



TOOLBOX TALK



TOPIC DISCUSSED:

GENDER-BASED VIOLENCE



It's crucial to be aware of gender-based violence (GBV) in our personal lives, workplace, and community. In our physically demanding and stressful work environments, conflicts can arise. Therefore, it's important to create a safe and respectful workplace where everyone feels valued and protected. Understanding and addressing GBV is essential to this effort.



QUESTIONS:

1. What are some common forms of gender-based violence (GBV)?
2. Why is it important to create a safe and respectful work environment in the construction industry?
3. How can we respond if we witness or become aware of gender-based violence?

TAKE A LOOK AT THE FOLLOWING:

It is fundamentally about
POWER AND CONTROL



WHAT IS GENDER-BASED VIOLENCE?

Gender-based violence is **ANY ACT OF VIOLENCE** that occurs between men and women in relationships, at home, in the workplace, and within the community.

FORMS OF GBV:



PHYSICAL ABUSE:

Hitting, slapping, or other forms of physical harm.



EMOTIONAL ABUSE:

Manipulation, verbal insults, or threats.



SEXUAL ABUSE:

Rape, harassment, or non-consensual activity.



ECONOMIC ABUSE:

Controlling someone's financial resources or access to money.



SPIRITUAL ABUSE:

Using religion or spiritual beliefs to manipulate or control.

GBV IN THE CONSTRUCTION INDUSTRY:



PHYSICAL AND VERBAL ABUSE:

The stress of construction work can lead to conflicts and abuse.



ISOLATION AND EXCLUSION:

Female workers may face isolation or exclusion, reinforcing a hostile environment.



HARASSMENT AND DISCRIMINATION:

Women in construction may experience sexual harassment or discrimination, impacting their safety and job satisfaction.

LEGAL FRAMEWORK

DUTY OF EMPLOYERS:

Employers must ensure a safe working environment for all employees and take necessary steps to prevent workplace harassment, including GBV.

EMPLOYEE RIGHTS:

Employees have the right to a safe work environment and to report unsafe conditions or acts, including GBV, without fear of retaliation.

REPORTING PROCEDURES:

Employers must establish and communicate clear procedures for reporting GBV to ensure employees are aware and encouraged to utilise them.

INVESTIGATIONS AND OUTCOMES

Reports of GBV must undergo thorough investigation, followed by appropriate disciplinary action against perpetrators.



REPORT ANY GBV OR CALL THE GBV HELPLINE AT 0800 428 428

