



**JOBS FOR THE FUTURE**

# ADDING A GENDER LENS TO NONTRADITIONAL JOBS TRAINING

CREATED BY WIDER OPPORTUNITIES FOR WOMEN

MAY 2017

## **TOOL 6.2.2 HEALTH AND SAFETY OF WOMEN IN MANUFACTURING QUIZ**

Use this tool to introduce the curriculum module of Tool 6.1 and cover the general ideas, such as that there is still a lack of awareness, understanding and recognition of these issues. Only one major labor institution acknowledges that sexual harassment can also be a safety and health concern. OSHA does care about issues like sanitary facilities and requires employers to provide gender-specific sanitary facilities at farm labor sites. OSHA is a relatively new agency; it was only authorized in the 1970s. Overlooked safety and health concerns related to gender are not incidental or experienced by only a few with minor consequences. Students can complete the quiz individually or in small groups to increase awareness and understanding.

*This tool is adapted from the pre-apprenticeship Multi-Craft Core Curriculum of the Building and Construction Trades Department, AFL-CIO.*

### **WHO SHOULD USE THIS TOOL**

Occupational training instructors, with their students

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*Adding a Gender Lens to Nontraditional Jobs Training* was created by Wider Opportunities for Women for the GreenWays initiative, supported by grants from the U.S. Department of Labor through Pathways Out of Poverty and the Green Jobs Innovation Fund.

This section was produced by Jobs for the Future as part of a contract with the U.S. Department of Labor to drive the expansion of Registered Apprenticeship

in the growing advanced manufacturing sector. JFF is partnering with manufacturing associations and leading innovators in apprenticeship to dramatically increase the number of manufacturing firms that are utilizing Registered Apprenticeship and to register over 2,200 apprentices by 2021.

*Adding a Gender Lens to Nontraditional Jobs Training* is available online at: [jff.org/newlensonjobs](http://jff.org/newlensonjobs).

**Review the following questions and circle the correct answer for each question.**

1. Which of the following are health and safety issues for women in manufacturing?
  - a. Sexual harassment
  - b. Exposure to hazardous materials
  - c. Long working hours
  - d. All of the above
  
2. Some work station designs are a health and safety concern for women because:
  - a. Women don't know how to operate machinery as well as men
  - b. Seating without adjustable height or a curved seating pan can lead to neck and shoulder pain
  - c. The small print on the machinery can be hard for women to read, causing them to strain their eyes and necks.
  - d. None of the above
  
3. Typical stress factors for production workers include long hours, loud work-environments and pressure to meet deadlines. An additional stress factor specifically facing women in production is:
  - a. Self-perception as an outsider
  - b. Sleep deprivation
  - c. Dangerous operation
  - d. All of the above
  
4. What can manufacturing firms do to encourage safety for women in the workplace?
  - a. Teach women how to avoid and deflect harassment
  - b. Provide training to all employees about expectations for an inclusive non-hostile work culture
  - c. Establish zero tolerance sexual harassment policies
  - d. Both b and c
  - e. All of the above
  
5. If forced to file a complaint for harassment, women should?:
  - a. Find diligent representation
  - b. Report issues to the employers HR department
  - c. Report issues to the EEOC representative
  - d. All of the above
  
6. Which organization has recognized sexual harassment as a health and safety issue, as well as a civil rights issue?
  - a. The International Labor Organization
  - b. The AFL-CIO
  - c. The Canadian Labor Council
  - d. International Association of Machinist and Aerospace Workers
  - e. All of the above

## Facilitator Answer Guide

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