

Summary of results of 2022's survey on harassment, sexual harassment, victimisation and bullying at Paradox Interactive

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Introduction

Purpose and background

The purpose of this survey is to gain actionable knowledge that can be used to guide active measures to prevent discrimination as per the obligations in the Discrimination Act (SFS 2008:567). This survey follows up on the survey with the same purpose from 2021. This is not a full report on the survey, but rather a summary of some of the findings.

Gender Balance owns the results and Paradox management have put no holds or limitations on the information we release. For this summary, we have selected results that we believe are particularly interesting for employees to know about or we assess to be especially important to work with.

The results are released as two PPT-files, one containing the full results and one containing a comparison between women's and men's results. The answers for other gender identities will not be presented as these groups are too small to draw group-level conclusions, and this would risk exposing individuals. We are not reporting results for groups that are so small that individuals might be identified, and for the same reason we are not releasing or directly quoting any free text answers. Answers relating to specific studios or departments at Paradox will be used to analyze the need for targeted measures, but will for the reason mentioned above not be released.

Changes from 2021 and factors that may influence the results

This survey follows up on the survey we conducted during the same period of 2021. The only substantial change we have made from the 2021-version is that 2022's survey is limited to the past 12 months, while the previous survey was limited to the past 24 months. 12 months is a more common and reasonable limitation as these surveys should measure somewhat current issues with the work environment, however, for 2021 we felt it was important to look further back in time. Other changes made have been editorial or very minor and should not influence the way questions are answered.

There are four other main factors that more than likely has influenced our results, though it is difficult to say exactly how. Firstly, the pandemic has more or less come to an end, at least in terms of restrictions and working from home. This naturally will have an impact on the work environment and the forms misconduct may take. Secondly, all employees at Paradox have received training on recognizing and identifying suppression techniques and sexual harassment, while in 2021 many respondents would have been introduced to the terms through the survey. Experience shows that this may sometimes lead to a *reported* increase in these behaviors, but it does not necessarily mean that the *actual occurrence* has gone up. Thirdly, the company has

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gone through a period of heightened awareness and sensitivity, especially during Fall of 2021, and is now hopefully beginning to land in a new normalcy with a widespread but somewhat more relaxed awareness of the issues brought up in this survey. Finally, the decreased time scope from 24 to 12 months will naturally lead to fewer reported cases, although it is not likely that the cases are cut in half simply because respondents will have forgotten relatively minor incidents that would otherwise have been reported in this survey.

In summary, we have factors that can be reasonably assumed to both increase and decrease the reported occurrence of abusive behaviors. Because of this, the results of this survey should be interpreted carefully, and it should be regarded mainly as establishing a historic benchmark which will allow direct comparisons only after 2023's survey.

Results

Summary

Almost all measured forms of misconduct are either down or unchanged as compared to 2021's survey, but these results should be interpreted very carefully. However, a few of the measured behaviors show strong improvements, and may be indicative of real trends.

Out of the seven protected grounds of discrimination,* sex (i.e legal gender, being a man or a woman) remained as the most commonly reported one that the respondent had themselves identified as leading to harassment, followed by ethnicity.

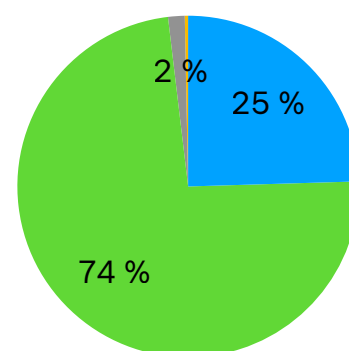
The most common issue respondents reported are suppression techniques. Both women and men experience suppression techniques, but women is at significantly greater risk. Perpetrators are both managers and colleagues and usually men. However, some of the measured techniques show strong downwards trends.

Verbal sexual harassment remains an issue, but reported rates by women are down by almost half as compared to last year. Physical harassment has not shown an uptick after employees returned to the office after the pandemic, but remains at very low levels. While any single case is serious enough, the levels of physical harassment are not alarming from an organisational stand point.

Background

Out of 488 invited participants 318 turned in complete responses, giving a response rate of 65%. This is down 13 percentage units since last year, likely due to decreased interest. 74% of respondents identify as men, 25% as women, and the remainder as either non-binary or other. Because the groups non-binary and other were so small, they will not be included in this summary.

28% of respondents are managers at some level, the rest



● Women ● Men
● Non-binary ● Other

Q1. Respondent's gender.

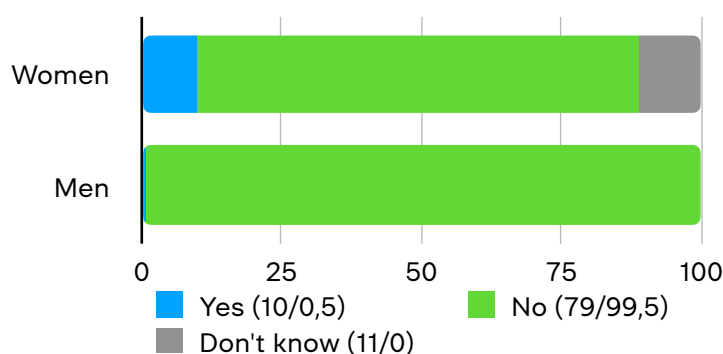
* Protected grounds of discrimination: sex, transgender identity or expression, sexual orientation, ethnicity, religion or other belief, disability and age. See The Discrimination Act (SFS 2008:567).

being employees and a small group of interns. 41% have been employed for two years or less, and men are more likely to have worked longer than women, with 33% of male respondents having worked for more than four years compared to just 18% of female respondents.

Harassment, bullying and victimisation

Women are on average significantly more likely to experience bullying and victimisation than men are. This is true of three of the stated possible perpetrators: by a coworker, a manager, or someone else employed or working with Paradox (see Q9-Q11). In the case of the fourth possible perpetrator, fans and customers, men are somewhat more likely (7%) than women (5%) to have experienced bullying and victimisation.

Because of the larger number of men overall at the company, the differences between the two groups in absolute numbers is significantly smaller and sometimes in direct parity. This shows that while women are at higher risk, bullying is also an issue that male employees experience.



Q31. Have you experienced harassment, bullying or victimisation, based on your sex? (i.e legal gender, woman or man)

the highest being ethnicity at just over 2% (see Q34). Since we do not know the size of the group that would be susceptible to misconduct based on their ethnicity the number may be proportionally high, and in absolute numbers these respondents are only slightly fewer than women who reported some kind of misconduct.

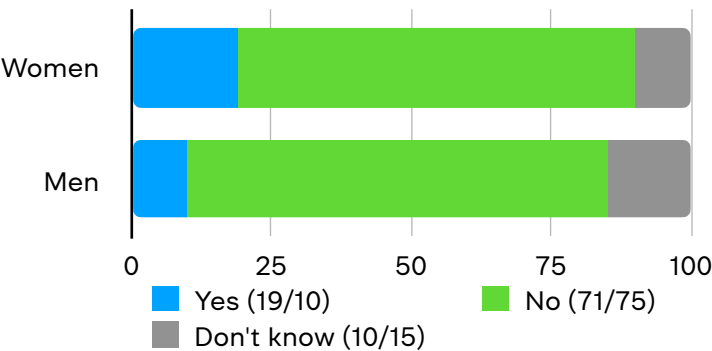
Looking at Q31, 10% of women have responded that they have experienced misconduct because of their sex, while less than 1% of men have. 11% of female respondents have answered *Don't know*, indicating experiences that they may not define as misconduct, but that were violating or in other ways problematic. No men have answered *Don't know*. Only 79% of women are certain they have not faced mistreatment, while the corresponding number for men is higher than 99%.

All the other protected grounds of discrimination score very low on reported relation to misconduct, with

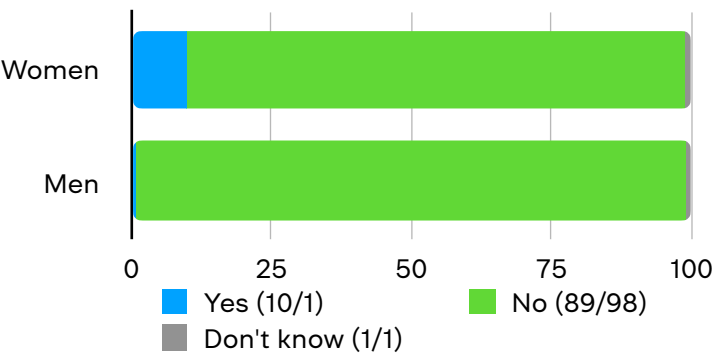
Sexual harassment

As seen in Q14, women are almost twice as likely to experience a workplace jargon which is improper or offensive in some way, although in absolute numbers more men have done so than women. A comparatively large portion of respondents answered *Don't know*, indicating that they might not be certain about the appropriateness of their workplace's jargon. Men are more likely to be uncertain as compared to women (15% for men and 10% for women).

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Q14. Do offensive/sexualized/disrespectful jargon occur at your department/team?



Q39. Have you received unwelcome comments like any the following? (Examples of comments not included)

Looking at Q39, 10% of women reported directly receiving unwanted and sexualized or intrusive comments, as compared to 1% of men. The levels of physical harassing behaviors remains very low. This strongly indicates that returning to the office after the pandemic has not resulted in any significant increased risk for this type of misconduct (see Q40-Q42).

Suppression techniques

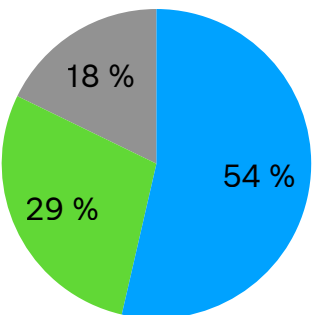
Women reported significantly higher exposure to all suppression techniques except one, although the absolute numbers are often in parity. The two most common ones are being ignored or passed over when you speak (25% of women and 9% of men) and withholding of information (21% of women and 11% of men). The smallest difference between men and women were in being threatened or pressured (6% of women and 4% of men).

Satisfaction with handling of complaints

As can be seen in Q70, 8% of all respondents have filed a complaint about their own experience either with their manager, HR or both, while 5% answered that they did not want to. This corresponds to 17% of women and 7% of men who have filed a complaint, and 11% of women and 3% of men state that they did not want to. 65% of women and 89% of men answer that they have never felt a need to file a complaint.

According to Q71, 54% of all employees who had filed complaints with managers or HR are satisfied with the response or help they got. This is up from 39% last year. Differences between women and men were too small to be statistically significant.

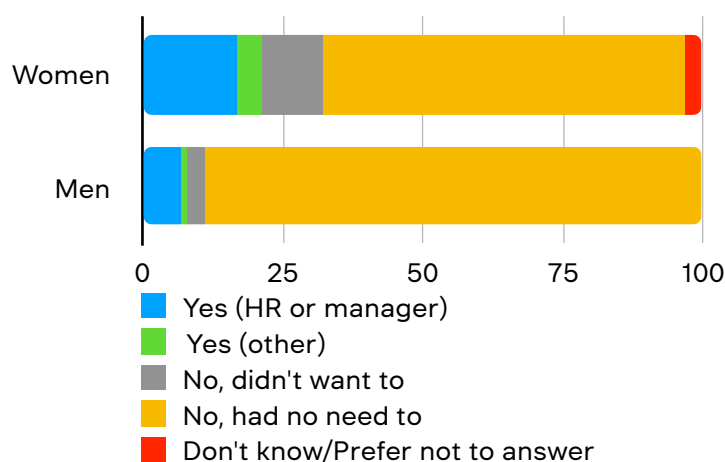
Free text answers were too few to draw strong, group-level conclusions, but provide some indications of the context for the answers. A few answered that they had not filed a



● Yes ● No ● Don't know

Q71. Were you satisfied with the response or help you got?

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Q70. Have you filed a complaint or voiced concern regarding your own experience of potential harassment, sexual harassment, bullying or victimisation?

complain due to them perceiving the issue to be minor or unactionable, while others expressed low confidence in that the employer would handle their complaint correctly. A few indicated that they felt their complaint had not resulted in tangible change in their situation or the situation of the presumed perpetrator, while a few expressed satisfaction with the employer's handling.

Discussion

This survey should be viewed mainly as establishing a benchmark for comparisons with future surveys, starting from 2023. As mentioned

above, there are four main factors that will influence these results: the end of working-from-home conditions, training on recognizing misconduct, a period of heightened awareness is coming to an end, and the survey's time limitation has changed from 24 to 12 months. For these reasons, any comparisons to last year should be viewed with some healthy skepticism.

Gender continues to stand out as the most common ground of discrimination associated with misconduct. Only when it comes to abusive behaviors from fans are men more susceptible than women. There are still too few respondents in gender categories other than women and men to draw group-level conclusions. While this survey is somewhat specialized on gendered abuse, Q31-Q38 do not indicate alarming levels of misconduct associated with other grounds. This may be because certain groups are numerically small, and so an issue may be widespread within a small group but will not stand out in a survey. These incidents will have to be captured and described through the case management process instead.

The general trend for almost all measured levels of misconduct points downwards. In many areas the trend is so small as to be negligible, but in a few areas the trend is so strong that it should be cause for careful optimism. For example, reported exposure to withholding of information has decreased with 16 percentage units for women, from 37% to 21%, while it has decreased by a smaller amount for men (see Q61). Another example is women's perception of the general jargon in their team or department (see Q14), where 19% report that the jargon can be inappropriate at times compared to 27% last year. The degree of uncertainty has also decreased from 17% to 10%, leaving 71% certain that the jargon is appropriate as compared to just 55% last year. While there is still clear room for improvement, this indicates an improvement in the jargon as perceived by women. Similarly, reported rates of verbal sexual harassment have almost been cut in half for women (see Q39). These are all encouraging signs.

While there was concern that returning to the office would result in an increase in physical harassing behaviors, this concern appears to have been unfounded as reported

levels remain very low, and not outside of what may be expected from the sheer number of people working at the company (see Q40-Q42).

Another important metric is the willingness to file complaints and the satisfaction with the employer's response. Here we can also see a positive trend, with a slight majority now being overall satisfied with how their complaints were managed. Some who answered *Don't know* indicated that their cases were still pending, meaning that the true number of satisfaction is likely to be a little bit higher. It is impossible to say exactly what level of satisfaction is reasonable, but we believe that there is still room for improvement. The few free text answers that were provided again highlight the importance of managers and HR being able to take the time to walk presumed victims through their assessments and the basis for all decisions that are made related to their case.

The future of this survey

With this, we hand over this survey instrument to Paradox HR, to be conducted once per year. We at Gender Balance remain available to offer our perspectives when needed, but we believe that the employer should own and manage an instrument like this moving forward. Before we hand it over, some final changes to the instrument will be made.

According to the free text answers, a number of respondents were still in the process of having their complaints handled when they answered the survey. This exposed a weakness in the design of the question, and in the future an additional answer option will be available to reflect this.

There has been feedback that the questions relating to other people's experiences are difficult and confusing to answer, and take up a lot of space. While it is important to try to measure if respondents are also witnesses to misconduct against others than themselves, we will shorten these sections and think of ways they can be worded more clearly.