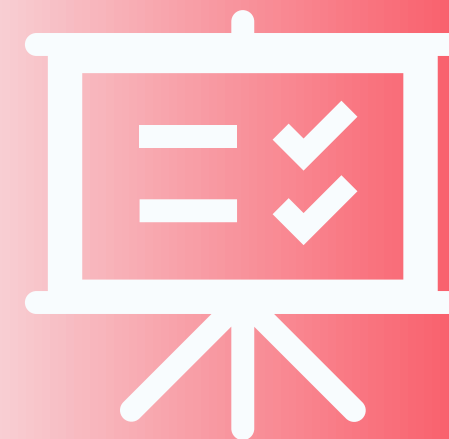


Module 5: How to assess risks and identify cases of violence and harassment at work



▶ Learning objectives

- ▶ Understand which **risk factors make the work environment more vulnerable** to violence and harassment
- ▶ Understand which **risk factors mean certain types of workers are more at risk of** violence and harassment than others
- ▶ Know how to conduct an **enterprise risk self-assessment**
- ▶ Know how to carry out a **staff survey** on violence and harassment



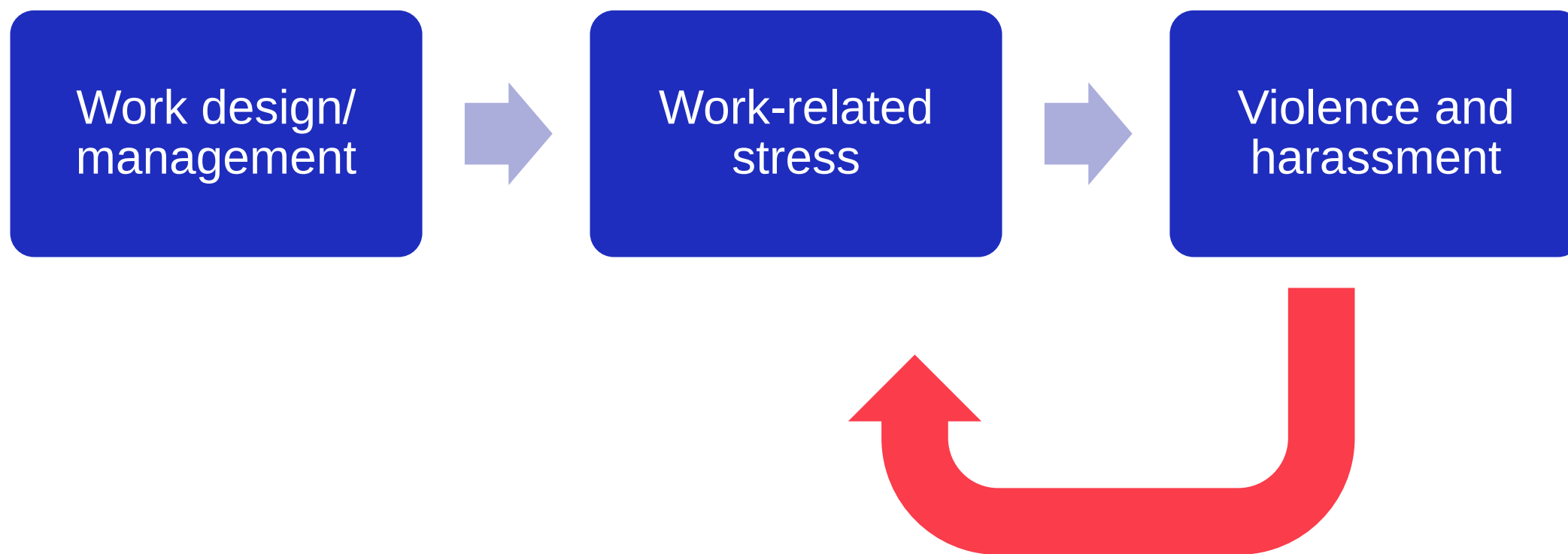
Assessing risks of violence and harassment at work

► Some sectors or occupations more at risk

- Working conditions and arrangements
- Work tasks and how they are carried out
- The way work is designed and managed



Psychosocial risks



► Some workers are more at risk than others

Personal characteristics that can increase vulnerability

- Race
- Colour
- Religion
- Political opinion
- National extraction
- Social origin
- **Sex/gender**



► Why are women more at risk of gender-based violence and harassment?

In the world of work

- High-risk sectors, occupations, work arrangements
- Low-paid and low-status jobs
- Male-dominated sectors

In society more widely

- Discrimination
- Domestic violence

**Men can
also be at
high risk!**

▶ Don't underestimate organizational culture

Cultural characteristics that increase risk

- ▶ Autocratic leadership styles
- ▶ Passive leadership styles
- ▶ A hierarchical structure
- ▶ A lack of organizational justice

Real-life case study: South Africa's Gender-Based Violence and Femicide (GBVF) Response Fund



▶ Assessing enterprise-specific risks

- ▶ A C190 requirement
- ▶ Workers play a critical role
 - ▶ First-hand experience
 - ▶ Extensive knowledge



TERMINOLOGY

Hazard = something that has the potential to cause harm

Risk = combination of the probability that somebody will be harmed by a specific hazard and the likely severity of the consequences

► Enterprise risk assessment: hazards and risks

Consider factors that increase the likelihood of violence and harassment, including psychosocial hazards and risks.

Also, hazards and risks that:

- Arise from working conditions and arrangements, work organization and human resource management
- Involve third parties
- Arise from discrimination, abuse of power relations, and gender, cultural and social norms

Staff surveys help uncover cases and assess the work environment

1 in 2

**Just one in two
people around the world
share their experience of
violence and harassment at work
with someone else**

Who do victims talk to?

- ▶ Victims are most likely to tell family or friends (84.9 %)
- ▶ Just 55.3% tell their employer or supervisor
- ▶ 70.4% tell a co-worker
- ▶ Women victims are more likely to share their experience
- ▶ The most common reason for not reporting: it's “a waste of time”

A case of violence and harassment at your company could be just the tip of the iceberg



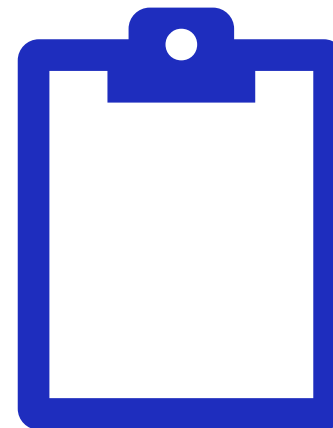
► Staff surveys are part of the solution

They should be...

- Regular
- Anonymous
- Confidential

They also...

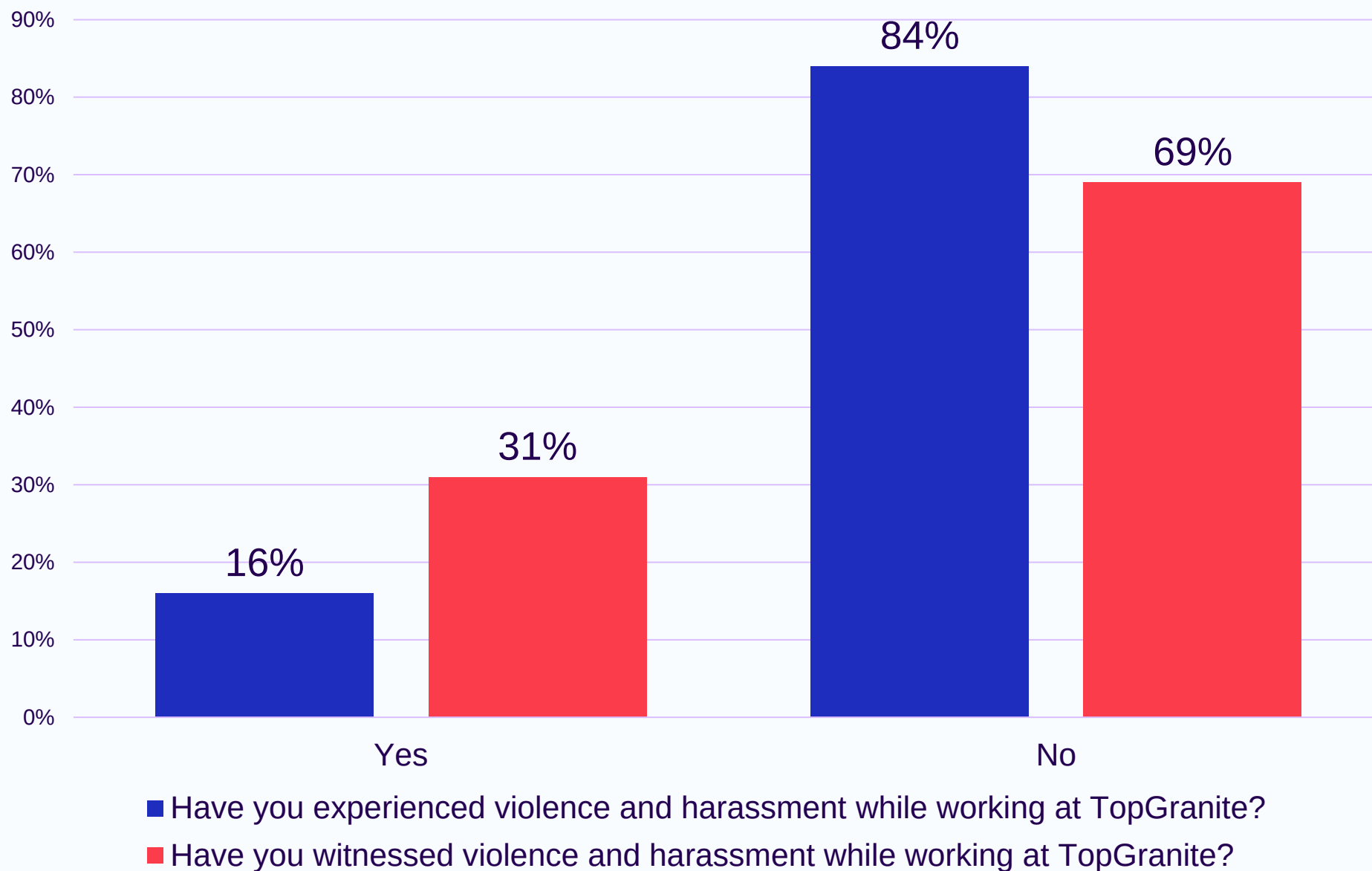
- Provide reporting channels for victims



Results should inform company action

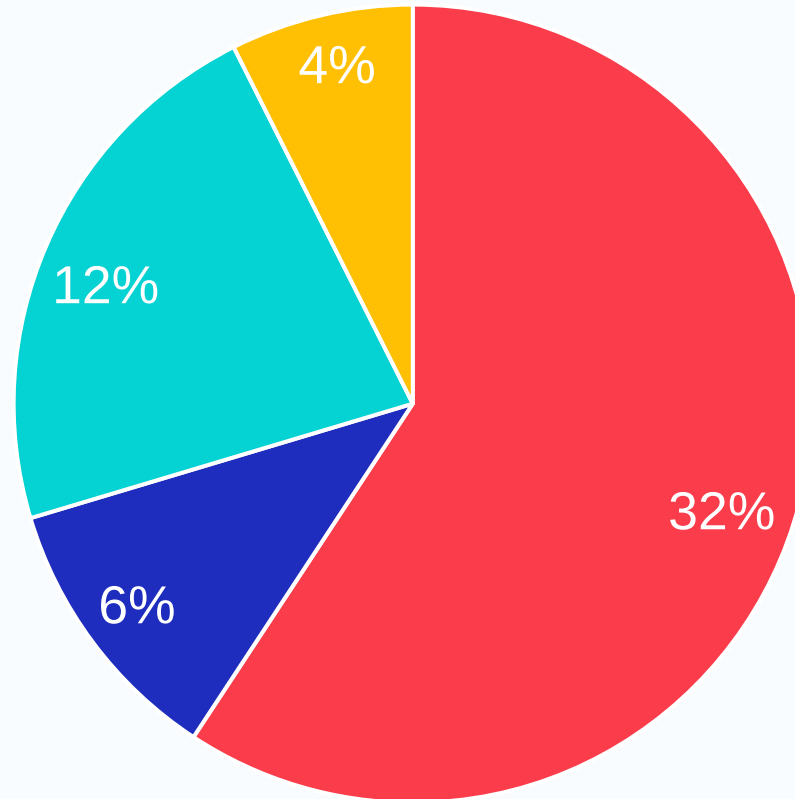
Exercise 8 Staff survey result 1

Have you experienced/witnessed violence and harassment while working at TopGranite?



Exercise 8 Staff survey result 2

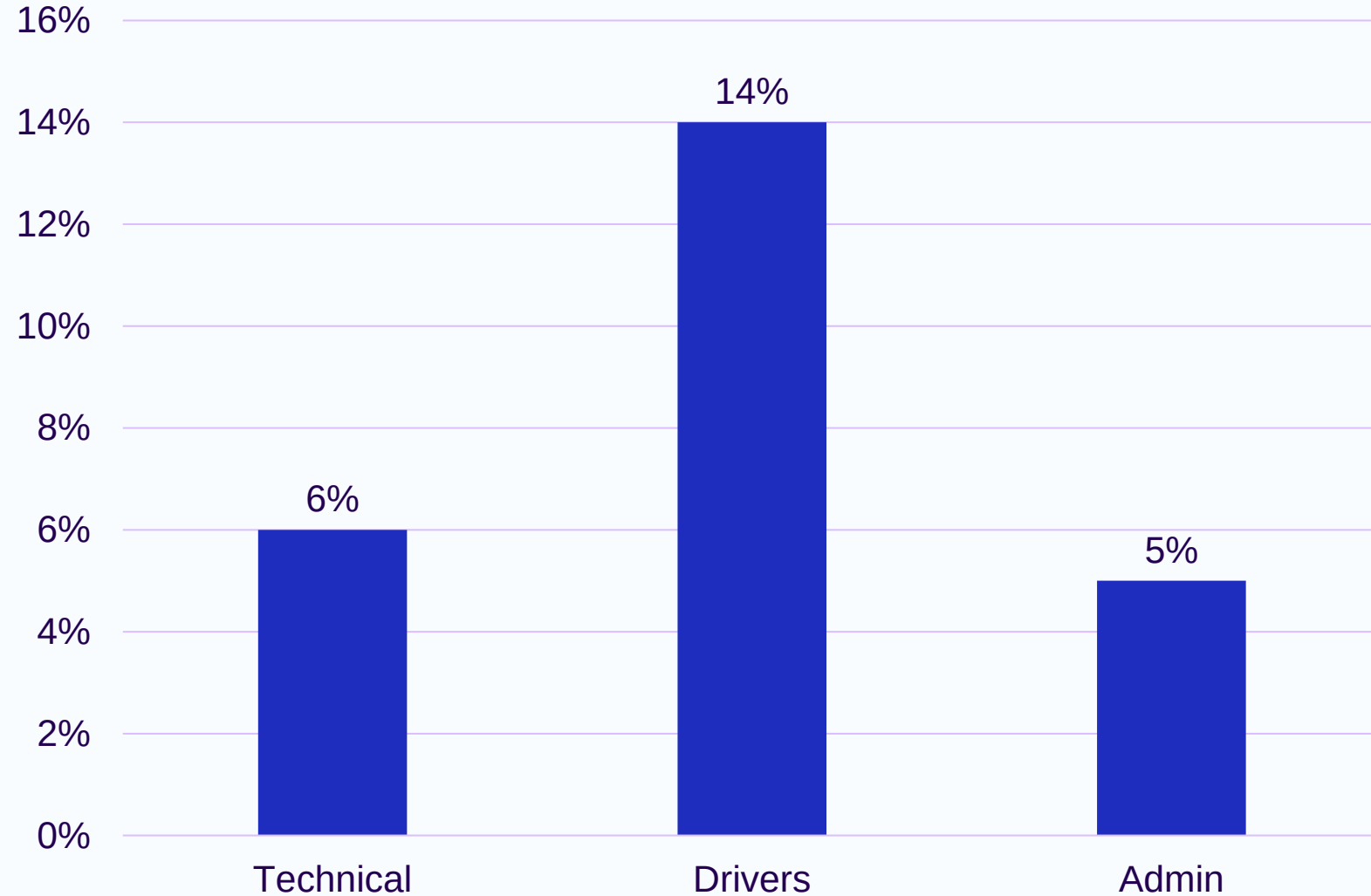
Experience of sexual violence and harassment



■ Female migrant ■ Male migrant ■ Female non-migrant ■ Male non-migrant

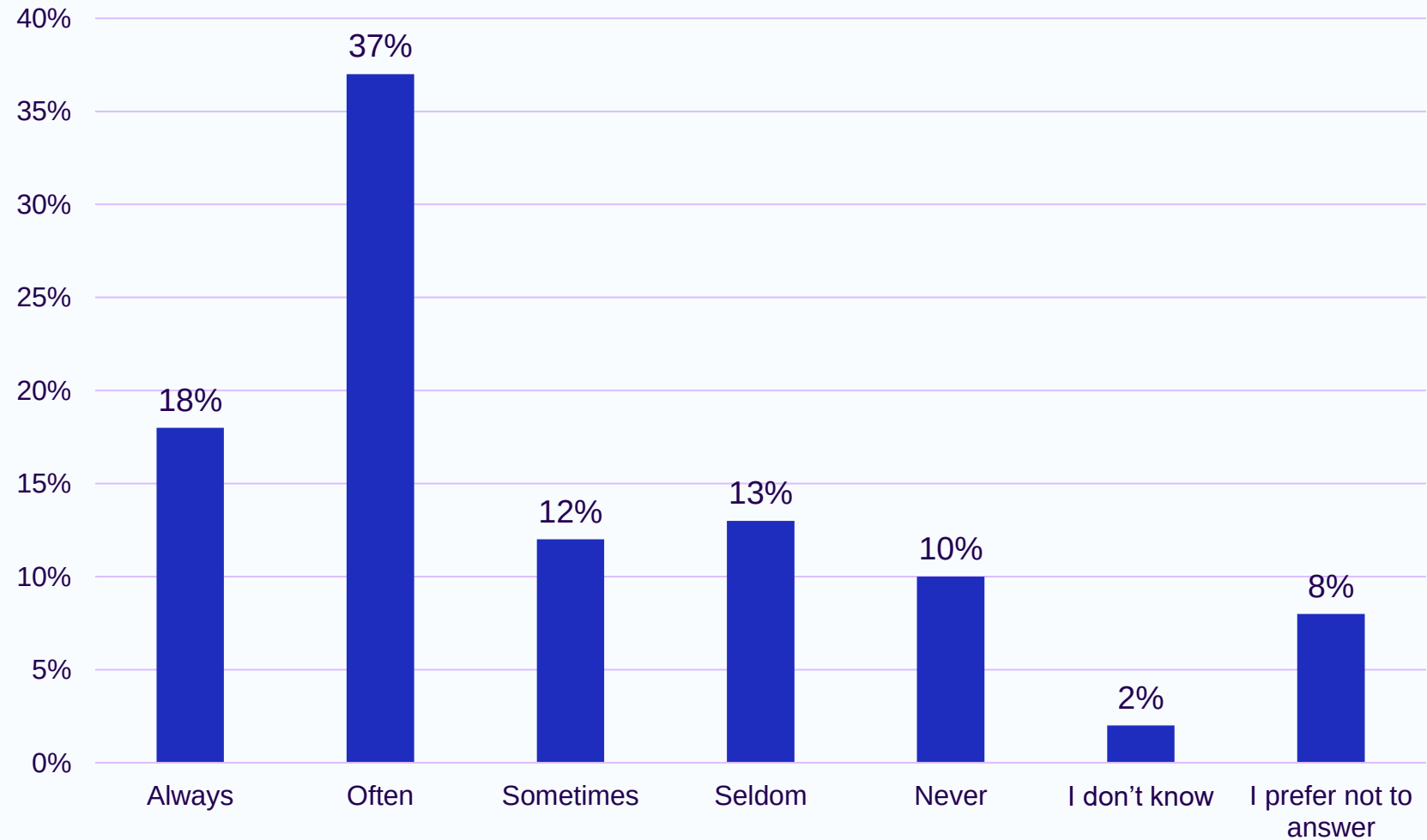
Exercise 8 Staff survey result 3

Experience of physical violence and harassment in the past year by occupation



Exercise 8 Staff survey result 4

Do you feel safe, respected, and treated with dignity at work?



Exercise 8

Staff survey result 5

If you experienced or witnessed violence and harassment while working at TopGranite, where did the episode(s) of violence and harassment occur?

