

DAY 7: December 1st

Harassment and Violence in the Work Place

Sarah's Story

"I work in an office. The good days are those when other employees ask you if you're single and why *"a pretty girl like you should be alone"*. The not so good days are the ones where they feel free to touch you, a hand on your arm, an unwanted hug, a pat on the bum." (Irish Independent Nov.4, 2017)

Women and men experience violence and harassment in the world of work, but unequal status and power relations in society and at work often result in women being far more exposed to such treatment.

High Risk Groups

1. Migrant workers: More than half are women, but they comprise 98% of sex-trafficked victims. Often, they are in isolated and invisible "women's work" with higher violence risk.

2. Domestic workers: are usually female, often doing informal work, without a support system. They can undergo physical or psychological violence, including sexual harassment and rape.

3. Health services and social assistance sector, where 80-90% are women. They face more workplace violence here than in any other sector. (www.osha.gov/SLTC/healthcarefacilities/index.html)

Women in Management: It has been proved that women who reach executive positions, are not immune to sexual harassment. <http://www.nbcnews.com/id/32476564/ns/business-careers/t/female->



Global Fact: 235 million women work in countries where there is no legal protection against workplace harassment. In these situations, women are more vulnerable if there is a male dominated management unless there is a clear, legal framework.

Ref: https://www.ituc-csi.org/IMG/pdf/stop_violence_en.pdf
<http://www.unwomen.org/>

2017 COMMISSION ON THE STATUS OF WOMEN (CSW) 'Women's Economic

Empowerment in the Changing World of Work'
Agreed conclusions:

'The Commission strongly condemns violence against women and girls in public and private places, including harassment in the work place. ...these forms of violence are major impediments ... hampering women's ability to enter... and remain in the labour market and to make contributions that fulfil their potential.'

✚ **The Beijing Platform for Action** recognizes sexual harassment as a form of violence against women. It calls on employers, unions, and civil society, to ensure governments enact and enforce laws on sexual harassment and that employers develop anti-harassment policies and prevention strategies. (*para. 178c*)

✚ **International Labour Organization (ILO)**

is the United Nations agency dealing with labour standards



In June 2019, the ILO adopted a new **Convention and Recommendation on Violence and Harassment in the World of Work**, at the 108th session of the International Labour Conference. It requires governments to take measures to protect workers from violence and harassment, especially women. <https://www.business-humanrights.org/en/iilo-adopts-new-convention-on-violence-and-harassment-in-the-world-of-work>

ACTION to promote equality:

1. **Actively** support the rights of women in the work place to ensure protection and equality.
2. **Encourage** women to seek equality and justice when negotiating new employment.

Prepared by the 'Future We Need' (FWN) a faith-based group, with members from the Columbans, Franciscans, Josephites, Mercy, Presentation and Salesians.

(Updated October 2019).

VIOLENCE AGAINST WOMEN

is a systematic and widespread human rights violation. It cuts across age, socio-economic, educational and geographic boundaries...



www.google.ie/search?q=images+of+orange+the+world+for+free

49 Countries have no laws to protect women from domestic violence. <http://hdr.undp.org/en/content/violence-against-women-cause-and-consequence-inequality>.

“GENDER-BASED VIOLENCE - A GLOBAL EPIDEMIC ... endangers the life of women & girls with negative consequences not only for them, but also for their children & communities. Ending this scourge is integral to the development of women’s human capital & unleashing their contribution to economic growth.” (Feb. 2018 - World Bank study)

<https://www.worldbank.org/en/news/press-release/2018/02/01/more-than-1-billion-women-lack-legal-protection>

16 Days of Activism Against Gender Violence...



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CHILD MARRIAGE....



www.google.ie/search?q=Photos+of+child+brides+pixabay

New data (2018) confirm that practice of child marriage has continued to decline around the world, with accelerated progress in the last 10 years. However, **12 MILLION GIRLS** are still married in childhood each year (UNICEF 2018).