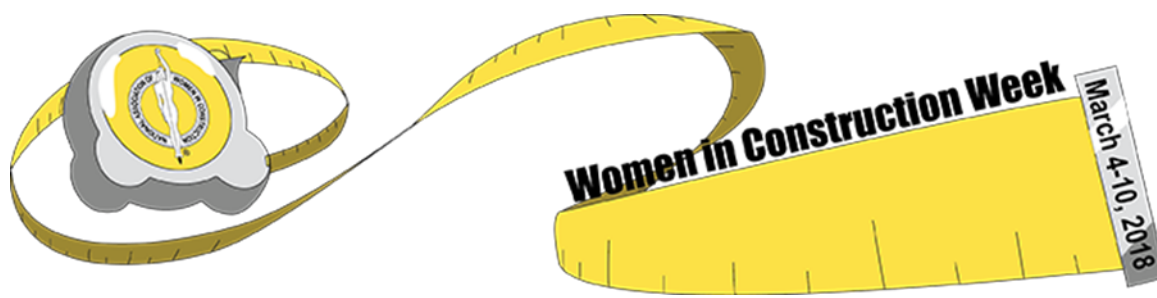


Women in Construction: Safe, Healthy, and Equitable Work Sites

March 8th, 2018





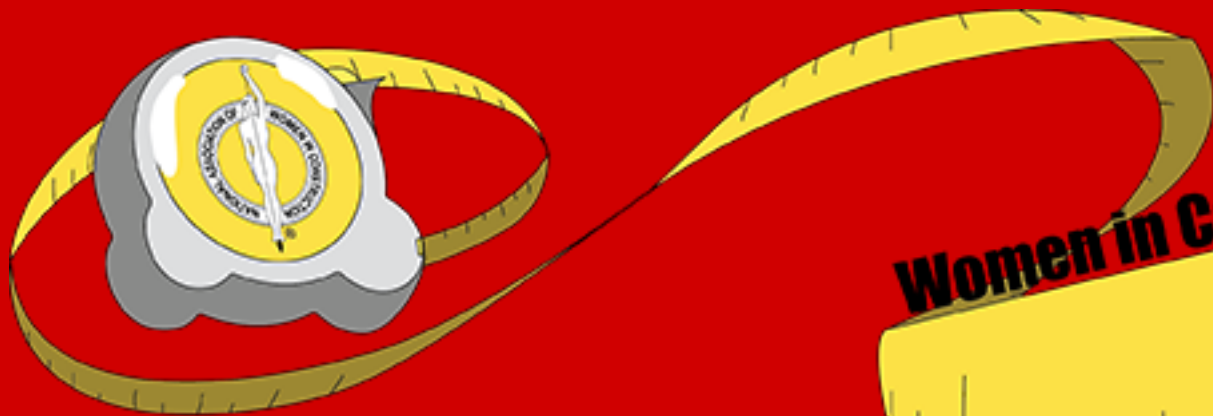
Women in Construction: Safe, Healthy, and Equitable Work Sites

- Tara Labowski** Rutter Project Management, LCC and Secretary of NAWIC's Baltimore Chapter
- Ariane Hegewisch** **Why Diversity Matters in Construction**
Program Director Employment & Earnings at the Institute for Women's Policy Research
- Lauren Sugerman** **Safe and Healthy Worksites: Through the Gender Lens**
Director of the National Center for Women's Equity in Apprenticeship and Employment at Chicago Women in the Trades
- Tiffany Thompson** **Workplace Culture and Harassment**
Advocacy Program Manager for Oregon Tradeswomen





NAWIC



Women in Construction Week

March 4-10, 2018

NAWIC 135

Builds
Baltimore



Industry experience, business membership diversity, and an enhanced ability to make an impact in the industry makes NAWIC Baltimore #135 one of the most beneficial professional, construction trade and business organizations in the Baltimore area. Membership includes every category of professionals who are connected to the construction/ design/ engineering professions and related business and career paths there-in.

From front office and management to back office and boots on the ground personnel, NAWIC is reflective of all the hands that touch construction.

Join NAWIC and paint the town **RED**.
Relevant – **E**ngaged – **D**ynamic

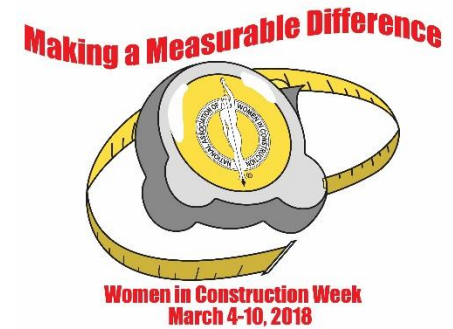
www.nawicbaltimore.org
www.nawic.org





WIC Week 2018

Friday, March 9



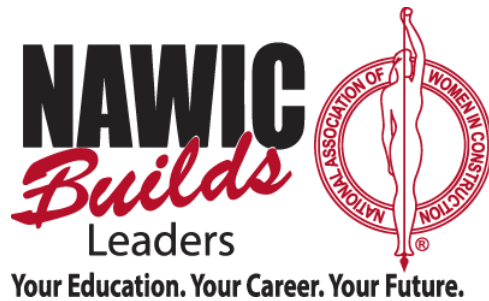
WEAR RED: Show your support for and raise awareness of women in construction by either wearing a NAWIC shirt or a red shirt. Ask others in your company to join you! Take pictures, post to social media with the hashtag #NAWICbaltimore.

www.nawicbaltimore.org

www.nawic.org



Your Education. Your Career. Your Future.



In 2018, NAWIC is partnering in support of OSHA's Safe + Sound Campaign. The Campaign is an initiative that aims to encourage every workplace in the United States to have a safety and health program that includes management leadership, worker participation, and a systematic approach to finding and fixing hazards.

Throughout the year, by linking to the website our membership will have access to free live webinars, educational content, and local events that can help support the adoption of safety and health programs. We'll be sharing information on these opportunities as they become available. Additionally, we encourage you to show your commitment to safety by hosting events and activities that can help energize or initiate a safety and health program during the second annual Safe + Sound Week on August 13-19, 2018.

http://www.nawic.org/nawic/OSHA-NAWIC_Alliance.asp



OSHA and NAWIC are committed to providing NAWIC members and others with information, guidance, and access to training resources that will help them protect the health and safety of workers, and understand the rights of workers and the responsibilities of employers under the Occupational Safety and Health Act (OSH Act). The goals of the Alliance include:

Raising Awareness of OSHA's Rulemaking and Enforcement Initiatives

- To share information on OSHA's National Emphasis Programs, Regulatory Agenda, and opportunities to participate in the rulemaking process.
- To share information on occupational safety and health laws, standards, and guidance resources, including the rights and responsibilities of workers and employers.
- To convene or participate in forums, roundtable discussions, or stakeholder meetings on construction to help forge innovative solutions in the workplace or to provide input on safety and health issues.

Outreach and Communication

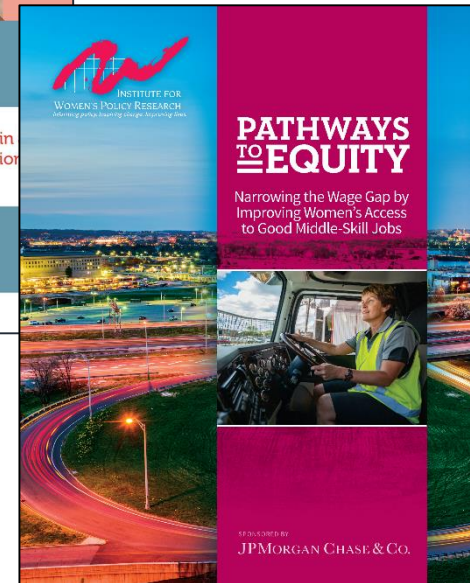
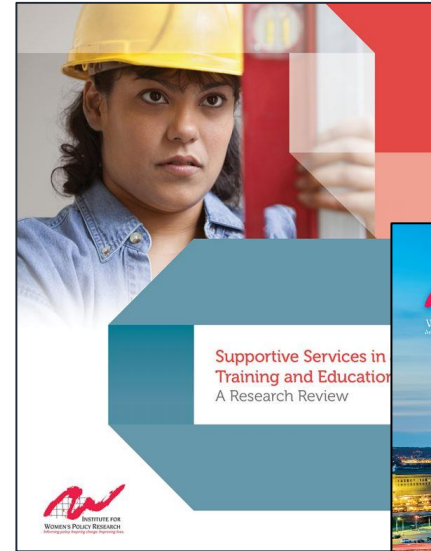
- To share information on the recognition and prevention of workplace hazards (e.g., via print and electronic media, electronic assistance tools, and OSHA and NAWIC websites) with employers and workers in the construction industry.
- To speak, exhibit, or appear at OSHA or NAWIC conferences, local meetings, or other events.
- To encourage NAWIC chapters to build relationships with federal OSHA Regional and Area Offices, as well as State Plans and On-Site Consultation Projects, as appropriate, to address construction health and safety issues.

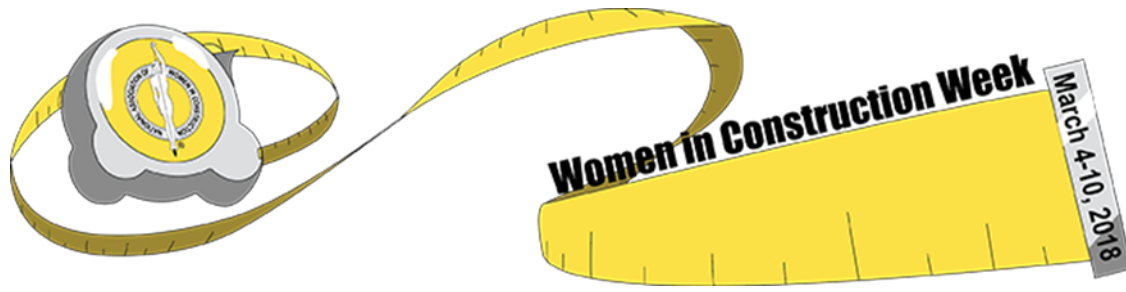
<https://www.osha.gov/dcsp/alliances/nawic/nawic.html#!1B>

Institute for Women's Policy Research

- Civic and Political Participation
- Employment, Education, and Economic Change Work and Family
- Poverty, Welfare, and Income Security
- Health and Safety

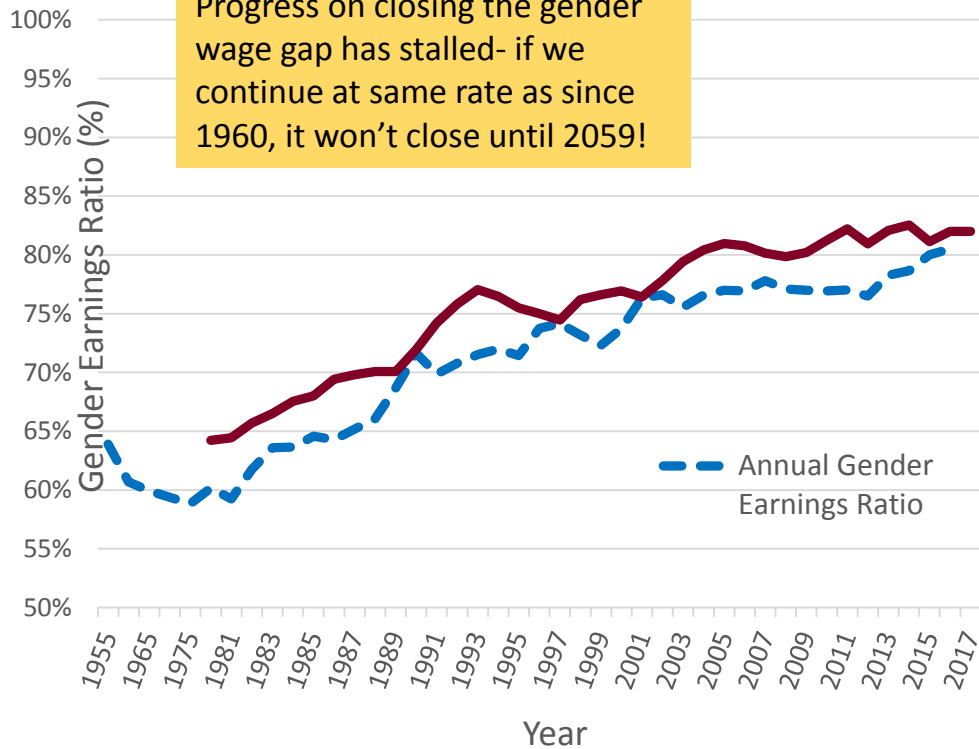
IWPR conducts rigorous research and disseminates its findings to address the needs of women, promote public dialog, and strengthen families, communities, and societies.



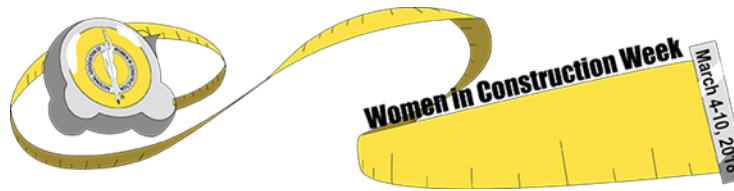


Women in Construction: Why Diversity Matters

Progress on closing the gender wage gap has stalled- if we continue at same rate as since 1960, it won't close until 2059!



- Women earned just 81 cents per dollar earned by a man (weekly full-time) in 2017.
- Women typically have to get more qualifications and training than men to earn the same
- Construction jobs offer family sustaining wages without the need for a 4-year degree through apprenticeships, without college debt.
- Construction has lower than average wage gap
 - Earnings ratio for women and men working a full-time week in 2017 in construction trades: 100.2%
 - Earnings ratio for construction managers: 86.4%

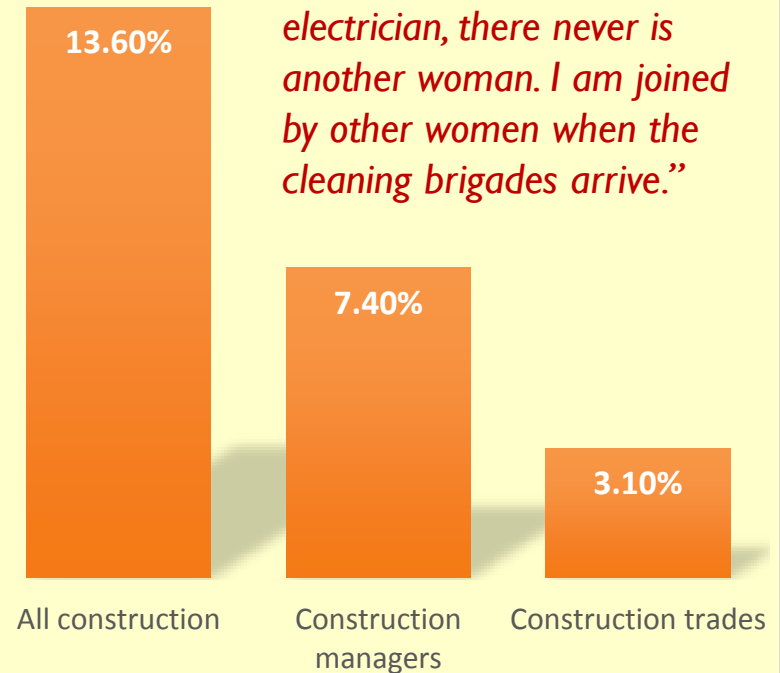


Women in Construction: **Why Diversity Matters**

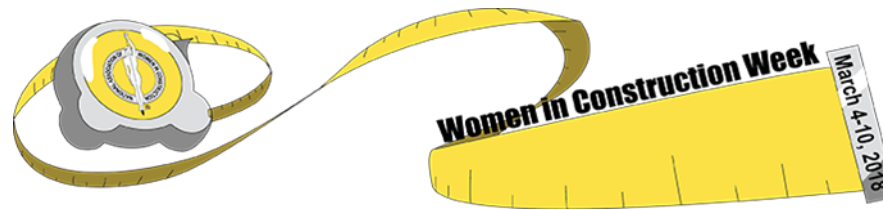
Many women work in construction*

- 888,000 women work in the construction industry across all jobs
- 243,000 women work in construction trade occupations
- 80,000 women work as construction managers
- 66,000 women work as construction inspectors

Women are only a small minority of all construction workers



*U.S. Bureau of Labor Statistics 2017 Current Population Survey
Ariane Hegewisch hegewisch@iwpr.org



Women in Construction: **Why Diversity Matters**

“You could deal with the dangerous work if the men treated you right, or you could handle the men if the work wasn't so dangerous. It's the combination that's so hard.”

(Breaking New Ground, Chicago Women in Trades 1992)

HASWIC Report of the U. S. Department of Labor OSHA

Advisory Committee on Construction Safety and Health (ACCSH) 1999

- In addition to the primary safety and health hazards faced by all construction workers, women face specific health issues.
- Safety and health problems in construction create barriers to women entering and remaining in this field.
- In turn, the small numbers of women workers on construction worksites foster an environment in which these safety and health problems arise or continue.



NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT
LESSONS FOR THE FIELD: BEST PRACTICES FOR BUILDING WOMEN'S INCLUSION

MASSACHUSETTS' SUPPLY & DEMAND STRATEGY: A SUCCESSFUL MODEL FOR INCREASING GENDER DIVERSITY IN THE TRADES

Massachusetts has developed a unique Supply and Demand model that is showing results for

On the Supply Side, Building Pathways Inc. is a six-week pre-apprenticeship training program set up by the Boston Building Trades Unions. Since it was founded in 2011, over 40 percent of its participants have been women, nearly 90 percent have been people of color, and close to 80 percent of its graduates have secured apprenticeships or industry-related employment.



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BRIDGING THE GENDER GAP: CREATING A NATIONAL PRE-APPRENTICESHIP PROGRAM TO PREPARE WOMEN FOR THE IRONWORKING INDUSTRY

Ironworkers work on bridges, structural steel, ornamental, architectural, and miscellaneous metals, and rebar.

A highly skilled trade, unionized ironworkers begin apprentices, benefiting from a combination of on-the-job and related classroom instruction. Over the course of their apprenticeship, an ironworker in Chicago will go from earning \$18.00 per hour to \$46.20. A hefty benefit package adds \$27.72 to \$46.20. A hefty benefit package adds \$27.72 per/hr. to cover health and retirement benefits. Like other trades, the ironworkers face a challenge when it comes to ensuring a trained workforce into the future. There are only 100,000 ironworkers in North America, and more than 100,000 women comprise just 1.5 percent of ironworkers and 1.5 percent of ironworker apprentices.



Participants of the 3rd National Ironworkers Pre-apprenticeship Program for Women, University of Iron, Benika, CA



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WOMEN'S COMMITTEES: A KEY TO RECRUITING AND RETAINING WOMEN

Being an apprentice in a nontraditional occupation such as in the construction trades can be an isolating experience for women. While some regions are making progress and have more than one woman in an apprenticeship class, on the job site it is often still rare for women to meet other women – particularly in their own trade. Some women have used the structures provided by their union membership to support each other, provide mentoring, and help with the recruitment of new women into the trades.

This brief highlights the work of women's committees in different trades – the International Union of Painters and Allied Trades (IUPAT) DC 14 and the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Local 63, both operating out of Chicago, and the Sisters in the Brotherhood committees of the Carpenters Union in North Puget Sound and in Massachusetts – and provides examples of how they support the recruitment and retention of women in the construction trades.

Women's Committees Support the Recruitment and Retention of Female Apprentices

Across the United States over 230,000 women work in construction occupations, including approximately 5000 women apprentices in the trades (US DOL 2017a). This is a higher number than women working as dental hygienists, veterinarians, or librarians (US DOL 2017a); yet, because women are only 3 percent of all construction workers, and 3.5 percent of apprentices in construction, female apprentices may be



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FORGING GENDER EQUITY IN THE SHEET METAL WORKERS LOCAL THE IMPORTANCE OF LEADERSHIP, GOALS AND REG

One of the strongest examples of what is possible

Led by Leah Rambo, a veteran sheet metal worker and first female apprenticeship director, Local 48 has seen improvements in women's participation in the program in 2017. This achievement is the result of the implementation of three key strategies: sustained outreach

Good practice examples on how to increase women's recruitment and retention from

National Center for Women's Equity in Apprenticeship and Employment

<http://womensequitycenter.org/best-practices/>



NATIONAL CENTER FOR WOMEN'S EQUITY IN APPRENTICESHIP AND EMPLOYMENT
LESSONS FOR THE FIELD: BEST PRACTICES FOR BUILDING WOMEN'S INCLUSION

BUILDING EQUITY: ADDRESSING THE IMPACTS OF VIOLENCE ON PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS

The Impact of Abuse on Apprentice's Ability to Fully Participate and Thrive

More than one in four (27 percent) women and one in nine (11 percent) men in the United States have experienced

Domestic or intimate partner violence (IPV) is an issue that not only affects victims at home, but also in the workplace. A 2005 national survey found that one in five working men and women were themselves victims of domestic violence, and over four in ten had experienced domestic violence's effects in the workplace. Job training and apprenticeship programs are not exempt—surveys of job training program participants reveal that between 30 and 66 percent of

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DESIGNED TO INCREASE APPRENTICE DIVERSITY

IBEW Local 48 has a long history of African-American participation in the membership and the leadership of the local, as well as an active Electrical Workers' Minority Caucus (EWMC).

Historically, they enrolled between 1 – 4 African-American apprentices annually and, though they wanted to improve on this number, it was not until they realized, in 2010, that they had not accepted any new African American apprentices, in a community that is 6% African-American, that they developed what is now known as the Wire A Light workshop. To address this disparity in opportunity, the NECA/IBEW Electrical Training Center, IBEW Local 48, their EWMC partnered with Oregon Tradeswomen, Inc. (OTI), an organization that serves women in the trades, and Constructing Hope (CH), serving men of color, low-income individuals and people with a legal history. Together, they developed an innovative outreach activity, the Wire A Light Workshop, to introduce potential African American applicants to the electrical trade through hands-on experience and engage them in next steps designed to increase the number of African American apprentices. Realizing the women would feel more invited if there was an event held just for them, the program offered two workshops, one targeted to women and the other to men. (note: typically workshops for women attract 12-18 women and for men attract 25-35 attendees.)



Electrician

Flyers were created featuring photos of African-American electricians, and inviting the community to the workshop. Flyers were

CHICAGO WOMEN IN TRADES

12



Lauren Sugerman
National Policy Director
lsugerman@cwit2.org

Chicago Women in Trades
2444 W.16th Street Suite 3E
Chicago, IL 60608
312-942-1444

www.womensequitycenter.org

U.S. DOL OSHA HASWIC REPORT

ADVISORY COMMITTEE ON CONSTRUCTION SAFETY AND HEALTH

SANITARY FACILITIES

- Lack of access/privacy/time
- Lack of hygienic conditions
- Inability to use can lead to UTI's, heat stroke,

- If a new employee complained about the lack of adequate restroom facilities for women, "You'd see yourself bye-bye."
- "When I complained that there was no toilet they transferred me to another jobsite. They took me away from a really good partner and good overtime."



PERSONAL PROTECTIVE EQUIPMENT (PPE)



- ❑ Equipment on a worksite is often not properly designed to fit women's body sizes
- ❑ "One size fits all" means all men's sizes; women's sizes are not small men's sizes
- ❑ Poor fit may mean no fit and unworn
- ❑ Poor fit or retrofit compromises protection
- ❑ Equipment that does not fit is a safety hazard to others
- ❑ Difficulty in doing certain tasks
- ❑ Working less efficiently and slower

ERGONOMIC HAZARDS: A GENDERED VIEW

Gender Differences:

- ❑ Female body size and build require distinct techniques for lifting and handling materials and tools
- ❑ Tools and work stations may not be designed for women's frames
- ❑ The grips of tools are typically too thick. Pliers require a wide grasp which puts inappropriate pressure on the palm
- ❑ Menstrual cycles influence women's bodies.
- ❑ Broad hips mean knees are under slightly more stress

Leads to:

- ❑ Heavy, frequent, or awkward lifting
- ❑ Using excessive force, overexertion
- ❑ Using wrong tools for the job or using tools improperly
- ❑ Awkward grips and postures
- ❑ the loss of functional efficiency



SAFER & HEALTHIER WORKPLACE: THINGS YOU CAN DO

- Provide (or offer information on where to find) gender specific PPE and ergonomically designed tools
- Provide gender specific sanitary facilities – CA Law requires
- Provide clean sanitary facilities and hand-washing on site
- Seek modification to equipment and tools to improve ergonomic functioning



MALE-DOMINATED WORKPLACE CULTURE

“Women in the construction trade...can't go out there whining...or we can't go out there and complain. We just have to bite our lip and deal with it if we want to keep our job and if we want to get along with fellow workers”.

- ❑ Concern with “fitting into” macho culture may preclude women from using PPE
- ❑ Women may receive less training to do their job correctly due to protectiveness, isolation or hostility
- ❑ Lack of job security, or desire for inclusion in male camaraderie limits hazard reporting or requesting safety equipment or practices
- ❑ Limited skill training or menial assignments can impede safe working practices
- ❑ Workplace cultural (macho/ production demand) disdains and discourages attention to safety and H&S training

SAFER, HEALTHIER WORKPLACE FOR ALL

Everyone benefits when safety and health issues for women are addressed

All workers benefit from:

- ❑ Better sanitary facilities
- ❑ More fit-testing to ensure adequate PPE
- ❑ More knowledge about chemical and material health hazards
- ❑ Less adherence to the unsafe practices supported by a “macho” culture
- ❑ Less fear of reprisal for asking for health and safety equipment and practices
- ❑ More respectful and productive workplace

Creating Respectful Workplaces

Emerging Best Practices and Pilot Projects





Oregon Tradeswomen

Oregon Tradeswomen is dedicated to promoting success for women in the trades through education, leadership, and mentorship. Founded in 1989 as a small support group led by four tradeswomen (an elevator constructor, two carpenters and an operating engineer), they reorganized as Oregon Tradeswomen, a 501 (c)(3) non-profit, in 1999. Oregon Tradeswomen was founded on the principles that women deserve and can attain economic self-sufficiency through pursuing careers in the building, mechanical, electrical, and utility trades while helping and encouraging the trades industry build up a diverse workforce.

What is at Stake?

- Worker Turnover
- Lost Time Accidents
- Injury-related health care costs
- Lawsuits =



FINANCIAL BOTTOM LINE

* OSHA estimates businesses lose \$3-5 billion annually to workplace violence

Company & Program Policies

Still Building a More Diverse Workforce

Maura Kelly - Portland State University

Oregon Heavy Highway Trades - Funded by BOLI/ODOT

Apprenticeship Rule Update – 29 CFR 30

U.S. Department of Labor – Office of Apprenticeship

2016 Harassment Report

Equal Employment Opportunity Commission

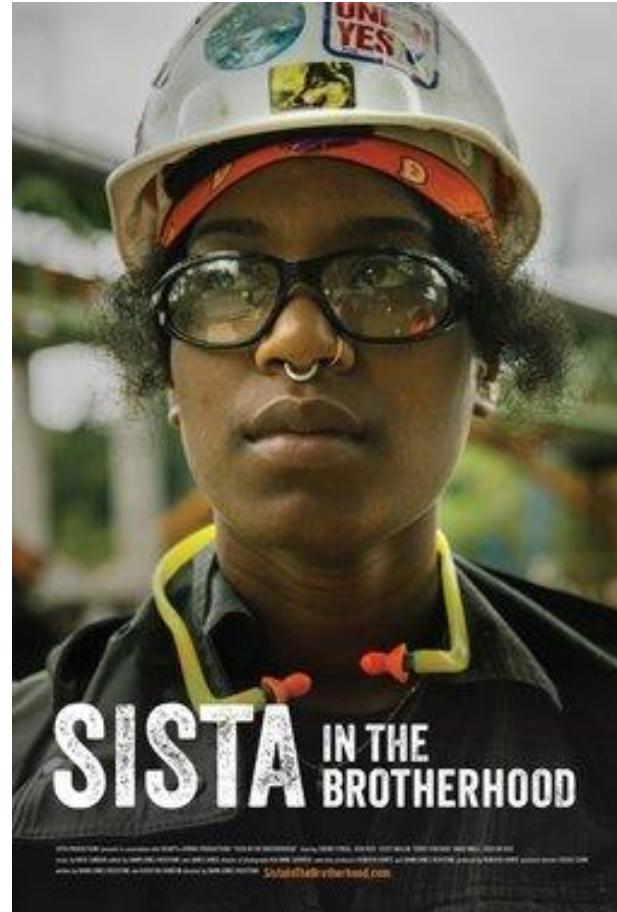
Workplace Bullying & Harassment Toolkit

Equal Employment Opportunity Commission

Promising Practices & Pilots

Starting Conversation

- Sista in the Brotherhood
- Builders, Not Bullies



Promising Practices & Pilots

Culture Change

- Bystander Intervention
- Respectful Workplaces



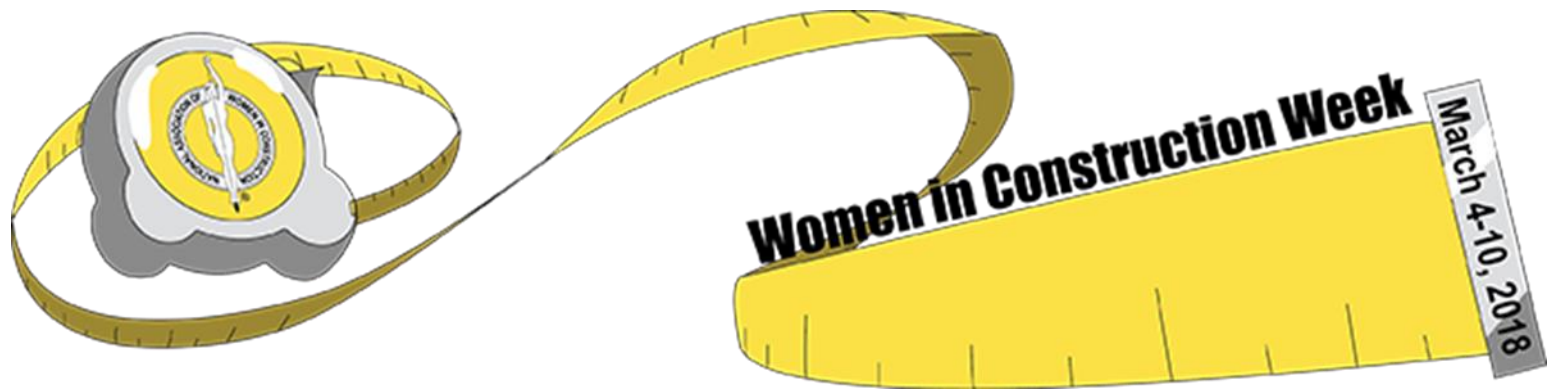
Tiffany Thompson
Advocacy Program Manager
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(503) 335-8200 x 31
tiffany@tradeswomen.net

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Questions?



Resources for Women in Construction: Safe, Healthy, and Equitable Work Sites

- **Construction PPE for the Female Workforce: Center for Construction Research and Training 2017**
<https://www.cpwr.com/research/r2p-p2r-work-reaching-vulnerable-workers/construction-ppe-for-the-female-workforce>
- **Good practice resources: National Center for Women’s Equity in Apprenticeship and Employment**
<http://womensequitycenter.org/>
- **2016 U.S. EEOC Workplace Harassment Report-** with many resources and check list for employers, as well as chart showing harassment risk factors
- https://www.eeoc.gov/eeoc/task_force/harassment/report.cfm
- **U.S. Department of Labor– Anti-Harassment Resources for apprenticeship sponsors** registered with the federal Office of Apprenticeship https://doleta.gov/oa/eo/anti_harassment_resources/
- **Worksafe BC Bullying and Harassment Toolkit** (Canada) <https://www.worksafebc.com/en/health-safety/hazards-exposures/bullying-harassment/resource-tool-kit>



Resources cont.

- **Still Building a More Diverse Workforce in the Highway Trades: 2016 Evaluation of the ODOT/BOLI Highway Construction Workforce Development Program**
- (Lindsey Wilkinson and Maura Kelly, Department of Sociology Portland State University)
http://www.oregon.gov/boli/siteassets/pages/press/still_building_a_more_diverse_skilled_workforce_in_the_highway_trades.pdf
- **Sista in the Brotherhood** (video and discussion guide)
<http://www.sistainthebrotherhood.com/>
- **Builders, Not Bullies** (video and discussion guide)
- <https://www.worksafebc.com/en/resources/health-safety/videos/bullying-and-harassment-in-construction/bullying-and-harassment-in-construction-its-personal?lang=en>
- **Respectful Workplaces – Bystander Intervention Pilot**
<https://alteristic.org/casestudy/oregon-tradeswomen/>



