A sunset over a highway with utility poles and signs. The sky is filled with orange and yellow clouds, and the sun is low on the horizon. In the foreground, there are silhouettes of trees and utility poles. In the background, there are signs for a McDonald's and a Shell gas station. The overall scene is a typical roadside view at dusk.

**Gender-Based Workplace Violence,
Discriminatory Practices, and Employer
Retaliation and Intimidation Threats Against
Workers in Southern Louisiana's Seafood
Processing Industry**

Presentation by
Carolina Morales and Nathan Yoguez



NATIONAL
GUESTWORKER
ALLIANCE



**NEW ORLEANS
WORKERS' CENTER
FOR RACIAL JUSTICE**

Background

- Louisiana Seafood Industry

- H2B Visas

- Seafood Industry Workers

- Follow up from OHIP 2016
Survey Recommendation

- Creation of la Alianza de Lxs
Trabajadorxs del Marisco y Pescado



Goals

- To investigate gender based workplace violence inside the seafood industry
- In person and phone surveys to workers in Latin America
- Survey Analysis and Recommendations
- Educate, inform and update workers voices

Methods

Literature Review

Developed Initial Survey

Meeting and talking with Seafood Workers

Pilot Testing of Initial Survey

Feedback from NOWCRJ team

Revisions of Survey

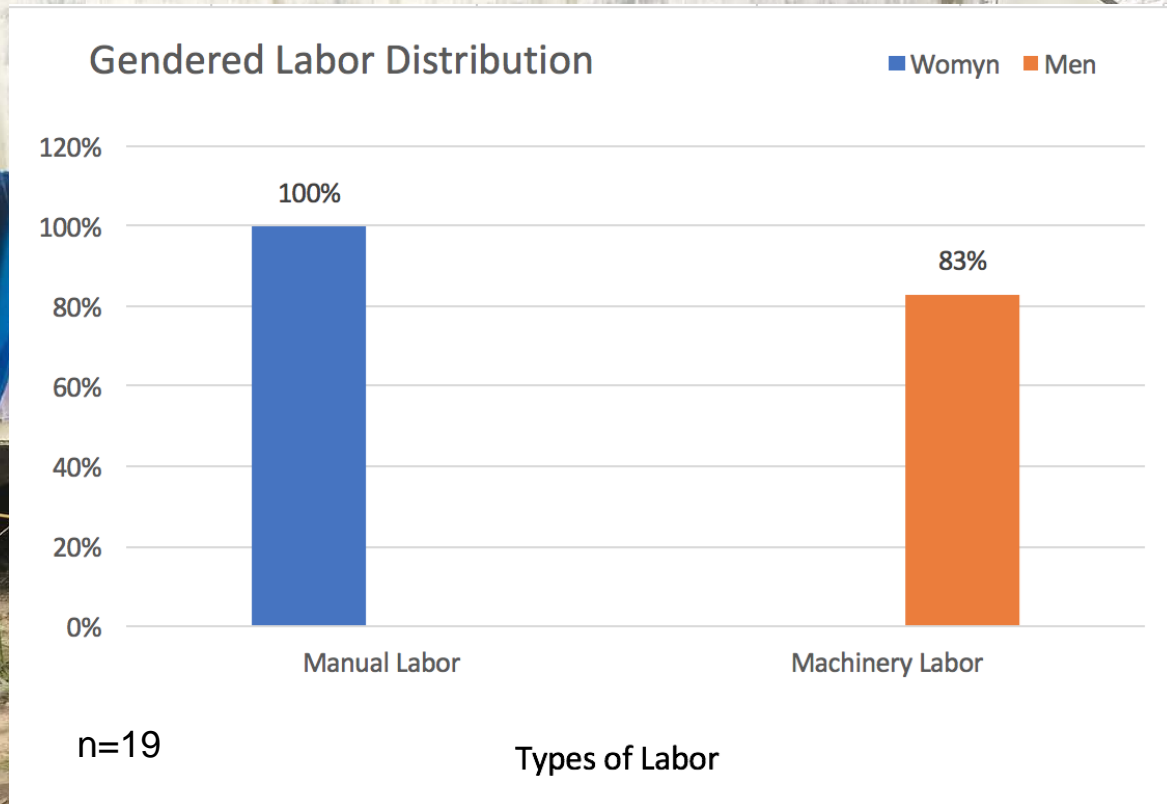


Results

Labor is distributed by gender

83% of men surveyed work using heavy machinery

All womyn surveyed (7 total) work in manual labor

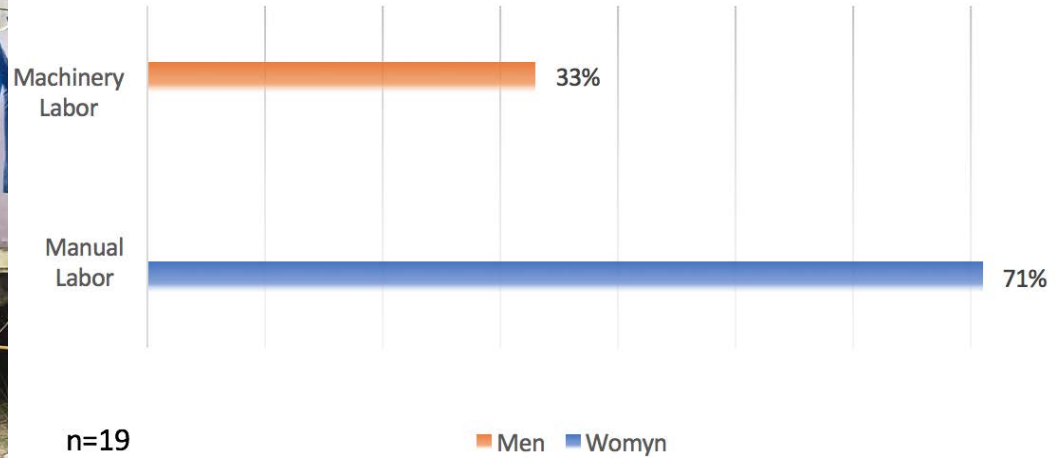


- Correlation between injuries and, or illnesses based on gendered labor

33% of men surveyed were injured due to heavy machinery

71 % of womyn injured due to manual labor

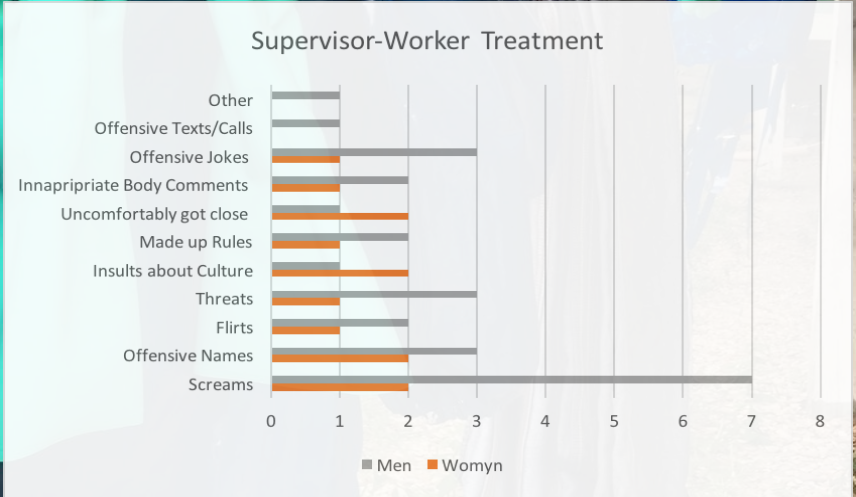
INJURIES BY TYPE OF LABOR



Results

Supervisor-Worker Dynamic

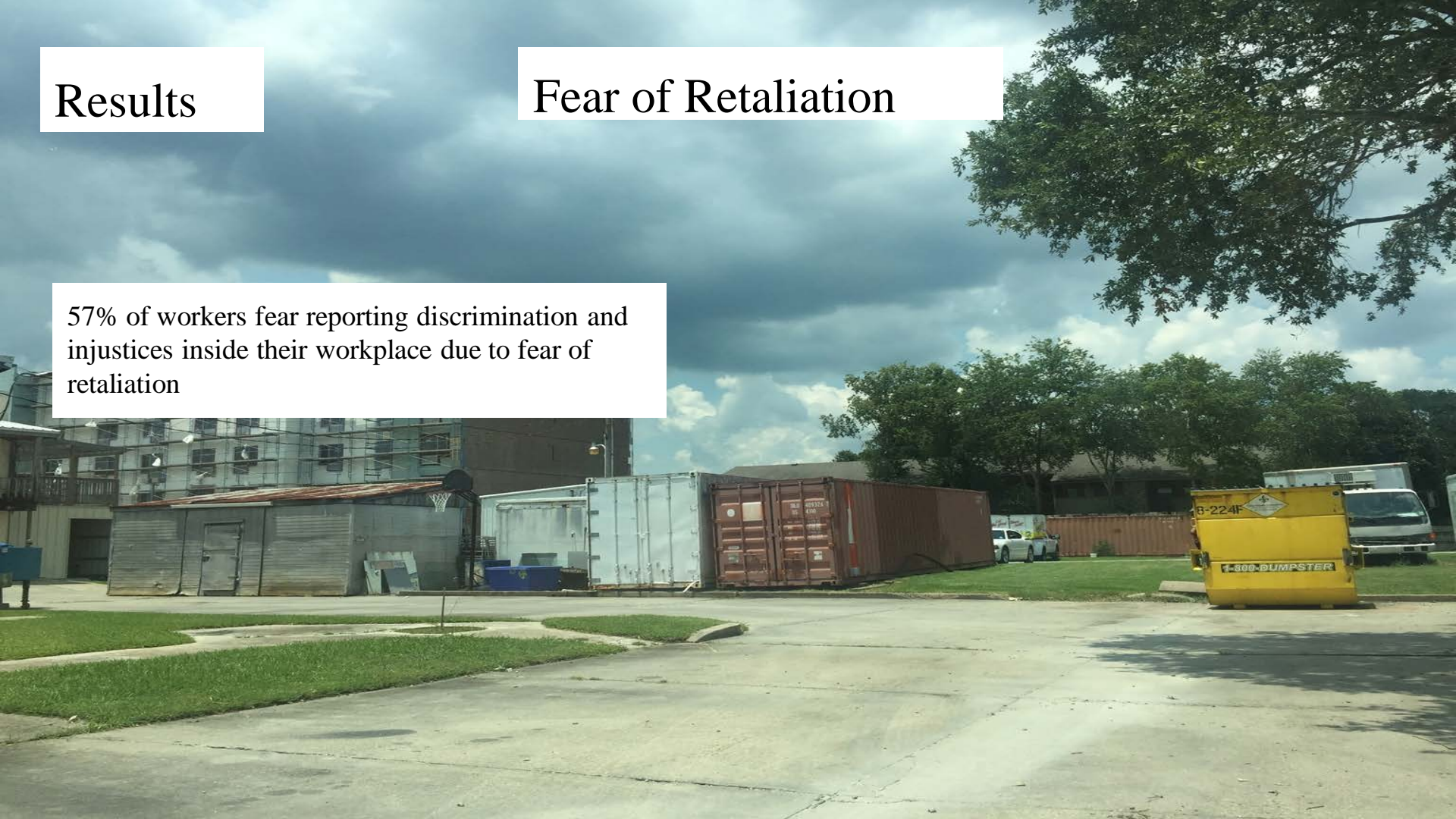
63% of workers view the Supervisor as a threat to them



Results

Fear of Retaliation

57% of workers fear reporting discrimination and injustices inside their workplace due to fear of retaliation



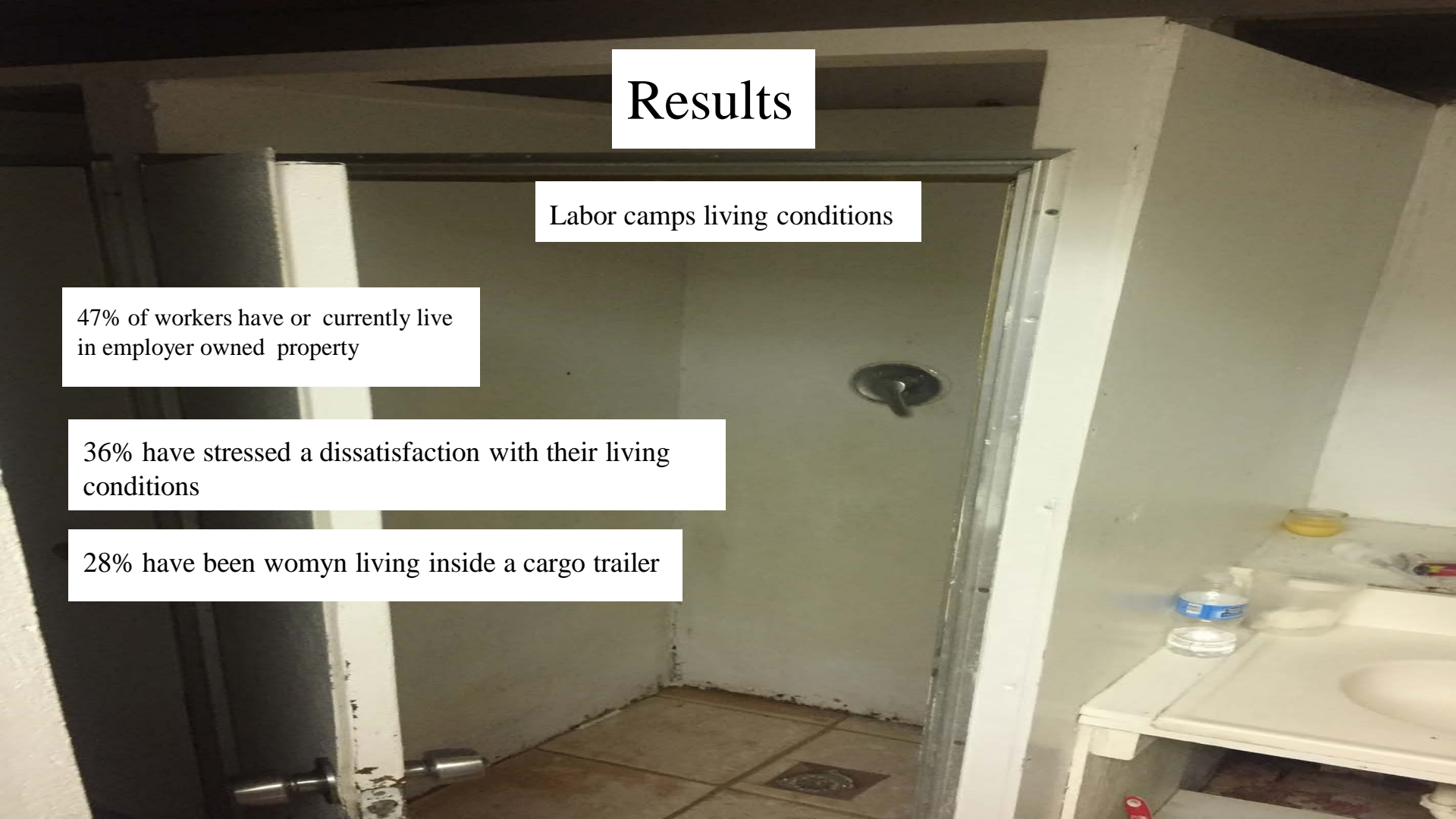
Results

Labor camps living conditions

47% of workers have or currently live in employer owned property

36% have stressed a dissatisfaction with their living conditions

28% have been womyn living inside a cargo trailer



Challenges

Recognizing ourselves as the outsider
looking in

Sensitivity of the “focus”

Language Barriers

Gaining the trust of workers in a short
period of time



Successes

- Better understanding of the intersectionalities between occupational and environmental health, immigration, and human rights.

- Witnessed the creation of La Alianza de Trabajadores de Marisco y Pescado (ATMP) or the Seafood Workers' Alliance
- Established organizational connections with Seafood Processing Workers

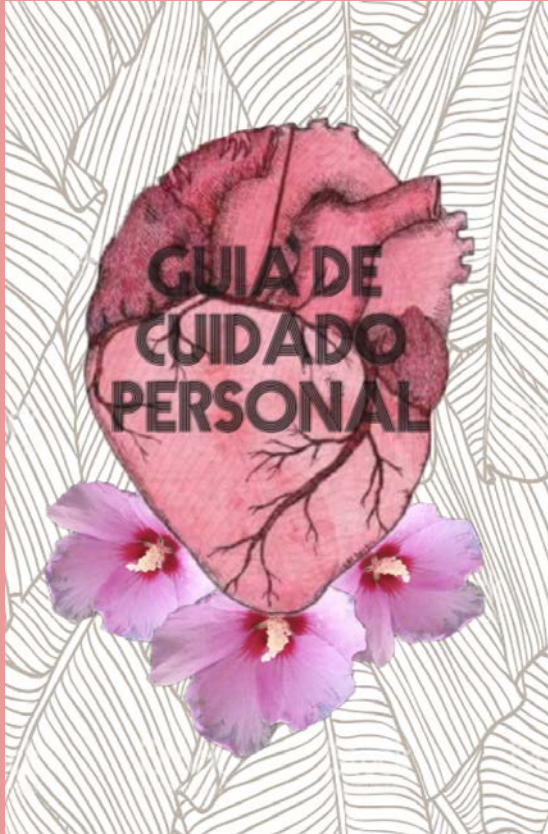




Recommendations

- Department of Labor and OSHA should certify U visas and seek work permits to provide immigration protection for workers who speak out about workplace abuses
- OSHA should hire multi-lingual, multi-cultural, and womyn-identifying staff and train them on gender and on working with immigrant workers who fear retaliation
- OSHA should directly partner with the National Guest Worker Alliance and other community and worker organizations
- Retail buyers of Louisiana seafood should enter into agreements with workers producing their seafood to stop gender discrimination, prevent forced labor, and remediate health and safety violations.
- NGA should expand outreach and know-your-rights workshops and collaborate with OSHA on identifying plants with egregious health and safety violations

Give-Back Product



ESTA GUIA ES DEDICADA
A
LA ALIANZA DE EL MARISCO Y PESCADO



Y A TODXS LOS TRABAJADOXS
QUE ALGUN DIA SE UNIRAN A LA LUCHA

QUE VIVA LA UNIDAD
CON FUERZA
Y
SIN MIEDO

CONTENIDO

EN LA CHAMBA.....

EN LA CASA.....

Personal Reflections



Acknowledgements

NGA TEAM

OHIP Program

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