verbal attack to silent hostility.”

Figure 2.15 Changes in the Harmful Behaviours after Reporting it

**Changes in the Harmful Behaviour after Reporting it n=62**



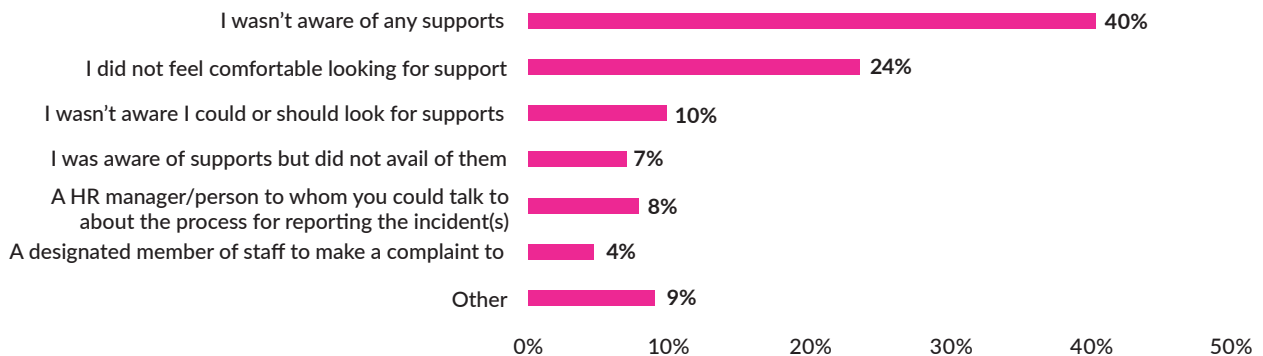
The respondents documented the types of supports that were available to them as they dealt with the harmful behaviours and these are set out in figure 2.16 below. Some 40% reported that they were not aware of any supports<sup>10</sup>. Nearly a quarter (24%) did not feel comfortable looking for support. 10% were not aware that they could or should look for support. Only 4% mentioned that there was a designated member of staff to make a complaint to. 8% of the respondents mentioned that there was a HR person that they could talk to. Other comments made by the respondents include there being limited or no supports available to them. A person who has worked in a number of roles in the industry recalled that “there were supports on paper, but I was denied access to the in-house ones and asking for them made it worse immediately and since”. A female who works as a cast member mentioned that “the situation differs from job to job so it’s not always a clear path”.

The overall impact of harmful behaviours is best summarised by this respondent who stated: “Most people in the industry are brilliant that I’ve met, but the toxic and abusive behaviours of a few can scar”.

<sup>10</sup>This is similar to the experience in the 2021 *Speak Up* survey of the Arts sector, where 35% reported that they were unaware of any supports.

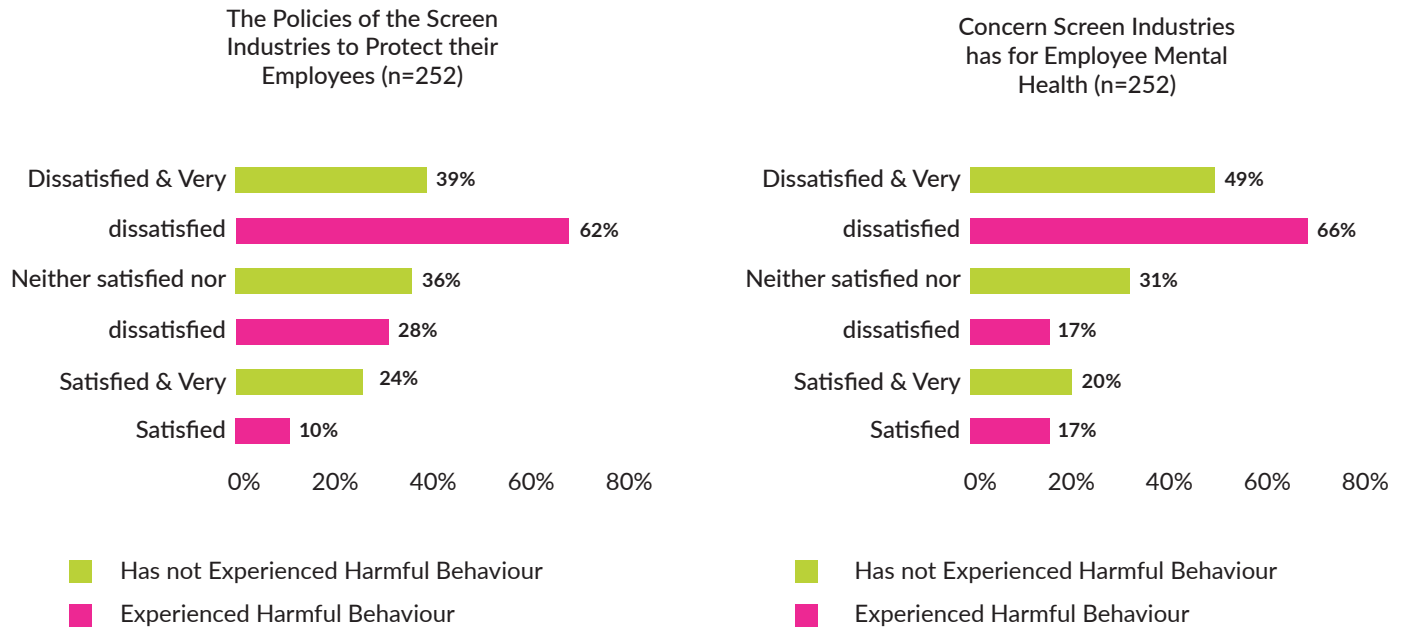
Figure 2.16 Supports Available to the Respondents to Deal with the Harmful Behaviours

### Available Supports n=137



The survey asked the respondents to record their level of satisfaction with the supports the screen industries have to protect their employees and the concern the industries have for the mental health of their employees. There are significant differences in satisfaction between those who have experienced harmful behaviours and those who haven't. 62% of those who experienced harmful behaviours are dissatisfied with the industry's supports to protect their employees compared with 40% of those who have not experienced these behaviours, see figure 2.17 below. 66% of those who experienced harmful behaviours are dissatisfied with the industry's mental health supports compared with 49% of those who have not experienced these behaviours, see figure 2.17 below. This is also noteworthy given that 48% of the respondents reported that the harmful behaviours had a significant impact on their mental health (see table 3 above). The lack of awareness, on the part of those who experienced harmful behaviours, of the available supports, coupled with feeling uncomfortable looking for support, might well be reflected in the level of satisfaction these interviewees had with the policies the screen industries have in place to protect their employees as outlined above. This might also be reflected in the level of satisfaction the respondents have with the concern the Irish screen industries have for the mental health of their employees.

**Figure 2.17 Satisfaction with Policies to Protect Employees and Concern for Mental Health of Employees**





## Experience of Sexual Harassment in the Workplace

The survey asked the respondents to record their experiences of sexual harassment in the Irish screen industries. Sexual harassment has been defined by the Council of Europe as “any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment”<sup>11</sup>

This section gives a detailed analysis of respondents’ experiences.

### The Extent of Sexual Harassment in the Workplace

Sixty-three respondents, or 25% of the total sample, reported that they had experienced sexual harassment in the Irish screen industries and 27% had witnessed these harmful behaviours. The vast majority of those who experienced sexual harassment (98%) were female. 60% of the respondents indicated that the aggressor was male and 2% indicated they were female. Interestingly, a significant number did not include any information about the perpetrator at all, arguably to prevent any possibility of identification. The disproportionate impact on women is mirrored in the findings of both Irish and international studies. A significant percentage of the respondents who experienced sexual harassment (87%) also experienced harmful behaviours, which includes violence, bullying and aggression. This points to a cohort of respondents, primarily women, who are targeted for abusive treatment. Sexual harassment can also include more physical abuse, as a number of respondents’ recount.

The findings of this report mirror those uncovered in the *Speak Up: A Call for Change* report, and many others in which women were found to be more likely to experience sexual harassment than male respondents. We found that sexual harassment has been experienced once or occasionally by 87% of the respondents. The remainder (13%) had experienced sexual harassment repeatedly, that is on a monthly or weekly basis. The UK *Safe to Speak Up* report cautions that about one in ten who experience harmful behaviours have left, or are considering leaving, the profession. “As with similar findings regarding bullying, these statistics are troubling and demonstrate the urgent need for the profession to address sexual harassment” (Bull 2023 p. 66).

### Who has Experienced Sexual Harassment in the Irish Screen Industries?

Figure 2.18 documents the percentage of each demographic group that has experienced sexual harassment. 26% of the total female sample have experienced sexual harassment. Larger percentages of younger respondents reported sexual harassment compared with the older cohorts with, for example, 35% of those aged 34 and under compared with 18% of those aged 45 to 54. Twice as many ‘other white’ respondents (47%) compared with ‘white Irish’ (23%) experienced sexual harassment.

---

<sup>11</sup><https://www.coe.int/en/web/conventions/full-list/-/conventions/rms/090000168008482e>

Figure 2.18 Demographic Profile of Respondents who Experienced Sexual Harassment

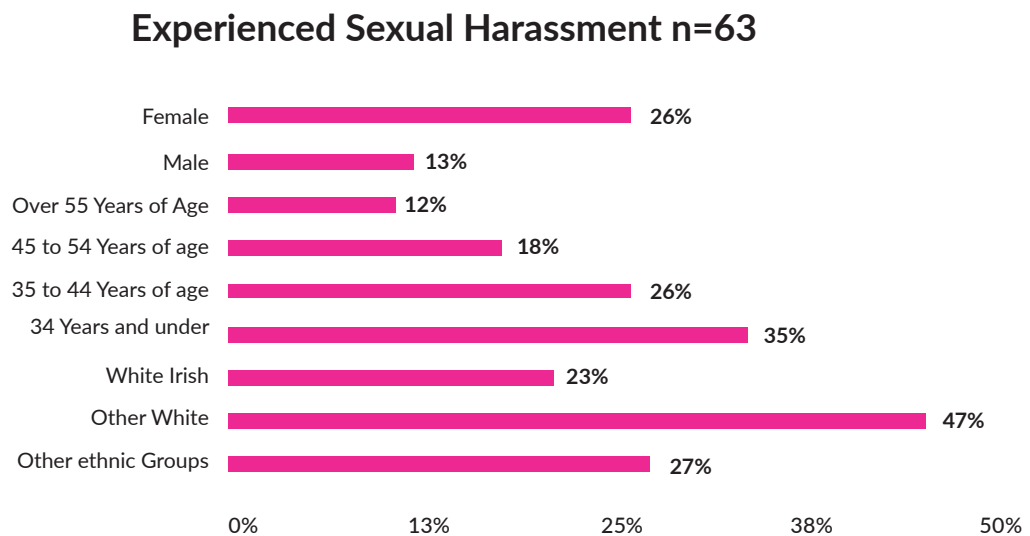


Figure 2.19 reports the percentage of respondents who experienced sexual harassment in each employment group. The results indicate that sexual harassment is more prevalent for those who work freelance (28%), are on full-time fixed contracts (27%) and full-time employees (17%) compared with those who are employed part-time (11%). The results indicate that proportionately more people who have worked five years or less in the industries have experienced sexual harassment compared with those who have over fifteen years work experience in the industries.

Figure 2.19 Employment Profile of the Respondents who Experienced Sexual Harassment

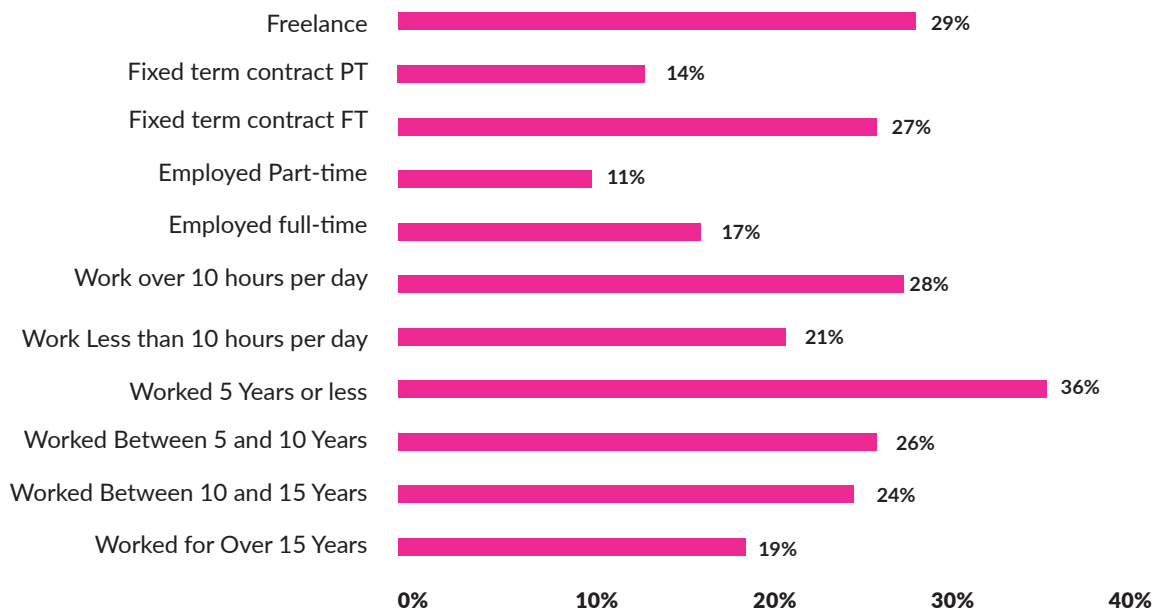
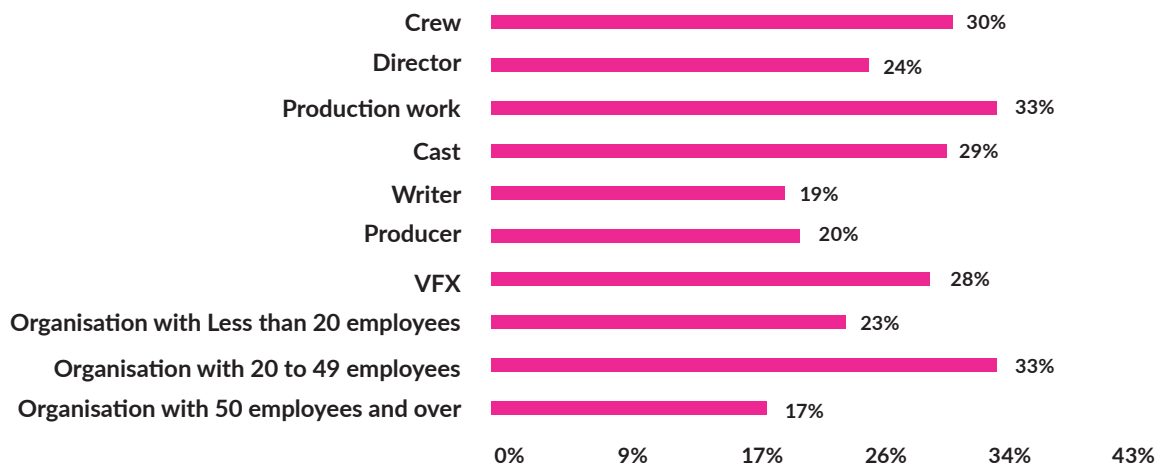


Figure 2.20 records the percentage of respondents in each occupational group who have experienced sexual harassment. The majority of occupational groups reported experienced sexual harassment. Over a quarter of those employed in the following occupations experienced sexual harassment: production work (33%), crew (30%), cast (29%), VFX (28%). A third (33%) of those employed in organisations with between twenty to forty- nine employees reported experiencing sexual harassment.

**Figure 2.20 Occupation and Size of Organisation of Those who Experienced Sexual Harassment**



## Commonly Reported Types of Sexual Harassment

Table 4 below documents the types of sexual harassment mentioned by the respondents. Sexist comments top the list of the types of sexual harassment cited. Some 90% of the producers who had experienced sexual harassment mentioned experiencing this type of behaviour. The second group with a high percentage who mentioned sexual comments was crew (61%). Being looked at in an inappropriate way that made you feel uncomfortable was mentioned by 59% and was second on the list. All of the cast members who experienced sexual harassment mentioned this category. 80% of the producers and 46% of those working as crew mentioned this form of sexual harassment. Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate touching or feeling, was mentioned by nearly half (43%) of the respondents who reported they had experienced sexual harassment in the last two years. A higher percentage of crew (54%) compared with other occupational groups mentioned experiencing this type of sexual harassment.

Table 4: Types of Sexual Harassment Mentioned

Types of Sexual Harassment Mentioned (n=63)	Total sample
Sexist comments, including inappropriate humour or jokes about sex or gender	68%
Being looked at in an inappropriate manner which made you feel uncomfortable	59%
Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate touching or feeling	43%
Sexual propositions, invitations or other pressure for sex	14%
Being the subject of sexist behaviour on work WhatsApp groups	13%
Implicit or explicit demands for sexual favours in exchange for employment or promotion	6%
Seriously inappropriate physical contact, for example kissing, fondling or groping	6%
Physical assault of a sexual nature	3%

Note: The percentages don't add up to 100% as the respondents could make multiple selections from the list of who the perpetrators were and are counted for each selected category.

The comments below, provided by the respondents, paint a vivid picture of the varying degrees of sexual harassment experienced in the Irish screen industries in the two-year period being researched. It is clear from accounts how the impact of sexual harassment can negatively impact a person's dignity at work.

A sample from respondents' comments is included below:

"Repetitive, daily comments on my appearance & clothing. Sexual innuendos made, often whilst I am the only woman in the room".

"He comes into my office and loiters at the door staring at me when I work sometimes and then just leaves when I do not acknowledge him".

“Touched inappropriately by a crew member when stuck alone with them.... rude remarks about my sexuality and doubts that I can do certain tasks as well as somebody who is straight.”

“I was sexually harassed online by a crew member for over 6 months. This occurred when I was freelancing. [...] I have spoken to two different female crew members working freelance in different department [...] this exact thing has happened to them by the same person”.

The disproportionate impact on women is mirrored in the findings of both Irish and international studies. A significant percentage of the respondents who experienced sexual harassment (87%) also experienced harmful behaviours, which include violence, bullying and aggression. This points to a cohort of respondents, primarily women, who are targeted for abusive treatment, as illustrated by the following quote from a female respondent.

“Harassment via comments/attempts at belittling due to age. Sexual harassment such as repeated references to appearance or ‘sexy’ outfit (at premieres or awards ceremonies).”

Other items mentioned were seriously inappropriate physical contact, for example kissing, fondling or groping mentioned by 6% and physical assault of a sexual nature experienced by 3% of respondents.

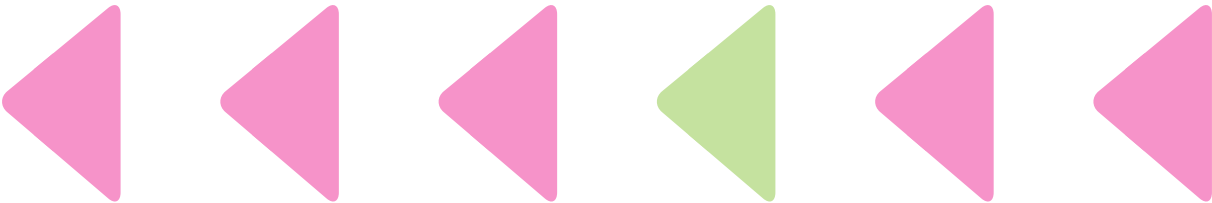
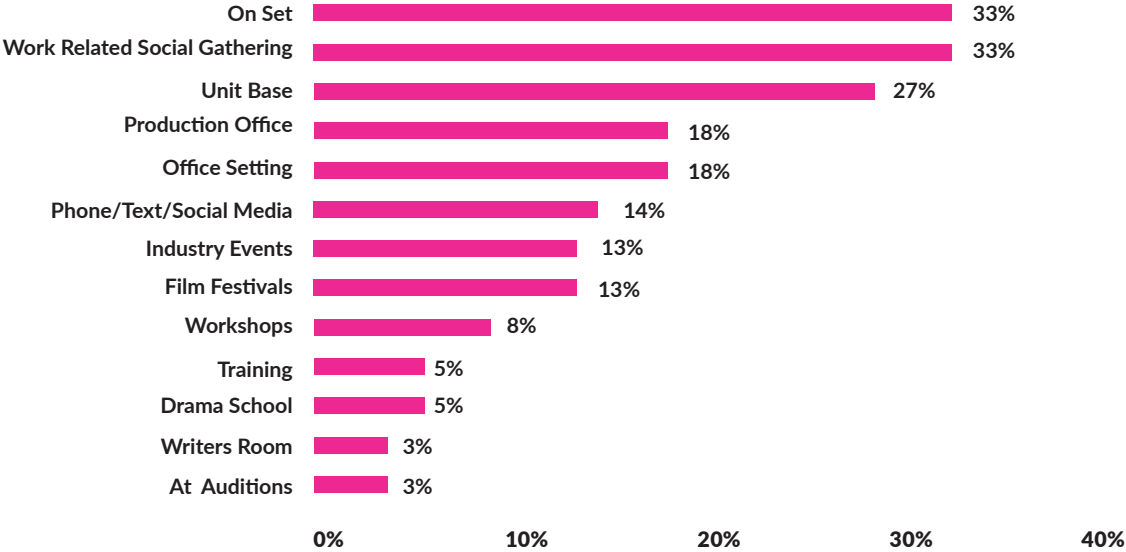
“I was repeatedly harassed, groped, pestered (why won’t you kiss me), grabbed by the face and tried to kiss me by a working actor. I was sexually harassed and bothered by another who I realise now had been grooming me for the night, buying me drinks, following me around, again, trying to kiss me ....”.

# Where the Sexual Harassment Took Place

The incidents of sexual harassment occurred in a wide range of settings as documented in figure 2.21 below. The top five places mentioned were as follows: on set (33%), at a work-related social gathering (33%), at the unit base (27%), in an office setting (18%), in the production office (18%). By phone, text or social media was mentioned by 14% of the respondents.

Figure 2.21: Where the Sexual Harassment Took Place

## Where the Sexual Harassment Took Place n=63



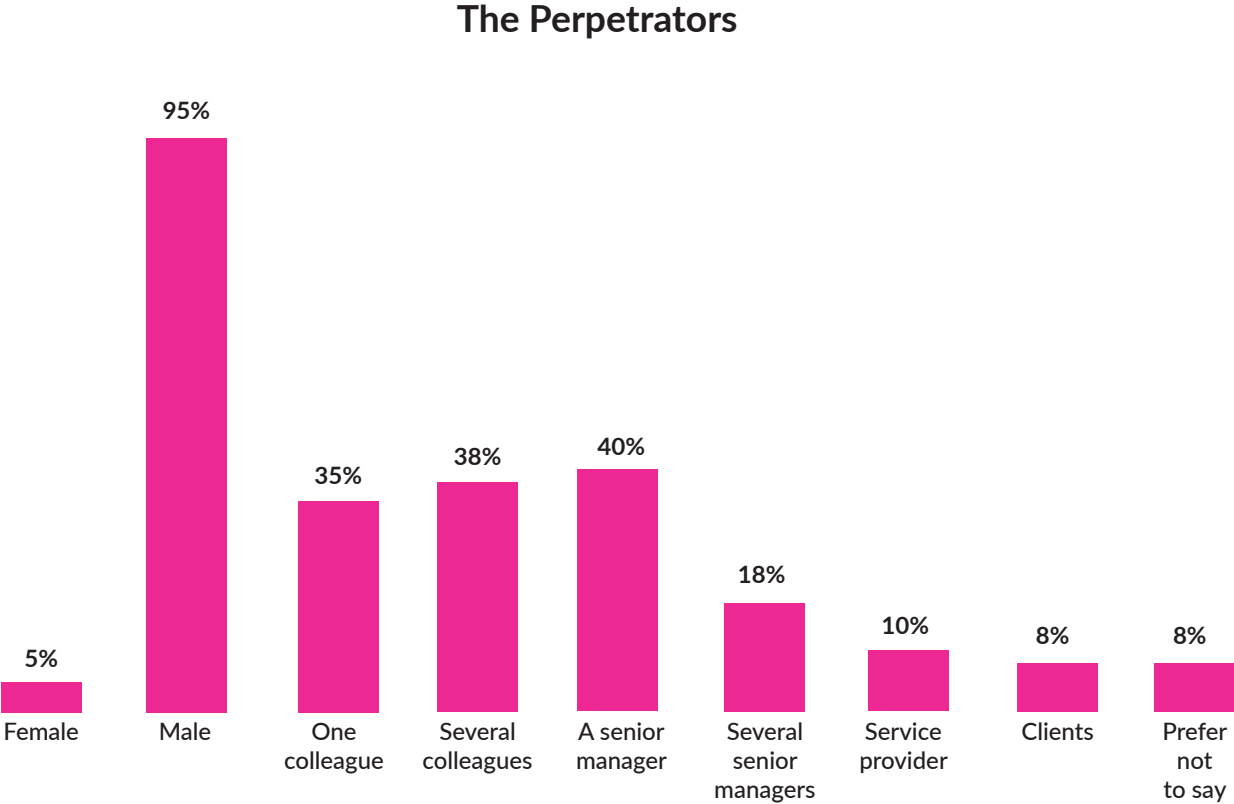
# The Perpetrators

The respondents gave details about who the perpetrators were and these are listed in figure 2.22 below. 95% of the respondents indicated that the aggressor was male, while 5% indicated they were female. This indicates that instances of harmful behaviours were disproportionately perpetrated by men. The findings support a CSO report (May 2023) showing that just over four out of every five victims (83%) of reported incidents of sexual offences were female, continuing a similar pattern from 2019-2021.<sup>12</sup>

Note that 23 of the 63 (38%) who reported that they had experienced sexual harassment left this question blank. This is suggestive of a cohort of respondents who did not want to identify the perpetrator. This is supported by the comments of the respondents which indicate a fear of being identified amongst those who experienced sexual harassment.

Many of the perpetrators seem to hold positions of authority, with forty-two per cent identified as a senior manager. Thirty-five per cent reported that it was a single colleague and thirty-eight per cent said it was several colleagues. Some eight per cent of the respondents preferred not to identify the perpetrator.

Figure 2.22 Who the Perpetrators of the Sexual Harassment Were



<sup>12</sup><https://www.cso.ie/en/releasesandpublications/ep/prcvo/recordedcrimevictims2022andsuspectedoffenders2021/keyfindings/>

## Impacts and Consequences of the Sexual Harassment

The next section of the survey investigates the impact of the sexual harassment on the respondents and its consequences for them. Table 5 below sets out the reported impact of these behaviours. The experience of sexual harassment appears to have a significant negative impact on the respondents' morale (57%), confidence (47%) and mental health (45%). 64% of the respondents reported that these experiences had a significant impact (40%) or moderate impact (24%) on their work relationships. The experience of sexual harassment had the least impact on the quality of work and the physical health of the respondent.

**Table 5: The Impact of the Sexual Harassment on the Respondents**

n=63	Significant negative impact	Moderate negative impact	Minor negative impact	No Impact
Your mental health	45%	33%	20%	2%
Your Confidence	47%	25%	24%	4%
Your Morale	57%	24%	10%	3%
Your work relationship	40%	24%	31%	6%
The quality of your work	24%	22%	26%	28%
Your physical health	15%	30%	24%	31%

The respondents mentioned the consequences for them as a result of their experience of sexual harassment. 18% mentioned that they took time off work due to sickness or stress. 10% stated that they had to forego a promotion and 16% reported that they had lost their job or decided to quit and change jobs or sectors. A female crew member said she was: "Looking into changing career". Other comments included having to go to counselling and avail of therapy.

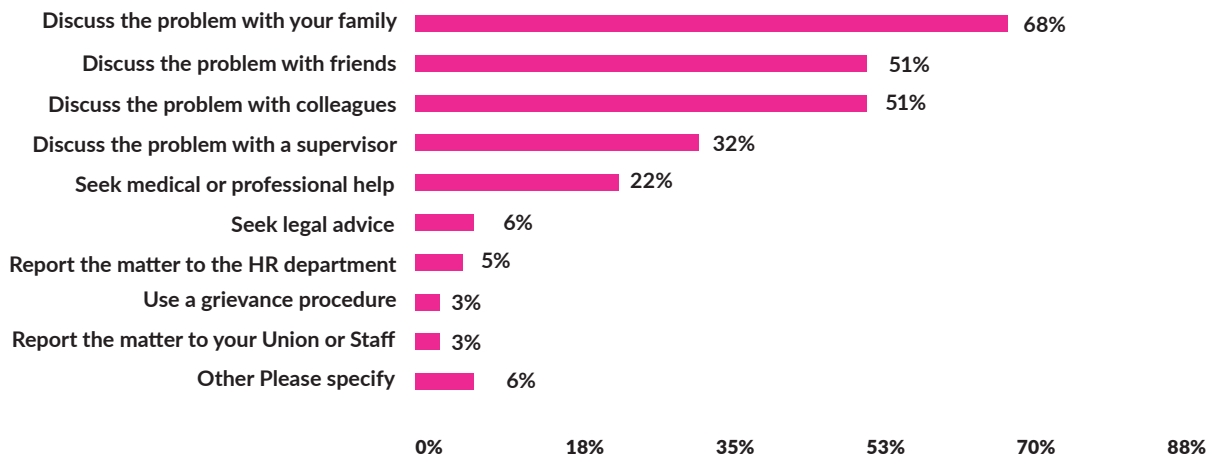
## What the Respondent did in Response to the Sexual Harassment

Figure 2.23 lists in rank order how they responded to the sexual harassment. In contrast to the responses to harmful behaviours, top of the list and selected by 68%, was discussions with family. This was followed by talking to a friend (51%). Third on the list, and mentioned by just over half (51%) of the respondents, was discussions with colleagues. Less than a third (32%) discussed the matter with a manager or supervisor. Nearly a quarter who experienced sexual harassment (22%) sought medical or professional help such as counselling. 6% of the respondents mentioned that they sought legal advice. Only 5% reported the matter to the HR department. Very few (3%) reported the behaviours to their trade union or staff association.



Figure 2.23 What Respondents Did in Response to the Sexual Harassment

## What Respondents Did in Response to the Sexual Harassment n=63

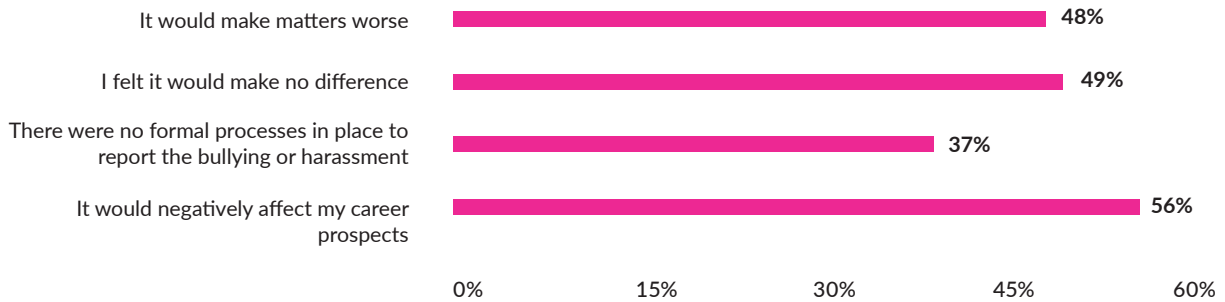


Note: The percentages don't add up to 100% as the respondents could make multiple selections from the list of possible responses and are counted for each selected category.

Respondents were asked whether they made a formal complaint about the sexual harassment. 20% replied that they made a formal complaint, 72% said they did not make a complaint and 8% left this question blank. When asked why they did not make a complaint 56% mentioned that they were worried that to do so would negatively impact their career (see figure 2.24 below). Just under a half, 49%, said it would make no difference. 48% of the respondents mentioned that it would make matters worse. Just over a third (37%) reported that there was no formal process in place to report the sexual harassment. The findings here mirror other reports such as the International Bar Association's *Us Too?* survey into harmful behaviours in the legal profession. It found that the status of the perpetrator was the most common reason not to lodge a complaint, followed by concerns about repercussions. Female respondents were more likely to fear consequences and therefore reported less often.

Figure 2.24: Why the Respondents Did Not Report the Sexual Harassment

### Why the Respondent Did Not Report the Sexual Harassment n=63



The majority of the respondents who made a formal complaint contacted their producer or their manager/company management. A majority of those who made a formal complaint stated that the complaint was not dealt with or was poorly dealt with. A female crew member for example, speaking about how poorly her complaint was dealt with, recalls the response given to her by her supervisor: “We understand that this is difficult but we’re all going or have gone through this. Sexual harassment with men - dealt with swiftly. Sexual assault with women - that’s just how some women are. Sorry about that”. Another female crew member said her complaint was dealt with very poorly and she recalls how she “made a formal complaint in writing. Was told it was probably down to ‘stress’. No procedures were followed”.

The respondents were then asked whether there was any change in the sexual harassment after they reported it and the results are presented in figure 2.25 below. Over half of the respondents left this question blank. For the twenty-eight respondents who answered it over a third (36%) reported that there was no change in the sexual harassment. 14% reported that the harassment had stopped completely and a further 14% said that the sexual harassment had worsened. Only 7% reported that the harassment had reduced. The other consequences mentioned were that the respondents left the job and in one case the individual was not taken on again.

Figure 2.25 Changes in the Sexual Harassment after Reporting It

### Change in the Sexual Harassment n=28

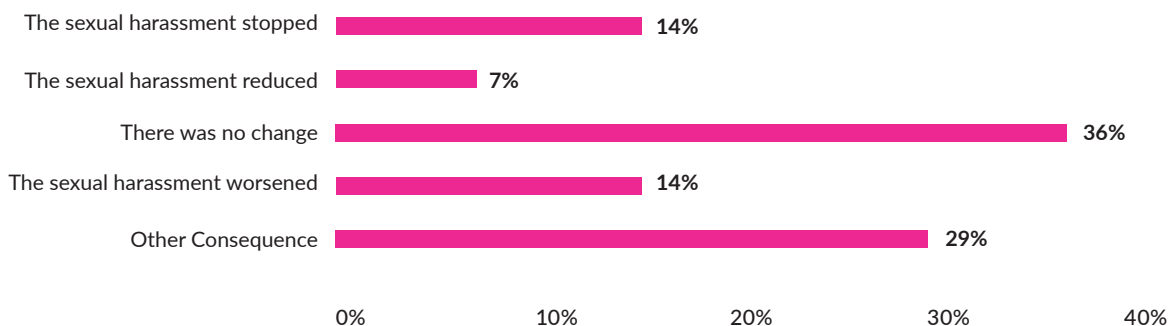
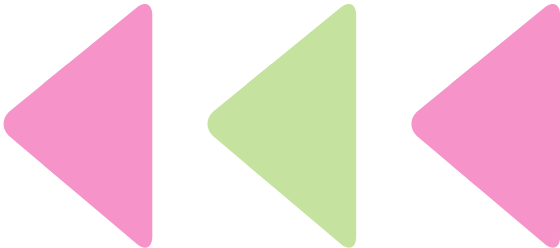
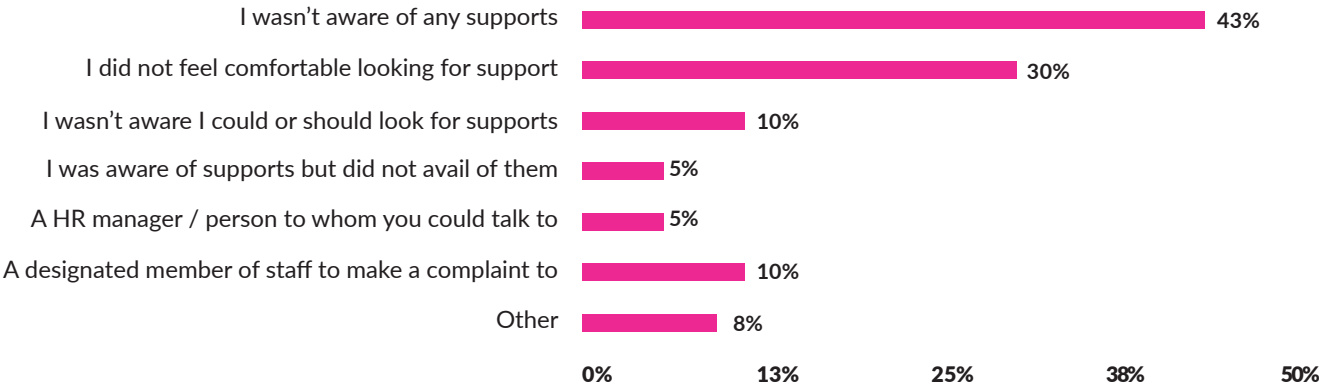


Figure 2.26 below lists the types of supports that were available to the respondents as they dealt with the sexual harassment. 43% reported that they were not aware of any supports. Nearly a third (30%) did not feel comfortable looking for support. 10% were not aware that they could or should look for support. 10% mentioned that there was a designated member of staff to make a complaint to. 5% of the respondents mentioned that there was a HR person that they could talk to.

Figure 2.26 Supports Available to the Respondents to Deal with Sexual Harassment

### Available Supports n=63



# Witnessing Harmful Behaviours & Sexual Harassment in the Workplace

Just over half (55%) of those interviewed witnessed harmful behaviours excluding sexual harassment. 27% of the total sample reported that they had witnessed sexual harassment. Table 6 below gives an overview of the respondents who have witnessed these different types of harmful behaviours

**Table 6: Profile of Respondents Who Witnessed Harmful Behaviours and Sexual Harassment**

	Witnessed harmful behaviours (excluding sexual harassment)	Witnessed sexual harassment)
<b>Total Sample</b>		
<b>Demographics</b>		
Female	54%	28%
Male	54%	16%
Aged 34 years and under	55%	32%
Aged 35 to 44 Years	65%	28%
Aged 45 to 54 Years	47%	20%
Aged 55 and over	46%	35%
<b>Employment Status</b>		
Freelance	56%	31%
Employed Full-time	59%	25%
Fixed term contract full - time	61%	20%
Employed part-time	33%	29%
<b>Occupation</b>		
Crew	68%	32%
Producer	59%	33%
Director	53%	35%
Cast	35%	23%
Writer	44%	31%
VFX	33%	6%
Production work	44%	13%

Note the percentages above the sample average are in bold.

Table 6 above shows that an equal proportion of male and female respondents witnessed harmful behaviours. However, more females than males witnessed sexual harassment. A significantly higher number (66%) of those aged 35 to 44 witnessed harmful behaviours compared with the other age groups. A higher percentage of the youngest age group, those under 35 years, and the oldest, those 55 years and over, witnessed sexual harassment compared with the other age groups. More of those on fixed term contracts and who work full time witnessed harmful behaviours compared with the other employment groups. The freelance group had the highest number of respondents who witnessed sexual harassment. Two occupational groups report higher than the sample average for witnessing harmful behaviours: Crew (68%) and producers (59%). Table 6 above also highlights that respondents from a wide range of occupations have witnessed sexual harassment. Far fewer respondents who work in VFX (6%) have witnessed sexual harassment.

## Workplace Policies on Dignity at Work

Research has highlighted that the process of developing and applying policies is as significant as the content of those policies. As the *Safe to Speak Up* report uncovered, the introduction of a policy does not typically influence the willingness of relevant personnel to take action in response to complaints. In this study, 41% of the respondents reported that there was a 'Dignity at Work' policy in place in their workplace, 13% said there was no policy and 46% said they did not know if a policy was in place.

Of those that said there was a policy in place the majority referenced a policy statement and this ranged from a single sheet of paper to a more detailed handbook. Some reported that the policy was handled by the HR manager / department. Others mentioned that there were training courses and seminars on the issue. The responses include:

A "training course and staff policy handbook".

It was "part of crew handbook outlining ways of reporting it and the procedure the company will go through to investigate and resolve it".

"Literally just a piece of paper. I do not feel that it is adhered to at all. The emphasis was very much on "how horrible it is to be accused of bad behaviour" and not "how awful it is to be subjected to bad behaviour"

"A form stuck to the door that no one reads."

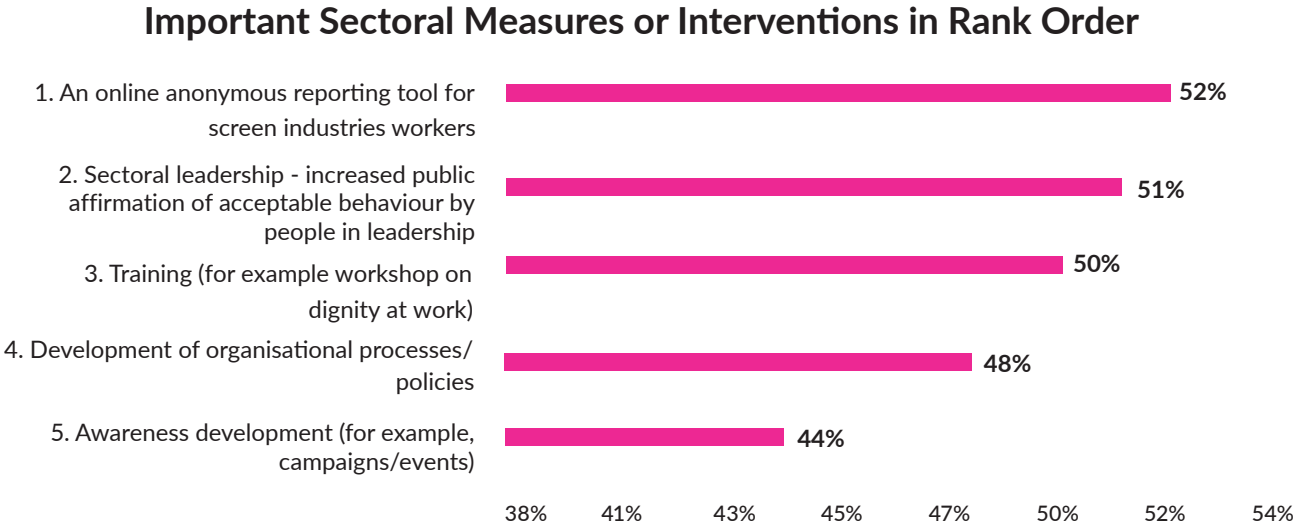
As is clear from the above remarks from respondents, policies and training do not always have the desired impact. They can either be in place but unsubstantial or in place but completely ignored or disregarded. Indeed, the *Us Too?* report notes that respondents at workplaces with policies and training are just as likely to be bullied or sexually harassed as those at workplaces without them. The fact that an organisation has a Dignity at Work policy is no guarantee of an organisation’s response to harmful behaviours. For instance, in higher education, one study notes that despite such policies respondents were “overwhelmingly negative” about the organisational response to reports of harmful behaviours (Hodgins and Mannix McNamara 2019). Similarly, this respondent dismisses initiatives that focus on work/life balance and the mental health of employees.

“The industry continues to give the illusion of minding people’s health & work/life balance but it’s lip service. It doesn’t follow through on the actions required i.e. better pay, clearer expectations, reasonable hours, shorter working day, a right to disconnect”.

### Important Sectoral Measures or Interventions that Can Be Put in Place in the Irish Screen Industries

Based on their experiences in the Irish screen industries the respondents were asked what sectoral measures or interventions should be put in place to deal with harmful behaviours in the workplace. Figure 2.27 below lists the measures or interventions selected in rank order. An online anonymous reporting tool tops the list with 52% mentioning it. This is followed by sectoral leadership - increased public affirmation of acceptable behaviours. Half of the respondents are looking for training on dignity in the workplace. 48% see the need for the development of policies and organisational processes to deal with the issue. Last on the list is awareness development through campaigns or events which commanded 44% of the respondents’ answers.

Figure 2.27 Important Sectoral Measures or Interventions



10% of the respondents mentioned other measures or interventions that should be considered and these covered a wide range of issues. A number of respondents mentioned that specific interventions tailored to the screen industries are required and not generic measures brought into the industries. Respondents would like to see more involvement by HR departments with dignity at work issues. There should be an ombudsman for screen industry workers to report harmful behaviours in an anonymous way. Greater trade union involvement was supported and individuals should be able to report harmful behaviours anonymously to the unions. Respondents also mentioned that they would like to see consequences for perpetrators. Producers should have a zero-tolerance policy towards harmful behaviours regardless of who the perpetrator is. The range of proposals include:

“Education for the guilds to help freelancers understand the parameters of unacceptable behaviour and help them understand how to respond”.

“As part of the training it would be good to hear positive impact stories i.e., as the result of this, this was changed”

“A campaign to promote best practices i.e., look out for your colleagues, help each other, ask if anyone’s struggling”.

It was helpful once to see an email and phone number, clearly, on the call sheet of the person to contact if there was any intimidation etc. It gave me the confidence to complain”.

All stakeholder groups should be empowered to not only encourage people to go to their unions for support, but should be making anonymous, anecdotal reports to the union with every incident, so that the unions can do their work effectively”.

Notably, Bull stresses the urgency to “identify ways to work towards better practice in handling sexual harassment and violence reporting in the workplace. This area is – despite the impacts of the 2017 #MeToo movement [...] – still a work in progress” (Bull 2023 p. 7). This perspective clearly aligns with the findings of this report, and the recommendations which follow.

# Conclusions & Recommendations

*Behind the Scenes: Exploring Harmful Behaviours in the Screen Industries* presents evidence that behaviours including bullying, harassment and sexual harassment continue in many workplaces. Nearly three quarters (72%) of all the respondents who participated in our survey had either experienced or witnessed some form of inappropriate or harmful behaviours including sexual harassment. We welcome the introduction and ongoing development of Safe to Create and its supported initiatives and acknowledge that it is too early to have a clear sense of its impact on the ground.

That said, the findings here suggest that workplace grievance and reporting practices are not yet robust. For instance, many of our respondents were unaware of the reporting processes in place or found reporting mechanisms and processes to tackle such behaviours were either ineffectual or non-existent. Under a quarter (22%) had made a formal complaint and 63% did not make a complaint at all. One third of respondents (33%) reported that there was no formal process to report harmful behaviours in their workplace and 40% reported they were not aware of any. Nearly a quarter (24%) did not even feel comfortable looking for such support. Screen workers, primarily women, are still exposed to unacceptable behaviour which undermines their dignity at work.

## Recommendations

The recommendations set out in this report amplify and build upon the work already carried out by Screen Ireland as part of the Safe to Create partnership. We acknowledge it will take time to see the full impact of that work. Cultural change is a lengthy and evolving process but we believe we can work together with greater urgency to achieve our collective goals.

Actionable areas that may increase effectiveness are:

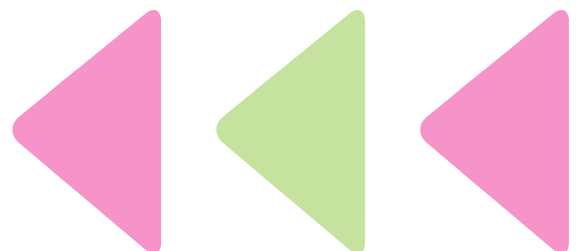


## Leadership

- Renewed and ongoing public endorsement by Screen Ireland of a zero-tolerance approach to harmful behaviours in the workplace.
- An awareness campaign to highlight the issues and ensure that harmful workplace behaviours can be recognized and identified as unacceptable by the wider industry.
- Employers should support and ensure screen specific leadership training for those in an executive and management role in the screen industries. These include executive producers, HODs, line producers, production managers. This would signal top-down support for policies and procedures to counter harmful behaviours.
- At least one identifiable 'designated worker' should be available in every workplace and production to help respond to incidents of harmful behaviours. S/he should have undertaken disclosure training. The name(s) and contact details should be included on call sheets and prominently displayed in offices and anywhere else where workers congregate.
- In addition to the Safe to Create website, Screen Ireland's website could also contain sector specific information regarding its commitment to the creation of screen industries free from harmful workplace behaviours.
- The provision of supportive accountability could identify if stakeholders have signed up to the Safe to Create Code of behaviour; what percentage of employees have completed the online modules; the identification of 'designated worker(s)' in productions/ workplaces and the provision of disclosure training for those workers.
- A continuing focus on creating an equitable industry should remain a priority as inequality can create a context that enables harmful behaviours to occur.

## Procedure & Work Practices

- Organisations in receipt of public funding should demonstrate adherence to best practice. To that end, smaller companies with fewer resources could be supported through different levels of attainment. Progress could be monitored on an ongoing basis perhaps with a system similar to the Athena Swan gold, silver and bronze awards used in higher education.
- Signing the Safe to Create Code of Behaviour, reflected in a regularly updated online register signalling public support, could be extended over time to include bodies, companies and organisations in the screen industries who are in receipt of public monies. See Safe to Create: <https://www.safetocreate.ie/code-of-behaviour/>
- Recipients of public funding from Screen Ireland should undertake regular checks to ensure adherence and compliance to the Code of Behaviour and the communication of policies and best practice to workers. This will help ensure consistency throughout the sector.
- Clear reporting processes, prompt review / investigation of allegations, support for workers who have experienced harmful behaviours and consequences for those who have engaged in inappropriate or abusive workplace behaviours.
- A mandatory meeting at the start of, and midway through, productions reaffirming a commitment to workplace principles and policies. Attendance by the 'designated worker' will ensure s/he is familiar to all employees and the role is clear to everyone.
- Anonymous feedback on working conditions is welcomed and could be facilitated in all workplaces. This can be an effective gauge in monitoring the culture of workplaces and highlighting issues that may not emerge otherwise. But to be most effective, the data could be shared the wider industry and acted upon to improve workplace conditions. See Safe to Create Inform to Transform tool available: <https://informtotransform.safetocreate.ie/report>



## References

- British Film Institute. *Bullying, harassment and racism prevention*.  
<https://www.bfi.org.uk/inclusion-film-industry/bullying-harassment-racism-prevention-screen-industries>
- British Film Institute. *Bullying, harassment and racism prevention guidance*.  
<https://www.bfi.org.uk/inclusion-film-industry/bullying-harassment-racism-prevention-screen-industries/guidance>
- Bull, A. (2023) *Safe to Speak Up? Sexual Harassment in the UK film and television industry since #MeToo*. University of York.
- Central Statistics Office. (2022) *Sexual Violence Survey 2022- Sexual Harassment*. Available at:  
<https://www.cso.ie/en/releasesandpublications/ep/p-svssh/sexualviolencesurvey2022sexualharassment/keyfindings/>
- Council of Europe. <https://www.coe.int/en/web/conventions/full-list/-/conventions/rms/090000168008482e>
- Dignity Matters Report. (2021) Available at: <https://www.lawsociety.ie/gazette/in-depth/dignity-matters-report>
- Einarsen, S., Hoel, H. and Cooper, C. eds. (2002) 'Bullying and emotional abuse in the workplace', *International perspectives in research and practice*. CRC press.
- Eurofound. (2015). *Violence and harassment in European workplaces: Causes, impacts and policies*. Dublin.
- Federation of Entertainment Unions (FEU) (2013) *Creating without Conflict Survey Report*. Available at:  
<https://www.musiciansunion.org.uk/Files/Reports/Campaigns/FEU-Creatingwithout-Conflict-Survey-Report>
- Film and TV Charity (2019) *Looking Glass Survey*. Available at: <https://filmtvcharity.org.uk/get-support/problems-at-work/bullying-and-harassment/#:~:text=Our%202019%20Looking%20Glass%20Survey,bullying%2C%20harassment%2C%20or%20discrimination.>
- Film +TV Charity (2022) *Looking Glass: Mental Health in the Film and TV Industry After Covid*. Available at:  
[https://filmtvcharity.org.uk/wp-content/uploads/2022/02/LookingGlassReport\\_2021\\_Final.pdf](https://filmtvcharity.org.uk/wp-content/uploads/2022/02/LookingGlassReport_2021_Final.pdf)
- Final Report to the Minister of Defence: Independent Review Group* (2023).  
<https://military.ie/en/public-information/publications/irg-defence-final-report-to-the-minister-for-defence.pdf>
- Fís Éireann/Screen Ireland. <https://www.screenireland.ie/>
- Fís Éireann. (2023) *The Skills Challenge for the Screen Sector in Ireland*. Available at:  
[https://www.screenireland.ie/images/uploads/general/The\\_Skills\\_Challenge\\_for\\_the\\_Screen\\_Sector\\_in\\_Ireland\\_2023.pdf](https://www.screenireland.ie/images/uploads/general/The_Skills_Challenge_for_the_Screen_Sector_in_Ireland_2023.pdf)
- Safe Work Australia. *Harmful Behaviours*.  
Available at: <https://www.safeworkaustralia.gov.au/safety-topic/managing-health-and-safety/mental-health/psychosocial-hazards/harmful-behaviours>
- Health and Safety Authority. (2007). *Code of practice for employers and employees on the prevention and resolution of bullying at work*.
- Hodgins, M. and McNamara, Mannix, P. (2019) 'An Enlightened Environment? Workplace Bullying and Incivility in Irish Higher Education'. SAGE Open October-December 2019: 1-13. DOI: 10.1177/215824401989427
- Hogan, Victoria; Hodgins, Margaret; Lewis, Duncan; Maccurtain, Sarah; Mannix-McNamara, Patricia; Pursell, Lisa. (2020) 'The Prevalence of Ill Treatment and Bullying at Work in Ireland', *International Journal of Workplace Health Management*. doi:10.1108/IJWHM-09-2018-0123
- IMO. *Gender Inequality in Irish Medicine*. (2023) Available at: [https://www.imo.ie/news-media/news-press-releases/2023/imo-gender-inequality-in/#:~:text=IMO%20survey%20on%20Gender%20Equality,and%206.8%25%2C%20respectively\).](https://www.imo.ie/news-media/news-press-releases/2023/imo-gender-inequality-in/#:~:text=IMO%20survey%20on%20Gender%20Equality,and%206.8%25%2C%20respectively).)
- The Journal of Music: News, Reviews and Opinion. "We have been subjected to significant amounts of abuse ...". Available at: <https://journalofmusic.com/>
- The Lloyd's Register Foundation World Risk Poll (February 2023). "Five Nordic nations among top ten reporting violence and harassment at work."  
[https://wrp.lrfoundation.org.uk/safe-at-work-global-experiences-of-violence-and-harassment/people-living-in-nordic-countries-are-amongst-highest-globally-to-experience-of-violence-and-harassment-at-work/#:~:text=The%20World%20Risk%20Poll%20reveals,%25%20and%20Sweden%20\(37%25\).](https://wrp.lrfoundation.org.uk/safe-at-work-global-experiences-of-violence-and-harassment/people-living-in-nordic-countries-are-amongst-highest-globally-to-experience-of-violence-and-harassment-at-work/#:~:text=The%20World%20Risk%20Poll%20reveals,%25%20and%20Sweden%20(37%25).)

Lee, R. T and Brotheridge, C. M. (2007) 'When prey turns predatory: Workplace bullying as a predictor of counteraggression/ bullying, coping, and well-being.' *European Journal of Work and Organizational Psychology*, 15:3, 352-377, DOI: 10.1080/13594320600636531

Loney-Howes, Rachel, Kaitlynn Mendes, Diana Fernández Romero, Bianca Fileborn & Sonia Núñez Puente. (2022) 'Digital footprints of #MeToo', *Feminist Media Studies*, 22:6, 1345-1362, DOI: 10.1080/14680777.2021.1886142

Kerrigan, P. Liddy, S. and O'Brien, A. (2021) *Auditing Gender and Diversity Change in Irish Media Sectors*. BAI.

Liddy, Susan. "Where Are We Now?" *Assessing the Gender Equality and Diversity Journey in Irish Screen Industries (2016-21)*, *Alphaville: Journal of Film and Screen Media*, no. 24, 2022, pp. 12-31. DOI: <https://doi.org/10.33178/alpha.24.01>

Liddy, Susan and O'Brien, Anne with Rhatigan, Fergal (2021) *The Pursuit of Change: Issues Affecting Parents and Carers in Ireland's Screen Industries*. Raising Films Ireland.

McDermott, M. (2021) 'Stop workplace harassment in the profession'. Available at: <https://www.lawsociety.ie/gazette/in-depth/dignity-matters-report>

Mazzone, A., Jones, M. É., Freeney, Y., & Norman, J. O. H. (2022). *Report on the National Survey of Staff Experiences of Bullying in Irish Higher Education Institutions*.

Murphy, Denis. (2019) 'Fear, Loathing (and Industrial Relations) in the Irish Film Industry' *Estudios Irlandeses*; Seattle Iss. 14, (2019): 321-324.

Monaghan, Úna. (2021) 'Stories: The impact of gender on participation in Irish Traditional Music'. *Ethnomusicology Ireland*, Issue 7. Ed. Jaime Jones. Available at: <https://www.ictm.ie/wp-content/uploads/2021/03/Ethnomusicology-Ireland-Issue-7-.pdf> Accessed 15 January 2023

Murphy, C. L., Donohue, B., Ó Duibhir, C. With support from Campbell, P. and Dawe, O. (2021) *Speak Up: A Call for Change: Towards Creating a Safe and Respectful Working Environment for the Arts*. *Irish Theatre Institute*. Available at: [https://www.irishtheatreinstitute.ie/wp-content/uploads/2021/10/ITI-Speak-Up-A-Call-for-Change-Report-Oct2021\\_Final\\_WEB.pdf](https://www.irishtheatreinstitute.ie/wp-content/uploads/2021/10/ITI-Speak-Up-A-Call-for-Change-Report-Oct2021_Final_WEB.pdf) <https://www.irishtheatreinstitute.ie/wp-co>

O'Connell, P., Calvert, E., & Watson, D. (2007). *Bullying in the workplace: Survey Report*. Press Association.

O'Connell, P., Williams, J. (2001). "National Survey of the Experiences of Employees" *Report of the Task Force on the Prevention of Workplace Bullying*. Department of Enterprise, Trade & Employment

Pender, K. (2019). *Us Too? Bullying and Sexual Harassment in the Legal Profession*. Available at: <https://www.ibanet.org/MediaHandler?id=B29F6FEA-889F-49CF-8217-F8F7D78C2479>

McGoldrick, M., Ging, D., Connolly, I. and Jones, É. (2022). *Report on a National Survey of Staff Experiences of Bullying in Higher Education Institutions in Ireland*. DCU Anti-Bullying Centre. Available at: <https://www.gov.ie/en/press-release/0921a-findings-of-national-survey-of-staff-experiences-of-bullying-in-irish-higher-education-institutions-welcomed-by-minister-harris/>

Mazzone, A., Jones, É., Freeney, Y., O Higgins Norman, J. (2023). *Report on a National Survey of Staff Experiences of Bullying in Higher Education Institutions in Ireland*. DCU Anti-Bullying Centre. Available at: [https://antibullyingcentre.ie/wp-content/uploads/2022/08/HEI\\_report\\_long\\_version.pdf](https://antibullyingcentre.ie/wp-content/uploads/2022/08/HEI_report_long_version.pdf)

Quigg, Anne-Marie (2011). *Bullying in the Arts: Vocation, Exploitation and Abuse of Power*. Routledge.

Quigg, Anne-Marie (2019). "When creative becomes coercive. The crisis of bullying in the cultural sector" pp. 49-56. *Arts Management in Times of Crisis: Arts Management Quarterly* No. 131. Available at: <https://www.artsmangement.net/Journal/No-131-Arts-Management-in-Times-of-Crisis, 201>.

Van Raalte, Christa, Wallis, Richard and Pekalski, Dawid. (2023) "More than just a few 'bad apples': the need for a risk management approach to the problem of workplace bullying in the UK's television industry", *Creative Industries Journal*. Available at: <https://www.tandfonline.com/doi/abs/10.1080/17510694.2023.2182101>

Williams, Jamillah Bowman, Singh, Lisa., and Mezey, Naomi. (2019). '#MeToo as Catalyst: A Glimpse into 21st Century Activism,' *University of Chicago Legal Forum*: Vol. 2019 , Article 22. Available at: <https://chicagounbound.uchicago.edu/uclf/vol2019/iss1/22>

## Appendices

Table A.1 Respondents Industry Role

Industry Role	N	Percent
Crew	94	37%
Development	6	2%
Director	17	7%
Distribution	2	1%
Education/Academia	2	1%
Exhibition	4	2%
Extras	4	2%
On-Screen Cast	17	7%
Producer	49	19%
Training an Skills	5	2%
Will Animation/ VFX/ Post production / Facilities	18	7%
Writer	16	6%
Production	9	4%
Other roles	10	4%
Total	253	100%

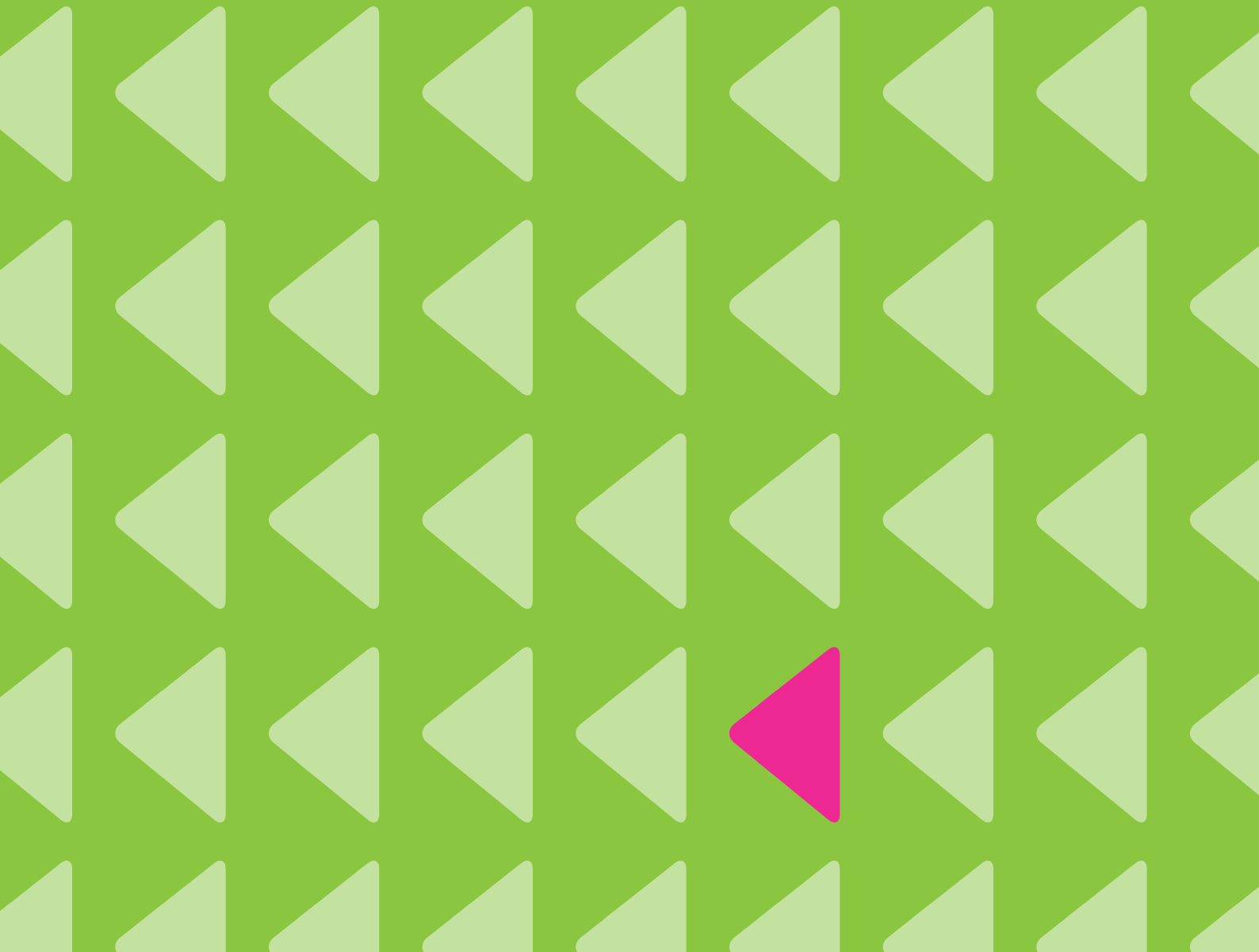
Table A.2 Demographic profile of the Different types of Harmful Behaviours

Demographics	Has experienced Bullying (n=252)	Has experienced Harassment (n=253)	Has experienced Victimization (n=253)	Has experienced Racial Discrimination (n=253)	Has experienced Assault (n=253)
Total Sample	44%	29%	23%	10%	9%
Female	46%	28%	21%	8%	8%
Male	32%	22%	30%	11%	8%
Non Binary	67%	100%	33%	83%	33%
Aged 34 years and under	47%	36%	27%	12%	17%
Aged 35 to t44 Years	47%	30%	21%	13%	9%
Aged 45 to 54 Years	43%	27%	24%	6%	3%
Aged 55 and over	33%	21%	17%	8%	0%
White Irish	44%	26%	21%	5%	8%
Other White	47%	40%	27%	47%	13%
Other Ethnic Groups	46%	64%	64%	66%	9%

**Table A3 Employment Characteristics of the Different types of Harmful Behaviours**

Employment Characteristics	Bullying (n=252)	Harassment (n=253)	Victimisation (n=253)	Racial Discrimination (n=253)	Assault (n=253)
<b>Employment Status</b>					
Freelance	49%	34%	27%	12%	10%
Employed full-time	35%	17%	13%	2%	7%
Fixed term contract full-time	44%	18%	15%	12%	9%
Employed part-time	22%	33%	33%	11%	0%
Fixed term contract part-time	57%	57%	43%	14%	0%
<b>Occupation</b>					
Crew	53%	34%	29%	13%	13%
Producer	45%	20%	8%	2%	0%
Director	47%	41%	35%	29%	18%
Cast	41%	29%	35%	18%	18%
Writer	31%	41%	13%	6%	6%
VFX	28%	17%	17%	0%	6%
Production work	56%	11%	33%	11%	0%
<b>Years in employment</b>					
5 years or less	35%	30%	18%	14%	11%
5 to 10 years	57%	33%	28%	10%	14%
10 to 15 years	45%	33%	29%	5%	12%
Over 15 years	43%	24%	21%	11%	4%
<b>Hours worked</b>					
9.5 hours or less	31%	22%	14%	5%	6%
10 hours and over	57%	35%	31%	15%	11%
<b>Organizations</b>					
Member of a Trade Union	53%	36%	32%	15%	12%
Not a member of a Trade Union	35%	22%	21%	5%	5%
Member of a Guild	45%	31%	16%	11%	11%
Not a member of a Guild	35%	23%	18%	9%	8%

# Questionnaire



## Background Information

01. What is your gender?

- Female
- Male
- Other (please specify)
- Non Binary
- Prefer not to say

02. What is your age

- 18 - 24
- 25 - 34
- 35 - 44
- 45-54
- 55-64
- 65+
- Prefer not to say

03. My ethnicity is?

- Arabic
- Asian or Asian Irish Chinese
- Asian or Asian Irish Indian/Pakistani/Bangladeshi
- Asian or Asian Irish any other Asian background
- Black or Black Irish African
- Black or Black Irish any other black background
- Jewish
- Other Ethnic Group (please specify)
- Latino/a or Latino/a Irish -Latin American
- Latino/a or Latino/a or Latino/a Irish any other Latin American
- Mixed ethnic group
- North African
- White Irish
- White Irish Traveller
- White Roma
- Any other White background
- Prefer not to say
- Unknown





Women in Film &  
Television **Ireland**

#### 4. Do you have a disability?

- Yes
- No
- Prefer not to say


#### 5. What is your marital/civil status

- Single
- Married
- Separated/divorced
- Widowed
- Other(please specify)
- Living together
- In a relationship but living apart
- Prefer not to say

#### 6. Where do you live?

- Connacht
- Dublin
- Munster
- Rest of Leinster
- Ulster
- Prefer not to say
- Other(Please specify)

## 7. What is your primary current (or most recent) industry role?

- Crew
  - Development
  - Director
  - Distribution
  - Education / Academia
  - Exhibition
  - Other (please specify)
  - Extras
  - On-Screen Cast
  - Producer
  - Training and Skills
  - Will Animation / VFX / Post production / Facilities
  - Writer
- 

## 8. How many people work in your organisation?

- I work freelance
- 1-4
- 5-19
- 20-29
- 30-49
- 50-99
- 100+

## 9. How many years have you worked in the screen industries?

- 1 year or less
- 1-2 years
- 25 years
- 5-10 years
- 10-15 years
- Over 15 years

## 10. What is your employment status?

- Employed full-time
- Employed part-time
- Fixed term contract full-time
- Fixed term contract part-time
- Freelance/Self employed
- Unpaid internship

11. What is the average number of hours you work on a normal day?

- 5 hours or less a day
- Over 5 to 8 hours a day
- 8.5 hours to 9.5 hours
- 10 to 11.5 hours
- 12 hours and over

12. What is your approximate annual pre-tax earnings from the Film & TV industry?

- Under €10,000
- €11,000- €19,999
- €20,000- €29,999
- €30,000- €39,999
- €40,000- €49,999
- €50,000- €59,999
- €60,000- €69,999
- €70,000- €79,999
- €80,000- €89,999
- €90,000- €99,999
- €100,000 +

13. Are you a member of a trade union or guild? (Please tick all that apply)

- Actor's Equity
- Irish Film Worker's Association
- Screen Guilds of Ireland
- Screen Directors Guild
- SIPTU
- Other guild or trade union (Please Specify)
- TEEU
- Writers Guild of Ireland
- Not a member of a guild
- Not a member of a trade union

14. What Industry organisation, if any, are you a member of? (Please specify)



Women in Film &  
Television Ireland

## Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industry August 2023

### Satisfaction at Work

15. Here is a list of statements designed to assess how you feel about your job. For each category, please indicate your level of satisfaction

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The availability of child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The hours you work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The balance between your private & working life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The respect shown to you by colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The respect shown to you by managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The concern the screen industry has for the mental health of its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The concern the screen industry has for the physical well-being of its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The policies the screen industry has in place to protect its employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Dignity in the Workplace

The following section asks about your personal experiences with issues relating to dignity in the workplace. The questions deal with bullying and harassment including sexual harassment in the workplace.

We greatly appreciate your responses but ask that you do not provide names of alleged perpetrators. Some of the language is direct and some people might find it uncomfortable. It is important that we ask these questions so that you can be clear what we mean. If you are affected by any of the issues raised in this survey, please find details of organisations you can contact below.

**Rape Crisis Centre:** 1800 778 888 : <https://www.drcc.ie/services/helpline/>

**Samaritans:** 116 123 : <https://www.samaritans.org/?currency=EUR&nation=ireland>

Minding Creative Minds is a 24/7 free wellbeing and support programme for the Irish arts and creative sector, providing confidential counselling, a dedicated service for survivors of trauma/abuse and legal advice. ROI: 1800 814 244 NI: 0800 0903677, International: +353 1 518 0277.  
<https://mindingcreativeminds.ie/>

Safe to Create is a Dignity at Work programme to promote safer working conditions for arts and creative workers. It provides supports to combat harmful behaviour in the workplace, including information, training, resources and research.  
<https://www.safetocreate.ie>

16. Here is a list of commonly reported behaviours which impact a person's right to dignity at work. Have you personally experienced any of the following in the course of your work in the Irish screen industries in the last 2 years? (Please tick all that apply)

- Feeling threatened in any way while at work
- Being treated in a disrespectful or rude way
- Teasing, mocking sarcasm or jokes which go too far
- Being treated less favourably than colleagues
- Having your opinions ignored or belittled
- Gossip or innuendo & rumours being spread about you
- People excluding you or isolating you within the work sphere
- Intrusion – pestering, spying or stalking
- Intimidating behaviour from people at work
- Someone excessively monitoring work / checking up on your work
- Being given unmanageable workload or impossible deadlines
- Being insulted or having offensive remarks made about you
- Being shouted at or someone losing their temper with you
- Persistent criticism of your work or performance which is unfair
- Being humiliated or ridiculed in connection to your work

17. In your workplace or in the course of your work in the Irish screen industries in the last 2 years, have you personally experienced any of the following forms of sexual harassment or assault? (Please tick all that apply)

- Being looked at in an inappropriate manner which made you feel uncomfortable
- Being the subject of sexist behaviour on work WhatsApp groups
- Sexist comments, including inappropriate humour or jokes about sex or gender
- Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate touching or feeling
- Implicit or explicit demands for sexual favours in exchange for employment or promotion
- Sexual propositions, invitations or other pressure for sex
- Seriously inappropriate physical contact, for example kissing, fondling or groping
- Physical assault of a sexual nature

18. In your workplace or in the course of your work in the Irish screen industries in the last 2 years, how often, if at all, have you personally experienced any of the following forms of harmful behaviour?

	Never	Once	Only occasionally	Monthly	Weekly	Daily
<b>Assault</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Bullying:</b> The repeated inappropriate behaviour that undermines your right to dignity at work; it usually takes place over a period of time. There can be one or more perpetrators, and it can be aimed at an individual, or a group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Harassment:</b> “Unwanted conduct” relating to the 9 grounds of discrimination (gender/gender identity, civil status, family status, sexual orientation, age, disability, race, religious belief or membership of the Traveller Community). Harassment violates your dignity and creates an intimidating, degrading, humiliating or offensive environment for you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Racial Discrimination</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Sexual harassment:</b> “Unwanted conduct of a sexual nature” that affects your dignity at work. Sexual harassment can include many behaviours, such as physical conduct of a sexual nature, verbal conduct of a sexual nature and written conduct of a sexual nature, including emails, text messages or social media posts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Victimisation:</b> Where you are treated unfairly by your employer because of some action you have taken to access your legal employment rights).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

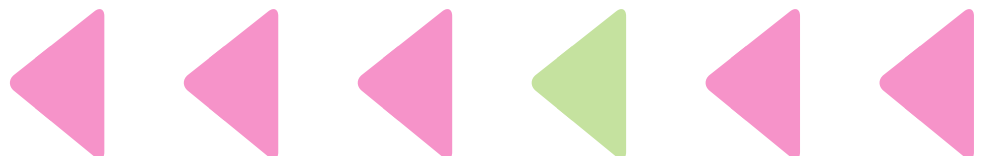
19. Could you please give a brief description of the type of harmful behaviour (bullying, discrimination, harassment, sexual harassment, victimisation or assault) you have personally experienced in the past 2 years? (We kindly ask that you do not provide names of or give any information that could identify alleged perpetrators).

[Redacted area]

Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industries August 2023

For those who have never experienced harmful behaviour (bullying, discrimination, harassment, sexual harassment, victimisation or assault), answered never to question 16 above click here to skip to the next section

I have never experienced harmful behaviour - please click here to skip to next section





### Your Personal Experiences

The next set of questions deal with your personal experiences of harmful behaviours and how these issues were dealt with in your workplace

21. Thinking back over your personal experiences of harmful behaviours (bullying, harassment, victimisation) and or sexual harassment where did these take place? (please tick all that apply)

	Harmful behaviour (excluding sexual harassment)	Sexual harassment
At Auditions	<input type="checkbox"/>	<input type="checkbox"/>
On set	<input type="checkbox"/>	<input type="checkbox"/>
Drama School	<input type="checkbox"/>	<input type="checkbox"/>
Writers Rooms	<input type="checkbox"/>	<input type="checkbox"/>
Workshops	<input type="checkbox"/>	<input type="checkbox"/>
Training	<input type="checkbox"/>	<input type="checkbox"/>
Film Festivals	<input type="checkbox"/>	<input type="checkbox"/>
Industry events/Promotional events	<input type="checkbox"/>	<input type="checkbox"/>
Unit base	<input type="checkbox"/>	<input type="checkbox"/>
Production office	<input type="checkbox"/>	<input type="checkbox"/>
In an office context	<input type="checkbox"/>	<input type="checkbox"/>
At a work-related social gathering	<input type="checkbox"/>	<input type="checkbox"/>
Phone/Text/social media/Online	<input type="checkbox"/>	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

Other(please specify)

22. The perpetrator(s) was (were)? (Please tick all that apply)

	Harmful behaviour (excluding sexual harassment)	Sexual harassment
Female	<input type="checkbox"/>	<input type="checkbox"/>
Male	<input type="checkbox"/>	<input type="checkbox"/>
Non Binary	<input type="checkbox"/>	<input type="checkbox"/>
Not Applicable	<input type="checkbox"/>	<input type="checkbox"/>

23. The perpetrator(s) was (were)? (Please tick all that apply)

- One colleague
- Several colleagues
- A senior member of staff / manager
- Several senior members of staff
- Service provider(s)
- Client(s)
- Prefer not to say
- Not Applicable
- Other (please specify)

24. As a consequence of the harmful behaviours (bullying, harassment, victimisation, assault) and or sexual harassment did you have to do any of the following? (Please tick all that apply)

- Take time oH work due to sickness or stress
- Forego a promotion
- Change career/sector
- None of the above
- Other (please specify)

25. Overall, how much of an impact, if any, did the harmful behaviours (bullying, harassment, victimisation, assault) and or sexual harassment have on you with regard to each of the following?

	Significant negative impact	Moderate negative impact	Minor negative impact	No impact
Your mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The quality of your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Did you do any of the following in response to the harmful behaviours (bullying, harassment, victimisation, assault) and or sexual harassment? (please tick all that apply)

- Discuss the problem with your family
- Discuss the problem with friends
- Discuss the problem with colleagues
- Discuss the problem with a supervisor / manager
- Report the matter to the HR department
- Other (please specify)
- Report the matter to your Union or StaH association
- Use a grievance procedure
- Seek medical or professional help (counselling)
- Seek legal advice

27. Did you make a formal complaint or report the harmful behaviour (bullying, harassment, assault) and or sexual harassment?

- Yes
- No

If yes, who did you report it to (Please specify)

If yes, how was your complaint dealt with? (Please specify)

27. If No, why did you not report the harmful behaviour (bullying, harassment, victimisation, assault) and or sexual harassment (Please tick all that apply)

- It would negatively affect my career prospects
- It would make matters worse
- There were no formal processes in place to report the bullying or harassment
- I felt it would make no difference
- Other (please specify)

28. Did the harmful behaviour (bullying, harassment, victimisation, assault) and or sexual harassment change after you reported it?

- It worsened
- There was no change
- It reduced
- It stopped completely
- Any other consequences (please describe)

29. What supports were available to you to deal with this experience of harmful behaviour (bullying, harassment, victimisation, assault) and or sexual harassment? (Please tick all that apply)

- A designated member of staff to make a complaint to
- I was aware of supports but did not avail of them
- A HR manager / person to whom you could talk to about the process for reporting the incident(s)
- I wasn't aware I could or should look for supports
- I wasn't aware of any supports
- I did not feel comfortable looking for support
- Other (please specify)

Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industry August 2023

Witnessing someone else's experience of harmful behaviours in the workplace

In your workplace or in the course of your work in the screen industries in the last 2 years, how often, if at all, have you witnessed someone else's experience of harmful behaviour (bullying, harassment, victimisation, assault) and or sexual harassment?

	Never	Once	Only occasionally	Monthly	Weekly	Daily
Witnessed harmful behaviour (excluding sexual harassment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Witnessed sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Women in Film &  
Television Ireland

## Survey of Workplace Cultures and Dignity at Work in the Irish Screen Industry August 2023

### Dignity in the Workplace: Screen Industries Supports & Actions

This section asks your opinion about the supports available in the Irish screen industries

33. Does your workplace have a dignity at work policy in place to deal with harmful behaviours such as bullying, harassment, sexual harassment and victimisation?

- Yes
- No
- Don't Know

If yes, what form does this policy take? (Please specify)

34. Based on your experiences what are the most important sectoral measures/interventions that

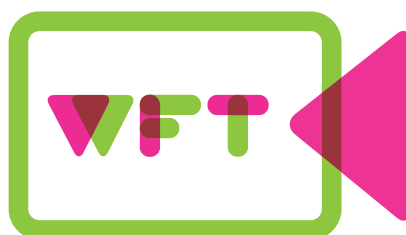
- Awareness development (for example, campaigns/events)
- Training (for example workshops on dignity at work)
- Development of organisational processes/policies
- Sectoral leadership (for example increased public affirmation of acceptable behaviour by people in leadership and or decision-making roles in the screen industries.
- An online anonymous reporting tool for screen industry workers
- Any other actions or interventions? (please specify)

Any other comments

A large, empty pink rectangular area intended for survey comments.

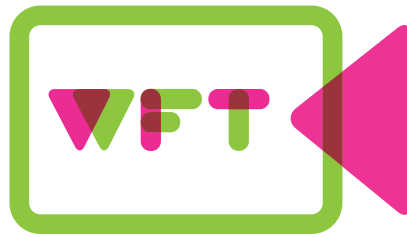
**This is the end of the Survey.**

Dr Susan Liddy & Dr Fergal Rhatigan thank you for your responses.



Women in Film &  
Television **Ireland**





Women in Film &  
Television **Ireland**

