



GEM COMM

GEM-BUZZ

Issue 005

#MeToo

Over a year ago, *The New York Times* published its first controversial report about Harvey Weinstein, a former American film producer. Since then, over 60 women have stood against him, sparking off the #MeToo movement, and has since become a rallying cry for millions of women and men to share their experiences on social media.

Will YOU report?

Many psychologists agree that sexual harassment is more about power than sex. Most agree that making women equal in the workplace and ensuring that companies have the necessary policies in place to stop harassment issues. Only then can sexual harassment in the workplace truly become a thing of the past.

Workplace harassment can occur when one party at a workplace demonstrates behaviors causing harassment,

alarm or distress to another party. These behaviours may include threatening, abusive or insulting languages, comments or non-verbal gestures, cyber bullying, sexual harassment and even stalking.

#MeToo

Following the #MeToo movement, the number of workplace sexual harassment cases disclosed have on the rise in the West. But is it the same in Asia too?

According to HR experts and lawyers in Singapore, sexual harassment is not uncommon, but the exact extent of its prevalence is hard to determine as such cases are usually under reported in the country.

Afraid of losing job?? Or climb the ladder?

Sexual Assault or Sexual Violence

Having or attempting to have

Sexual Contact

with another individual

without Consent.

What is Sexual Contact?

Intentional **touching** or **penetration** of another person's **clothed or unclothed** body, including but not limited to the mouth, neck, buttocks, anus, genitalia, or breast, by another with any **part of the body** or **any object** in a **sexual manner**. Sexual Contact also includes **causing another person to touch their own or another's body** in the manner described above.

What is Consent?

The communication of an **affirmative, conscious** and **freely made decision** by each participant to engage in agreed upon forms of **Sexual Contact**. Consent requires an **outward demonstration**, through **understandable words or actions**, that conveys a **clear willingness** to engage in Sexual Contact.

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A 2008 report by the Association of Women for Action and Research (AWARE) found more than 50% of the 500 people surveyed had experienced certain degree of workplace harassment. These behaviors include sexually explicit messages and content, being groped inappropriately, or in worse case scenarios, rape.

In a society where men are usually the dominant gender holding managerial positions, an increasing number of men across sectors like entertainment, politics, finance and so on have been found to engage in workplace harassment.

It's Real and Happening around you

**Adam, a manager, was dismissed after being accused on numerous counts of workplace harassment. Some examples of his actions include texting lewd pictures and messages to his female colleagues, demanding intimate acts to get their leave approvals.*

However, as Asian countries modernise, more women are now taking on management positions, increasing the potential of sexual harassment against men in the workplace.

**Xiao Ming has found himself stuck in sticky situations with his manager, *Cassandra. On several occasions, Cassandra would make flirtatious remarks, and even re-scheduling business trips so that she could spend more time with him. When Xiao Ming requested for an internal transfer, Cassandra threatened to terminate Xiao Ming for not appreciating the favours that she had lavished upon him.*

Beyond the Weinstein allegations, in hopes that their sheer volume helps demonstrate the ubiquity of this problem. A long list of women celebrities came forward to speak - including Gwyneth Paltrow, Angelina Jolie, Heather Graham, Ashley Judd, and many more—

"Anger that I felt at the agents and producers who made me feel that silence was a condition of my employment."



Reese Witherspoon

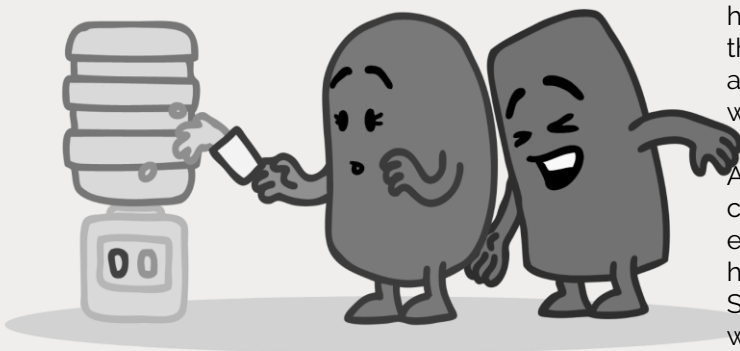
She went on to reveal that she had been assaulted by a director when she was 16 years old, "I've had multiple experiences of harassment and sexual assault, and I don't speak about them very often, but after hearing all the stories these past few days and hearing these brave women speak up tonight, the things that we're kind of told to sweep under the rug and not talk about, it's made me want to speak up and speak up loudly because I felt less alone this week than I've ever felt in my entire career."

What can be done?

Before Singaporeans can remove this stigma and embrace the severity of workplace sexual harassment, government bodies should educate the public and review laws that facilitate allegations of sexual harassment against men and women.

At a workplace level, companies should also set clear guidelines and ensure that individual employee is aware of the line drawn between harmless flirtation and unwanted harassment. Swift and appropriate actions must be taken whenever a staff complains of being harassed to set a record that such behaviours are not tolerated at work.

**Names have been changed to protect the identity of the person*





eSports

Players swimming in millions of earnings, fans gluing their eyes on every move. Sold out tickets for stadiums and arenas, with capacity over tens of thousands of spectators, watching groups of young adults battle each other on computers—Shooting, fighting, stealing from each other.

Earlier in the month, history was made in the eSports world of League of Legends, where for the first time, a Chinese team clinched the League of Legends championship—In front of a 50,000 audience in South Korea, Incheon, followed by tens of millions of viewers all around the world.

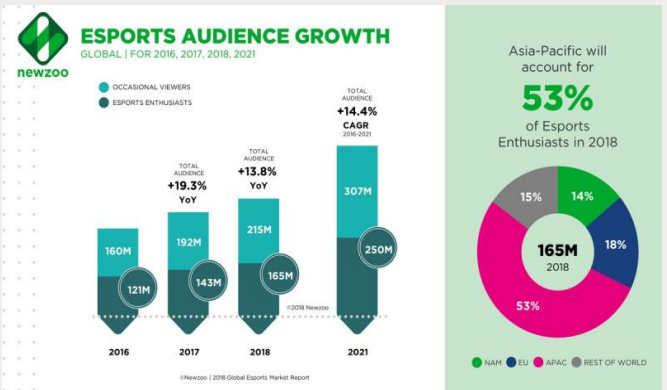
Big money is getting behind esports.

Many people may be scratching their hands, pondering on how exactly eSports can be a lucrative business. Let us break it down for you:

Potential sponsorships, media rights, Merchandising, advertising



Exponential boost in Audience



Just China alone...

It was reported by Niko Partners that China will surpass 768 million gamers and \$42 billion in game revenue by 2022.

