

Gender-Based Violence and Harassment in the World of Work

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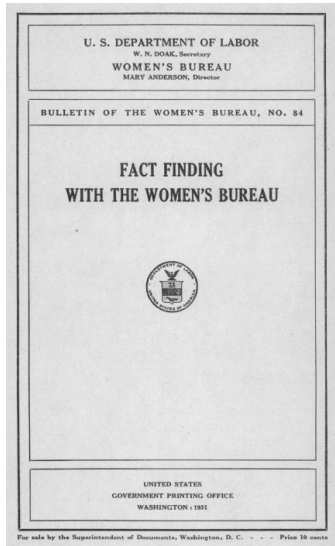


AGENDA

What is Gender-Based Violence and Harassment (GBVH) in the world of work?

How does GBVH look like in the construction industry?

What can I/we do to end GBVH?



- The U.S. Department of Labor's Women's Bureau is the only federal agency with a Congressional mandate to represent the needs of wage-earning women in the public policymaking process.
- Since 1920, we have been advocating for working women through:
 - research and policy analysis;
 - grant programs;
 - education and outreach.



International
Labour
Organization

- ILO is the oldest United Nations agency, created in 1919.
- ILO brings workers, employers, and government representatives together to promote decent work for all women and men.
- Convention 190 (June 2019) is the first international treaty to recognize the right to world of work free from violence and harassment.

What is **Gender-Based Violence and Harassment** in ILO Convention 190 (C190)?

- the term “**violence and harassment**” refers to a **range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm;**
- the term “**gender-based violence and harassment**” means violence and harassment directed at persons **because of their sex or gender**, or affecting persons of a particular sex or gender disproportionately, and includes **sexual harassment and domestic violence.**

What is the world of work in C190?

- Public and private spaces where they are a place of work;
- Places where workers are paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;
- During work-related trips, travel, training, events or social activities;
- Through work-related communications, including those enabled by technologies;
- in employer-provided accommodation; and
- when commuting to and from work.

Who is protected under C190?

- All workers and other persons in the world of work in all sectors whether in urban or rural areas:
 - ✓ formal and informal workers
 - ✓ any contractual status
 - ✓ trainees
 - ✓ interns
 - ✓ apprentices
 - ✓ volunteers
 - ✓ jobseekers
 - ✓ job applicants
 - ✓ workers whose employment has been terminated

Women in the Construction Industry

- Women and people of color are **underrepresented** in the construction industry and especially in the higher-paid, higher-skilled trades.
- Despite a significant increase in women's employment in construction over the past 10 years, today women make up just 11% of all workers in the construction industry—a figure that includes office and clerical positions—and only about **4%** of workers in the trades nationally.

How does GBVH look like in the construction industry and what are the consequences?

- In the 2021 IWPR survey, more than a quarter of respondents (26.5%) reported that they “always or frequently” experience gender-based harassment on the job.
- Surveyed tradeswomen reported seeing pornography or graffiti disparaging to women (26.9%), racist graffiti or symbols (26%), and swastikas or other antisemitic graffiti (18.4%) at their worksites.
- More than four in ten respondents (44.4 %) say that they have seriously considered leaving the industry.

GROUP DISCUSSION QUESTIONS

1. What are the root causes of GBVH?
2. What actions would make a difference?
 - How can you prevent GBVH in the construction industry?
 - How can your foreman prevent GBVH?
 - How can unions prevent GBVH?

If you want to be more involved – visit ANEW's RISE Up 4 Equity page and email your ideas to riseup@anew.org

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(415) 625-2638



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Advocating for working women
since 1920