



CFMEU

CONSTRUCTION

16 Days of Activism Against Gender-based Violence 2021

Everyone has the right to a world of work free from violence and harassment, including gender-based violence and harassment. Gendered violence in the workplace can include any harmful behaviour that affects a person or is directed at them because of their sex, gender, sexual orientation, or because they do not conform to socially expected gender roles. Women are more likely to suffer violence and harassment in the work place, with 39% of women and 26% of men having experienced sexual harassment in the workplace in the past five years.

As a union we strive to improve quality of life for working people. We know that we can drive change that benefits us all. We all need to learn, understand and make a difference individually. It is up to all of us to oppose violence against women and promote a culture of non-violence and respect in our workplace and our community.

How common is violence against women?

So far in 2021, 37 women have been killed by a current or former partner



1 in 5

Australian women had experienced **sexual violence**



1 in 22

Australian men had experienced **sexual violence**



1 in 4

Australian women had experienced **physical or sexual violence** from a current or former partner



1 in 19

Australian men had experienced **physical or sexual violence** from a current or former partner



1 in 4

Australian women had experienced **emotional abuse** from a current or former partner



1 in 7

Australian men had experienced **emotional abuse** from a current or former partner



1 in 3

Australian women had experienced **physical violence**
The vast majority of which is perpetrated by men they know



1 in 2

Australian men had experienced **physical violence**
The vast majority of which is perpetrated by men they know

VIOLENCE AT WORK - IS AN OHS ISSUE...

Domestic and family violence is not just a private or personal issue. Almost two thirds of women who experience violence at home have paid jobs, that's 800,000 women in Australia.

At work, a recent survey in Victoria found:

- **64%** of women experienced bullying, harassment or violence in their workplace
 - **60%** reported having felt "unsafe, uncomfortable or at risk" in their workplace
 - **44%** experienced discrimination at work
 - **23%** didn't feel they are treated with respect at work
 - **19%** cited "unsafe work environment" as a decision to leave paid work.
- It is a serious OHS issue for working people, and as a union we cannot accept it.

Who commits violence against women?

Research shows that most violence against women is perpetrated by a man who is known to them, such as a current or former intimate partner, an acquaintance or a relative.

In comparison, men were more likely to be assaulted by a stranger (70% of assaults) and in

the majority of cases by a male perpetrator. Intimate partner violence is most often confined to the home, 'unseen' by others and the community, and can include multiple forms of assault, abuse and threats that can escalate in severity over time.

Around 95% of all victims of violence, whether women or men, experience violence from a male perpetrator.

What causes violence against women?

Violence against women exists due to:

- Inequalities between men and women across all levels of society (eg: relationships, workplaces, media, sport)
 - Explicit and subtle power imbalances between women and men
 - Rigid expectations and attitudes (stereotypes) about what it means to be a 'man' or a 'woman'
- **Alcohol, other drugs and mental health issues are not the underlying causes of violence against women, but contribute to the frequency or severity of violence.

The use of violence against women is a choice that men make.

Men always have a choice.



While most men do not use violence against women, all men can play a part in preventing it

WHAT CAN WE DO? CALL IT OUT...

- We can declare that violence against women is never acceptable.
- Work alongside women in ending violence against women.
- We should be talking, with our mates, our sons, our families. Women and girls need respect and need to be treated as equals. We also need to be having the public conversations, using our influence where we can.
- Men need to help other men understand that violence against women is fuelled by attitudes and beliefs that women are worth less than men, or are the property of men.

If you are in need of urgent assistance call '000'

The National Sexual Assault, Family and Domestic Violence Counselling Line - 1800 RESPECT (1800 737 732) - is available 24 hours a day, seven days a week for any Australian who has experienced, or is at risk of, family and domestic violence and/or sexual assault.

CFMEU 24/7 Assistance

Victoria – Incolink 1300 000 129

QLD/ SA/ WA – Mates In Construction 1300 642 111

NSW – Foundation House (02) 9555 4034

ACT – CCW 1800 211 470

