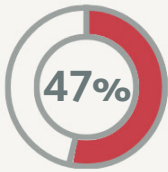


Sexual Harassment & The Skilled Trades: Risk Factors

Awareness of risk factors for sexual harassment is key to prevention.



Almost half of women working in trades, transportation, equipment operation and related occupations say they've dealt with inappropriate sexual behaviour at work in the past year.¹

SEXUAL HARASSMENT RISK FACTORS IN THE SKILLED TRADES:



UNEQUAL GENDER RATIO AT WORK

There are far fewer women and people of other genders than there are men in the skilled trades.

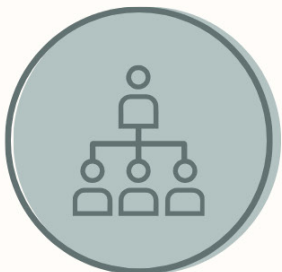
Just 7% of workers in the skilled trades are women, trans and gender non-binary, and 2SLGBTQIA+ people.²



GENDER STEREOTYPES AND NORMS

Women in the skilled trades are often in roles considered 'women's work' (e.g., cook, baker, hairstylist).

- Gender stereotypes create the belief that some people ought to work in some jobs, but not others.
- Sexual harassment is used to discourage or push out people who 'don't belong' in certain occupations and workplaces.



POWER DIFFERENCES AT WORK

Supervisors, foremen and contractors have more say and power than workers and apprentices. Workers depend on them for work, assignments, and learning on the job. Workers that face sexism, racism, homophobia, transphobia, language barriers, low status at work, disability or other realities face further disadvantages.



POWER DIFFERENCES AT WORK

Work that usually occurs in:

- Isolated locations
- Small crews
- Limited supervision or oversight
- Temporary worksites and worksites that often change
- A culture where crude jokes, sexualized language or 'locker-room talk' are the norm
- A culture where harassment is downplayed as 'part of the job' or 'just joking'
- Workplaces where workers are expected to 'tough it out'

All these factors increase the risk of sexual harassment and its consequences. They also make it more difficult for workers to report and seek support.

Build your awareness of risk factors and what your workplace can do to prevent sexual harassment.

Learn more at itsnotpartofthejob.ca

RESPECT
at Work



Western
Centre for Research & Education on
Violence Against Women & Children

¹Burczycka, Marta. (2021, August 12). *Workers' experiences of inappropriate sexualized behaviours, sexual assault and gender-based discrimination in the Canadian provinces*, 2020. Statistics Canada. <https://www150.statcan.gc.ca/n1/pub/85-002-x/2021001/article/00015-eng.htm>

²Appiah, A., Halpenny, C., Pakula, B. (September 2023). *2S/LGBTQ+ populations in the trades in Canada: Exploratory insights*. Final report. Social Research and Demonstration Corporation (SRDC-SRSA). <https://srdc.org/wp-content/uploads/2023/09/2SLGBTQ-in-the-Trades-final-report.pdf>

*Available data is limited on 2SLGBTQIA+ workers in the skilled trades.