

## DAY 7: December 1<sup>st</sup>

### **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](http://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](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



A new **Convention and Recommendation on Violence and Harassment in the World of Work** was adopted in 2019 by *International Labour Conference*. It requires governments to take measures to protect workers from violence and harassment, especially women. It is due to come into force in June 2021. So far, only two countries, Fiji and Uruguay have ratified it.

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

#### **3. Visit:**

[https://www.equalityhumanrights.com/sites/default/files/sexual\\_harassment\\_and\\_harassment\\_at\\_work.pdf](https://www.equalityhumanrights.com/sites/default/files/sexual_harassment_and_harassment_at_work.pdf)

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

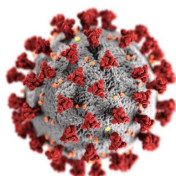
(Updated October 2020)

## 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](http://www.google.ie/search?q=images+of+orange+the+world+for+free)



### BEFORE

#### THE CORONA VIRUS PANDEMIC

**243 million** women and girls, aged 15-49, experienced sexual and/or physical violence by an intimate partner in the past year.

#### SINCE THE PANDEMIC

violence against women, especially domestic violence, has increased dramatically.

#### EXACERBATING FACTORS INCLUDE

security, health and money worries, cramped living conditions, isolation with abusers, deserted public spaces, limited access to support services.

In some countries, resources and efforts have been diverted from responses to violence against women for immediate COVID-19 relief.

*(unwomen.org)*

**Watch: Sexual harassment: challenge to women at their workplace**  
(#InternationalWomensDay 2019)

<https://www.youtube.com/watch?v=nXpIRXizb5A>

### Sexual Harassment & Assault at Work Understanding the Costs

<https://iwpr.org/iwpr-publications/briefing-paper/sexual-harassment-and-assault-at-work-understanding-the-costs/>



*of Activism  
Against  
Gender  
Violence...*

**DAY 7...**

*1<sup>st</sup>*

*December*

**Harassment and Violence  
in the Work Place**



2020 UNiTE Campaign Theme:

*"Orange the World: Fund, Respond, Prevent, Collect!"*