



# STOP GENDER-BASED VIOLENCE AT WORK

– THE STRUGGLE OF THE GLOBAL UNIONS

**UNION  
TO UNION**

LO, TCO & SACO GLOBAL

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## UNION TO UNION

*Union to Union* samordnar LO, TCO, Saco och deras medlemsförbund i det internationella fackliga utvecklingsarbetet. Genom Union to Union stöttar de svenska förbunden ett hundratal fackliga utvecklingsprojekt i lika många länder. Det innebär stöd till fack över hela världen. Projekten handlar bland annat om att stärka organisering, utbilda medlemmar om de mänskliga rättigheterna i arbetslivet och kollektiv förhandling, samt att stötta påverkansarbete. I Sverige arbetar Union to Union med att skapa medvetenhet om globala arbetsmarknadsfrågor, det fackliga utvecklingsarbetet och vikten av bra arbetsvillkor i alla världens länder.

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# Content

<b>Preface</b> .....	<b>5</b>
<b>1. Conclusions</b> .....	<b>7</b>
1.1 Challenges .....	9
<b>2. Aim, assignment and method</b> .....	<b>11</b>
<b>3. IndustriALL</b> .....	<b>12</b>
3.1 IndustriALL's pledge.....	12
3.2 IndustriALL's campaign activities .....	13
3.3 The importance of collective agreements .....	13
3.4 Reminders on Women's Day.....	14
3.5 Strategies for different types of workplace .....	15
3.6 IndustriALL and #MeToo.....	17
3.7 The IndustriALL Pledge – Violence and harassment against women: NOT IN OUR WORKPLACE, NOT IN OUR UNION .....	17
<b>4. The Global Union for Commerce, Services and Related Sectors (UNI)</b> .....	<b>19</b>
4.1 The UNI is a member of the ILO Expert Panel.....	19
4.2 The wage gap between women and men .....	20
4.3 Gender and digitalization .....	22
4.4 Collective agreements and global framework agreements .....	22
<b>5. Building and Wood Workers' International (BWI)</b> .....	<b>24</b>
5.1 BWI's Women's Committees.....	24
5.2 Congress decision to prioritise gender .....	25
5.3 Put a stop to macho culture .....	26
5.4 Women do not report.....	27
<b>6. The International Transport Workers' Federation (ITF)</b> .....	<b>29</b>
6.1 Women's advocates .....	30
6.2 A pilot project in Maharashtra.....	31
6.3 Training trainers.....	31
6.4 The ITF Women's Conference .....	33
6.5 A radical law in Tunisia.....	34
<b>7. Public Services International (PSI)</b> .....	<b>35</b>
7.1 Violence against healthcare workers .....	35
7.2 Unequal power relations.....	36
7.3 PSI's advocacy about the ILO Convention .....	37
7.4 Indicators for equality .....	38
<b>8. The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association (IUF)</b> .....	<b>39</b>
8.1 Part of a larger strategy .....	39
8.2 Three global framework agreements .....	40
8.3 The importance of a change in attitudes .....	41
8.4 Progress and setbacks .....	42
8.5 Work through legislation .....	43
8.6 Safe transport and domestic violence.....	43

<b>9. The International Journalists' Federation (IFJ)</b> .....	<b>45</b>
9.1 Almost one in two is affected.....	45
9.2 The IFJ Gender Council .....	47
<b>10. Education International (EI)</b> .....	<b>48</b>
10.1 Deeply rooted stereotypes.....	48
10.2 Education Unions Speak .....	50
<b>11. The International Federation of Actors (FIA)</b> .....	<b>52</b>
11.1 The way forward.....	53
<b>12. The International Federation of Musicians (FIM)</b> .....	<b>55</b>
12.1 Workshop in Tanzania .....	55
12.2 Considering adopting a policy.....	56
<b>13. The International Trade Union Confederation (ITUC) and the Trade Union Development Cooperation Network (TUDCN)</b> .....	<b>57</b>
13.1 The ITUC coordinates global trade union campaigns .....	57
13.2 No country has a solution .....	57
13.3 The ITUC initiated the TUDCN .....	58

# Preface

We are pleased to present Stop Gender-Based Violence at Work – the Struggle of the Global Unions, a study of the way trade unions around the world work with gender issues.

So much impressive work has been accomplished, and there is still more to be done.

The study is gratifying, since it is obvious that the trade union movement provides structures for a consolidated response to the ongoing discrimination that takes place today in workplaces around the world, and which is now often referred to as #MeToo. The trade unions' demand for a more effective tool, such as a new ILO Convention against gender-based violence, is important. #MeToo can therefore be said to be part of a historic, powerful workers' struggle for better working conditions and a more decent life.

This demand has arisen against the background of the horrendous fact that gender-based violence remains one of the most tolerated violations of workers' human rights. Statistics show that 35 per cent of all women – 818 million women worldwide – over the age of 15 have experienced sexual or physical violence at home, in their communities or in the workplace.

This discrimination is ongoing despite the fact that gender inequality is unfair from a human rights point of view. Gender inequality is also a very bad investment. Equality between women and men generates a multiplier effect, which means that it is a winning concept:<sup>1</sup>

■ **Education:** high fertility rates fall when girls receive an education, and so does infant and child mortality rates as well as maternal mortality; labour force participation rates and earnings increase and fosters further educational investment in children. Investing in girls' education would in fact result in a rise in lifetime earnings of today's cohort of girls of up to 68 per cent of the annual GDP.

■ **Health:** When girls and women are healthy, maternal and child health increases and so does wealth. A one-year increase in health expectancy could raise GDP by up to 4 per cent.

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1 <http://reports.weforum.org/global-gender-gap-report-2015/the-case-for-gender-equality/#view/fn-11>.

■ **Representation:** Studies show that where women are equally represented in politics as well as in businesses, decisions often have a broader societal and economic impact. Companies with a general top quartile representation of women in executive committees perform better than companies with no women at the top by a 47 per cent average return on equity, according to some estimates.

We know that the trade union movement will write history again in our successful struggle for gender equality. Thank you for joining our call: Stop gender-based violence at work!

**Kristina Henschen,**  
Secretary General, Union to Union

# 1. Conclusions

The Global Union Federations (GUFs) are important actors in the global world of work. Sexual harassment and gender-based violence are not new subjects to the ten GUFs. The issue has been on their agenda for about ten years – often as a result of initiatives on behalf of global union women's committees.

The issue of violence and harassment is gaining momentum. This tailwind is partly due to increased awareness of the convention on violence and harassment against women and men in the world of work – that is being prepared by the International Labour Organisation (ILO) – and partly to the massive attention to the #MeToo movement. While this focus has primarily been noticed in Europe and North America, it has also created a positive energy that the trade union movement can take advantage of in other parts of the world.

The GUFs link violence and harassment against women to the broader issue of, primarily, gender equality, but also to health, work environment, differences in pay and power structures. They emphasise the importance of combating workplace segregation – men drive the trains, women clean them – and divergences regarding status as well as the thickness of the pay packet caused by it.

Violence and harassment are driven by dynamics that operate in the world of work and in wider society. This includes power relations, gender norms, cultural and social norms and discrimination.<sup>2</sup> Because of this, insecure employments, short-term contracts and numerous layers of sub-contractors are worrying in the way they disproportionately affect women. The risk of abuse increases when women lose power and become dependent on managers, supervisors and other men in superior positions. This is further reinforced when sexual harassment becomes “normalised” in society, something that it is not worth protesting against.

The GUFs work against violence and harassment in different ways – and at different levels, both centrally and locally. It includes increasing awareness and knowledge, coordinating information campaigns and developing pledges, which their affiliates are encouraged to adopt. Issues relating to violence and harassment need to be anchored within the local union structures. This can be done by putting in place codes of conduct or internal policies as well as by bringing up issues relating to violence and harassment in negotiations with employers.

Harassment and gender-based violence are problems that also affect the trade

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<sup>2</sup> ILO, Ending Violence and Harassment against Women and Men in the World of Work, 2017.

union movement. A number of GUF representatives agree that unions need to act strongly against abuse. They will lose credibility unless they do so. It is therefore encouraging to see that the GUFs in general have adopted internal policies against harassment and gender-based violence.

A list of collective agreements that include clauses about violence and harassment in the workplace is included in a recent ILO report.<sup>3</sup> Most of these agreements have been concluded in Europe, but there are also examples from Latin America, especially the two largest countries, Brazil and Argentina. There are only a handful examples each from Asia and Africa. Most of the collective agreements from countries outside Europe are signed with the public sector.

Global framework agreements are another way of structuring the relationship between employers and workers. The GUF IndustriALL has the largest number of global framework agreements and is presently investigating whether they can include issues relating to violence.

The fact that many women do not realise that they are victims of abuse is a crucial obstacle to ending violence and harassment. But if they do, few women will risk the shame that is connected with sexual harassment and gender-based violence. Instead of reporting the abuse they remain silent. In order to address this situation, the ITF is using a model that was originally developed in Canada. It is based on so-called women's advocates in the workplaces. After a short training period, these women's advocates are able to support colleagues who are victims of sexual harassment and gender-based violence and to assist them with practical issues such as reporting. A pilot project in India indicates that the model is working. It will be tested in some Asian and Latin American countries during 2018. This work is supported by Union to Union.

The obvious way forward for the trade union movement is to demand that these mechanisms are included in national collective agreements, or to raise this issue to the global level and include it in global framework agreements. A global agreement on sexual harassment and gender-based violence was agreed between IndustriALL, IUF and the transnational food and chemicals company Unilever.

We need to think more systematically about prevention. Where does the abuse take place? Would safe transports be a solution? Local unions should demand

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<sup>3</sup> ILO, Violence and Harassment against Women and Men in the World of Work, Trade Union Perspectives and Action, 2017.

action from the employers, including paid transport, or consideration of safer alternatives.

There are as yet few initiatives with a masculine perspective that solely target men. There are, however, men that are committed to gender equality.<sup>4</sup> Experience indicates that targeted interventions, including education, role play, testimonies from victims and so on are needed in male dominated workplaces with a “macho” jargon.

The global union federations emphasise the importance of national legislation on sexual harassment and gender-based violence. Such laws can function as “door-openers” to include these issues in collective agreement bargaining. They should put pressure on employers to develop a policy on sexual harassment. However, legislation will not help women in the informal sector. It is also quite common that these laws are only applicable at workplaces with a certain number of employees.

Violence and abuse in the world of work is nothing new, but new forms have been added in the last few years. One of them is cyber-bullying, which especially affects women who speak out about controversial issues. Another is the rising levels of violence within the health sector that particularly affect female front-line workers. This kind of violence and harassment is described in a recent ILO report that includes a number of case studies conducted in, for example, Argentina and the Philippines.<sup>5</sup> One reason for attacks on hospital staff and others seems to be discontent with issues including cuts in services and more expensive care tariffs.

## 1.1 Challenges

■ Sexual harassment and violence is about power imbalances as well as norms and discrimination. What the GUFs can do about this is not obvious. Have lessons been learned that should be disseminated? Changes also take place due to new technical solutions, automatization and digitalisation, which may result in new situations in the labour market that in turn affect the prevalence of gender-based violence. The GUFs should continue to analyse the situation and explore concrete measures to address it.

■ The risk of abuse increases as women lose influence due to, among other things, insecure working conditions, privatisations, and digitalisation. This risk also increases if the established norm is that women should have a subordinate position. The GUFs should perhaps address this more directly in their campaigns.

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4 Union to Union, Male Champions of Gender Equality, 2016.

5 ILO, Violence and Harassment against Women and Men in the World of Work, Trade Union Perspectives and Action, 2017.

■ Many women do not report abuse, either because they do not realise that they are victims because the subject is taboo, or because they are still dependent on the perpetrator, for instance a superior. But in order to bring about change it is necessary for more women to come forward, tell their stories and request that the perpetrator is held to account. Therefore, mechanisms have to be set up in order to ensure that women are listened to, and that they receive emotional support and practical advice. The ITF is using one model to do this, so-called women's advocates, in an ongoing project that covers several countries. It is important that this and other similar mechanisms are closely monitored so that robust conclusions are drawn and methods that work well can be disseminated.

■ Mechanisms that support victims can be included in national collective agreements. It is also possible to raise the issue to the global level and include these mechanisms in global framework agreements. The number of global framework agreements has increased, but only a small number include clauses that deal with sexual harassment and gender-based violence. This means that there is an opportunity for the trade union organisations to act more forcefully.

■ In order to be able to act credibly against violence and harassment, trade unions must counteract sexual harassment and gender-based violence within their own organisations. Progress has been made and many global unions have adopted policies that condemn sexual harassment and gender-based violence within their organisations. Despite this, there is a need for self-criticism regarding the way this issue has been handled in the past. It is also crucial that the unions stress gender-based violence as a topic that must engage both men and women. It is therefore somewhat problematic that the main responsibility for these issues is often the responsibility of the GUFs' women's committees.

■ Guides, checklists and other practical tools that in a simple and pedagogical way describe how an affected woman, local trade union or company should act in cases of sexual harassment or gender-based violence do exist in some cases, but they should be more widely available.

■ The Internet and social media bring new forms of psychological and verbal harassment that affect female journalists especially. Considering the fact that more or less the entire world has access to the internet and Facebook, more efforts will probably be needed in order to find strategies to offset this.

## 2. Aim, assignment and method

This study is an overview of the Global Union Federations' (GUFs) work to end sexual harassment and gender-based violence in the workplace.

According to the Terms of Reference, the GUFs should be understood to be the following organisations: IndustriALL, PSI, EI, IUF, BWI, UNI, IFJ, ITF, FIA and FIM. The study also covers, to a certain extent, networks and cooperation projects in which the GUFs and ITUC, the global organisation for union confederations, are participating.

The focus is on methods and strategies used by the GUFs in their efforts to eliminate sexual harassment and gender-based violence. Several positive examples are highlighted in this study, including local interventions as well as agreements between GUFs and transnational companies. The focus of the study is on sexual harassment and gender-based violence in the world of work, not sexual harassment within the trade unions, although these issues are connected. The study is descriptive, that is to say it describes the work of the global union federations. The aim is not to evaluate earlier interventions or suggest changes. However, the assignment includes the identification of challenges that face the GUFs in their work on sexual harassment and gender-based violence.

Information collection was partly conducted in the form of Skype interviews with representatives of nine GUFs. Others were interviewed at their offices in Geneva and London respectively. Information material produced by the GUFs, especially strategy documents, were studied. The review of documentation has included material available on the GUFs websites.

Variations were observed among the different GUFs in terms of the extent and, to some degree, the direction of their work. There were also variations when it came to the time people were able to dedicate to interviews and their availability. The aim of the study is not to provide a comprehensive picture of the global union federations' work on sexual harassment and gender-based violence, but rather to get an overview of important developments. The focus is on what happens at the central level within the GUFs. As to affiliated organisations, some examples of activities are mentioned more as illustrations than a fair picture of their ongoing work.

## 3. IndustriALL

IndustriALL represents 50 million workers and has approximately 600 affiliates in about 140 countries. IndustriALL organises workers in the mining, energy and manufacturing sectors.

According to IndustriALL, we have come to a decisive moment in terms of sexual harassment and gender-based violence. There are two reasons for this: firstly, the #MeToo movement has contributed to increased attention – primarily in Europe and North America – and secondly, the ongoing discussions within the ILO about a new convention on violence and harassment against men and women in the world of work.

Although this is seen as a golden opportunity for bringing about change, these issues are not new to IndustriALL. On the contrary, they have been on the agenda for many years.

### 3.1 IndustriALL's pledge

Sexual harassment and gender-based violence have long been linked to broader issues such as gender equality, environment and health. However, issues of sexual harassment and violence against women has come to the fore in the last few years. The core of this work is a pledge adopted by IndustriALL, which they encourage their affiliates to sign: “Violence and harassment against women: Not in our workplace! Not in our union!<sup>6</sup>”

The pledge was endorsed by IndustriALL's Executive Committee in November 2017, and it was made clear that their affiliates should adopt it too. Affiliates in Thailand, the Philippines, Cambodia and Myanmar have already approved the pledge. All affiliates in India, Sri Lanka, Guatemala, Argentina, Panama, Brazil, Burkina Faso, Zimbabwe, Croatia, Serbia and Turkey have also approved the pledge, as have unions in Germany, Spain, the Netherlands and the US.

While take up in the Nordic countries has been slow, the pledge has been adopted by the Norwegian affiliate Fellesforbundet, and it is hoped that others will follow.

IndustriALL encourages all affiliates to adopt this pledge and work for the elimination of sexual harassment and gender-based violence within their own organisations. For this to happen, this issue has to be discussed and anchored at all levels within the respective trade unions. Elected representatives and other

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6 The pledge is found after this chapter.

members of these organisations need to be informed about this pledge and the work against violence and harassment.

### **3.2 IndustriALL's campaign activities**

Another objective with IndustriALL's pledge is that affiliated members should carry out activities and launch appeals that shed light on sexual harassment and gender-based violence. This sends a clear signal also to authorities and employers saying that they too need to act.

Furthermore, IndustriALL wants all affiliates to lobby governments to adopt stronger laws against sexual harassment and gender-based violence. Where such laws already exist, the main issue is to develop tools for their implementation.

If IndustriALL is going to be able to put pressure on politicians, it is crucial that the affiliates have anchored the topic with the trade union confederation in their respective countries. The International Trade Union Confederation (ITUC) plays an important role in this process.

An important part of the lobby work is to create support for the proposed new ILO Convention on Violence and Harassment against Men and Women in the World of Work. It is important for IndustriALL that that the Convention is adopted, and that the ILO sanctions associated recommendations that instruct member countries in how to follow it up.

### **3.3 The importance of collective agreements**

There is a need for clauses in collective agreements that take a clear stand against sexual harassment and gender-based violence, and that describe the mechanisms that will come into play if such violations should occur. It is particularly important that women who are victims of violence and harassment in the workplace know how to submit complaints, that they can be confident that their complaints will be investigated and that concrete measures will be taken.

In addition to national collective agreements, global framework agreements are signed between GUFs and transnational companies. IndustriALL has signed a total of 47 such agreements to date, which is more than any other GUF. Several include clauses on gender equality and equal rights for women and men. IndustriALL is currently investigating whether these agreements can be used as tools in the efforts to eliminate sexual harassment and gender-based violence.

In addition to the global framework agreements, IndustriALL, together with the IUF, has signed a special agreement with the transnational company Unilever (a

chemicals and food producer) in order to counteract violence and harassment. The agreement is not only valid for Unilever itself, but for the company's entire supply chain. As a result, all workplaces associated with Unilever now have a plan for how to end violence and harassment as well as mechanisms for dealing with complaints. IndustriALL hopes that more agreements of this kind will be finalised soon. Companies that are eager to protect their trade-marks will want the agreements to be honoured. The #MeToo movement has offered more opportunities for putting pressure on transnational companies, for example in the garment sector.

To summarise, IndustriALL's campaign is about three things: influencing work in the trade union movement, influencing governments and parliaments, and influencing employers.

### **3.4 Reminders on Women's Day**

On International Women's Day on 8 March, 2018, IndustriALL again requested all affiliates to accept the pledge. In Sweden it has not yet been adopted by any affiliates, although the reason seems to be lack of time.

An important challenge for IndustriALL is to follow up on affiliates that have adopted the pledge, for example in connection with projects that are funded by external actors, but also IndustriALL's normal work. It is especially important that IndustriALL supports member demands for mechanisms that deal with sexual harassment and gender-based violence in the workplace, if possible agreed through collective bargaining.

IndustriALL's regional offices play a central role in the different projects that are conducted, and where this is included as a theme. There are currently regional offices in Latin America, Southeast Asia, South Asia and Africa south of Sahara. IndustriALL has set up women's committees in all these regions. These are at the forefront when it comes to dealing with sexual harassment and gender-based violence. But these women's committees are sometimes the subject for debate, partly, because they sometimes have a weak position within the organisations, partly because violence and harassment concerns both men and women.

IndustriALL will collect information from its affiliates about the progress that has been made and about governments and employers that adopt good laws and policies against sexual harassment and gender-based violence.

### 3.5 Strategies for different types of workplace

For IndustriALL, the campaign for the pledge is a cornerstone in the work against sexual harassment and gender-based violence, but that is not all they do. It is also important for them to collect information about any forms of violence and harassment that may occur and to find good examples of ongoing work as well as identify policies and mechanisms that have been introduced in the workplace.

Armelle Seby is responsible for the work against sexual harassment and gender-based violence at IndustriALL. According to her, there are many challenges when it comes to collecting information. Women who have suffered violence often do not want to come forward. In some countries it is more or less taboo to publicly testify about this. Armelle Seby mentions Morocco, a country she has recently visited. Another problem is that cases that reach the courts often end in some kind of deal instead of a sentence, which means that the information is not made public.

IndustriALL emphasise issues relating to sexual harassment and gender-based violence, but it means that the affiliates have to engage. There are differences between different sectors, however. In some sectors, the textiles and garment industries, for example, female workers constitute a majority. Others – mining, for example – are very much male dominated. This means that there are both workplaces with 1,000 women and a few men and workplaces with 1,000 men and a handful of women. Harassment and violence occur in all types of workplaces, but in different ways depending on the gender composition.

According to the ILO, sexual harassment and gender-based violence are a reality in sectors where female workers are in a majority. There are problems in the male-dominated sectors too, but in a slightly different way. There is often a strong “macho” culture characterised by degrading and sexist attitudes to women.

IndustriALL is currently in the process of developing a new strategy for work in male dominated sectors, including mining, energy and concrete. Issues relating to job segregation, discrimination against women, differences in pay, but also sexual harassment and gender-based violence, will be addressed. Much of the work will consist of counteracting norms and structures that tolerate or ignore harassment and gender-based violence.

Armelle Seby emphasises that IndustriALL’s efforts to eliminate sexual harassment and violence in the world of work is closely linked to how the issue is dealt with within the unions. At the same time, she points out that there is no open resistance to dealing with this topic. On paper, everybody agrees, which is a big step forward. Still, there might be resistance to prioritising it. Trade union representatives often

consider other issues, lay-offs and wages for example, to be more important, but if sexual harassment and violence never come to the fore, there will never be any change. It is therefore important that women are included in the unions' negotiation delegations.

IndustriALL had been working with issues relating to violence and harassment long before the current campaign, chiefly in the form of projects and trainings for active trade union members, often with external funding. Some of the training courses have been linked to work environment and health. According to Armelle Seby, they have included information about existing laws, what trade unions can do including trying to introduce clauses on sexual harassment and gender-based violence in collective agreements. The employer is responsible for the work environment, including making sure that no forms of violence or harassment occur. The unions' role is to represent victims, advocate change and bring up important issues during negotiations.

According to Armelle Seby, IndustriALL has not developed any guide or other practical tool on how to act in case of sexual harassment and/or violence.

Sexual harassment and gender-based violence are in a special category when it comes to the trade unions. They are normally a counterpart in negotiation about, for example, wages and work-related conditions; violence and harassment are sometimes more a matter of cooperating with the employer in the same way as you might cooperate around health issues.

At the same time, says Armelle Seby, it is very important for the trade unions to come to an agreement with the employer that sexual harassment and gender-based violence are not accepted. She underlines that this should be a "culture" at the workplace. Lip-service is often paid to principles, she continues, but when it comes to concrete cases there are exceptions: "You know what this boss is like," or "Unfortunately that's an important customer so we have to look the other way."

"This can never be accepted. If there's a minimum of hesitation, women will never step forward and testify. Already today we see how women become victims twice. First the harassment, then they are negatively affected again when they have submitted a notification."

From a trade union's perspective, it is important to link violence and harassment to the way the workplace is organised. Armelle Seby mentions gender-based segregation in the world of work, where women more often than men find themselves in vulnerable situations in the form of dangerous tasks and subordinate positions.

### 3.6 IndustriALL and #MeToo

Despite the fact that IndustriALL worked with issues relating to sexual harassment and gender-based violence long before #MeToo, this new movement has doubtlessly affected the trade unions' work.

When Armelle Seby summarises IndustriALL's role she emphasises that the global union federations should encourage member unions to work with the issue. They can do this through trainings, projects and, not least, by emphasising that this is and will remain a priority.

As mentioned above, sexual harassment and gender-based violence are not new to IndustriALL. They have participated in several projects, although the main issue in most cases has been trade union organisation. A number of training courses organised by IndustriALL have included a section on equality, sexual harassment and gender-based violence. Especially courses that target female-dominated sectors such as the garment industry. Some training courses have focused on other sectors, and some have primarily targeted men. The aim has been to change people's attitudes also within the trade unions.

Armelle Seby says that several lessons can be learned from the work that has been conducted so far. One is that violence and harassment must be discussed at a number of levels within the trade union movement:

“We also need to make sure that all union affiliates take note and become engaged, or it might not have enough legitimacy. It's also important for the unions to develop their own policies. Without such policies it's difficult to change the workplaces. Many trade unions also need special support. They find these issues important, but they feel helpless and don't know how to approach them. Sexual harassment and gender-based violence are associated with shame and sometimes this is not acknowledged.

### 3.7 The IndustriALL Pledge – Violence and harassment against women: NOT IN OUR WORKPLACE, NOT IN OUR UNION

Violence seriously impacts women workers' lives around the globe; sexual harassment is its most reported form. Violence against women is a violation of women's human rights. It is an obstacle to gender equality. Violence against women at work is a core trade union issue that affects workers' rights, safety, health and dignity.

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**ALL FORMS OF VIOLENCE AGAINST WOMEN ARE UNACCEPTABLE! OUR UNION PLEDGES:**

- To take a public stand against all forms of violence and harassment against women and to condemn all attitudes and actions that perpetuate sexism and violence.
- To take up the issue as a priority in our union and to allocate the necessary resources for activities aimed at preventing and combatting this violation of women's rights.
- To foster a culture of respect for women within our union by raising the awareness of our members, staff and officials and providing education on the importance of eradicating violence and harassment in the workplace and in our union.
- To encourage our members to actively take a stand against violence and harassment against women, especially in their own workplaces.
- To organise campaigns aimed at preventing and combating violence against women.
- To demand that governments enact and enforce laws to protect women from violence.
- To demand that employers develop policies against all forms of violence and harassment at work, and promote awareness among their employees on the devastating impacts of violence against women and the importance of eradicating it.
- To demand that employers develop concrete policies and procedures to prevent and combat all forms of violence against women in their premises and supply chains, and establish safe mechanisms for women to turn to if they are assaulted or attacked at work.
- To include demands for the eradication of violence and harassment against women in our collective bargaining claims.

## 4. The Global Union for Commerce, Services and Related Sectors (UNI)

The UNI represents 20 million workers in the fastest growing sectors worldwide – skills and services in over 150 countries. They organise workers in commerce, service industries and other areas.

“I will not abuse anyone, physically, emotionally or verbally.”

“We understand that domestic violence can follow the victim to work /.../ We will support you if you are suffering from domestic violence.”

“I will have zero tolerance to gender-based violence and harassment at work.”

These are three of the 16 pledges in UNI’s 2017 campaign on gender-based violence. One pledge for each day between 25 November (the International Day for the Elimination of Violence against Women) to 10 December (the International Day for Human Rights).<sup>7</sup>

Gender based-violence has been one of the UNI’s strategic priorities since 2010, when the subject was discussed for the first time at the World Women’s Conference. Since then, the UNI’s Equal Opportunities Department has made it one of its working priorities.

The head of the department, Veronica Fernandez Mendez, says that the UNI has worked to increase awareness and educate people about violence in the workplace. The UNI has also been running the campaign Breaking the Circle, which has highlighted different aspects of violence, including economic impact, violence in the media and men as agents of change.

### 4.1 The UNI is a member of the ILO Expert Panel

The UNI is part of the ILO Expert Panel on violence in the workplace and, together with affiliated unions all over the world, it lobbies governments to say yes to the ILO Convention by issuing recommendations concerning violence in the world of work. Veronica Fernandez Mendez emphasises the importance of legislation that clearly establishes what is prohibited in terms of international conventions and national legislation.

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<sup>7</sup> IndustriALL, the PSI and the UNI have all used this kind of pledge, although in slightly different ways.

As part of the Breaking the Circle campaign, the UNI launched, in time for International Women's Day in 2018, NO EXCUSES: Zero Tolerance on Sexual Harassment: A Manual on Sexual Harassment at the Workplace, a programme for training trainers (<http://www.uniglobalunion.org/news/zero-tolerance-no-excuses>).

This new set of materials includes, among other things, a manual for “training trainers”. It explains the nature of sexual harassment, where it can happen, who is a perpetrator, who is a victim and the myths and stereotypes that surround it. The training programme provides tools for creating policies aimed at preventing this kind of situations as well as complaint procedures that will help the UNI-affiliated unions deal with harassment.

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**FOR THE FULL SET OF MATERIALS, VISIT:**

■ <http://en.breakingthecircle.org>

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**DO THE QUIZ AND FIND OUT WHAT YOU KNOW ABOUT SEXUAL HARASSMENT:**

■ <http://en.breakingthecircle.org/quiz/8m/>

Information and education empower us. They allow us to combat inequality, which generates violence; sexual harassment is one of the many faces of violence. Wherever sexual harassment occurs, it must be stopped. Zero tolerance: no excuses.

The name of the campaign alludes to the fact that shortcomings when it comes to equality cause violence, and that violence, in turn, reinforces inequality. This vicious circle must be broken! However, the campaign does not only aim at reflection about gender-based violence and the way it occurs, it will also make tools available to people who want to work for a change – for a more equal world.

Campaign materials, a manual, posters, etc., are available on the UNI website.

## **4.2 The wage gap between women and men**

Gender variations are visible through differences in wages and salaries for more or less equal tasks. An ILO study from 2013 indicates a difference of 23 per cent. The real figure is probably higher since the report did not include the millions of women who work in the informal sector. Many countries also lack reliable statistics. Education is important in order to overcome the wage gap, but it does not always help. Many women who have pursued higher education earn less than men for doing the same job. This is why the UNI has pledged to work for the

implementation of ILO Convention No. 100, which requests equal remuneration for work of equal value.

Women's participation in decision-making structures in the workplace are important in terms of their status and, consequently, how much they earn. The UNI will maintain its commitment that that women should comprise at least 40 per cent of the members of all the UNI's decision-making structures. At least 40 per cent of the participants in panels, delegations and so on should also be women. (<http://www.uni40for40.org/>)

“When we launched the campaign, women accounted for 17 per cent of the participants in decision-making structures at a central level. In 2016 the percentage had increased to 35 per cent,” says Veronica Fernandez Mendez.

At a regional level, Europe has reached 41 per cent women. In North and South America, the figure is 39 per cent and in Africa and Asia 38 per cent.

The strategic priorities for the Equal Opportunities Department in 2018–2022 includes a continued increase of the number of women within all UNI structures up to and sustaining 40 per cent.

Other priorities include participation in the campaign for a new ILO Convention and working towards an end to the gender pay gap and the gender pensions gap by “emphasising the discrimination that gives rise to these gaps and the need to organise and collectively bargain in order to eliminate them,” according to the Strategic Priorities 2018–2022.

In addition, the UNI intends to expand a programme that offers mentoring in all the four regions to young female members who want to engage in international trade union work.

“This programme indicates that changes are possible,” says Veronica Fernandez Mendez. “It has grown substantially since we started and now it includes a number of countries.” (<http://en.uni-iwd.org/mentoring/>)

Other measures are also being taken:

“Some ten years ago, when we started working with gender equality, women didn't dare to talk. Now one after the other takes the floor and delivers speeches. This really makes me happy. Also African delegates who were not so noticed before now engage in a completely different way.”

### **4.3 Gender and digitalization**

New technology, digitalisation and robots already affect many aspects of society and the workplace. Communication is faster, information is shared in wider circles and so on. These changes are not gender blind, however. They can be of use in certain ways, but they also have the potential to increase already existing gender gaps, as the UNI points out on its website.

This is why the Equal Opportunities Department has taken an interest in the subject. One concept paper, Digitalization from a Gender Perspective, describes digitalisation and how it might affect working life, not least for women. A second concept paper, The Path to Genderless Digitalisation, continues to describe the effects of technology and the widening gender gap. It also provides suggestions on how to close this gap. (<http://www.uniglobalunion.org/sites/default/files/imce/66-70.pdf>)

In order to support the regions, affiliates and others in their work to include gender issues in their activities, the Equal Opportunities Department has put together a “package” containing, among other things, basic information about the UNI’s work on gender equality in the form of manuals and guidelines, books and studies that have been conducted on UNI assignments or that are closely related to UNI operations.

This material also includes a basic questionnaire about equality in the workplace, which is used to get a first impression about the situation. Another template contains issues to discuss with people who are interested in joining a union. It points out, for example, that many women do not know that they have the right to join or what issues they can address through their union. Guidelines and handbooks provide examples including how to promote equality, introduce relevant ILO Conventions, and describe successful examples of work for gender equality in trade unions.

### **4.4 Collective agreements and global framework agreements**

The Equal Opportunities Department strives to include issues relating to sexual harassment and gender-based violence in collective agreements and global framework agreements.

“We provide affiliates with tools, including draft clauses, which they try to include in collective agreements and global framework agreements,” explains Veronica Fernandez Mendez.

“We also continuously organise workshops on the importance of integrating

gender equality in all activities so that, for instance, there are more women in the negotiating delegations. With more women in these delegations, it is more likely that issues that are important to women – bullying and sexual harassment, for example – come up.”

Affiliates in South Africa and Brazil have succeeded in including clauses in collective agreements that prevent violence and specific issues relating to gender-based violence and HIV/AIDS. In Argentina, some 70 unions and the Ministry of Labour have signed a collective agreement that condemns all forms of violence and harassment. Measures on how to prevent abuse and deal with individual cases were agreed upon.

The UNI has also managed to introduce clauses against all forms of discrimination, physical and psychological abuse, including sexual harassment, in a global framework agreement with the Dutch bank group ABN AMRO.

Another global framework agreement has been signed by the UNI and the French retail distribution group Carrefour. The agreement refers to the UN Convention on the Elimination of All Forms of Discrimination against Women. Provisions are made for a safe, healthy and respectful working environment, including the prevention of psychosocial risks, anti-discrimination and the promotion of diversity and equality between men and women.

Yet another global framework agreement, with a focus on human rights, has been agreed on between the UNI and the French bank Société Générale. The agreement includes a clause that forbids all forms of harassment. A committee that includes representatives from the bank’s human resources department and the UNI has been set up to monitor the agreement.<sup>8</sup>

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8 The examples of collective agreements and global framework agreements are from the ILO report *Violence and Harassment against Women and Men in the World of Work*, ILO, 2017, where more information can be found.

## **5. Building and Wood Workers' International (BWI)**

BWI has 334 affiliates in 132 countries. BWI organises a total of 12 million workers in the building, building materials, forestry, wood and allied sectors.

BWI does not have a global stand-alone campaign that focuses on sexual harassment and gender-based violence, but these issues are central components in the BWI's 2018–2021 Strategic Plan that was recently passed at the 4th BWI World Congress in Durban, South Africa. In addition, it is an integrally part of BWI's on-going broader work on promoting gender equality. For BWI, the issues of sexual harassment and gender-based violence form part of a broader agenda. BWI is also taking part in awareness-raising and lobbying activities for an ILO convention and recommendation on violence and harassment against women and men in the world of work.

BWI represents workers in what is considered to be predominantly male-dominated sectors in the world of work. These sectors have longstanding problems with sexual harassment and gender-based violence. However, Jin Sook Lee, who is responsible of Global Campaigns including gender equality at the BWI head office in Geneva, says that something has happened: inspired by the recent #MeToo movement, women in all areas of work including the sectors BWI represents, are coming forward with cases of sexual harassment and violence in the work place.

Jin Sook Lee also underlines that the strong male domination in the sectors that BWI organises has created an environment that is extremely challenging for women, and where there have been cases of women being isolated and discriminated. In order to counteract this, BWI has conducted numerous training courses with the aim of increasing awareness on how gender equality, sexual discrimination and harassment, and how trade unions can eliminate gender-based violence in the work place.

### **5.1 BWI's Women's Committees**

Within BWI, an International Women's Committee (IWC) is a statutory body that provides political leadership that ensures that BWI's policy and work includes issues and concerns that affect women workers in BWI sectors. The IWC can, and has, drafted proposals and recommendations, which are presented to the BWI World Council for endorsement. The World Council decides about important issues between congresses.

There are four regional women's committees: one for Africa and the Middle East, one for Asia and the Pacific, one for Europe and one for Latin America and the Caribbean. In addition, BWI has set up a union network in North America, which also works with issues relating to gender equality and the position of women. The heads of the regional women's committees are members of the International Women's Committee. With the new statutory changes that were adopted at the recent BWI World Congress last December in Durban, South Africa, the Chairs of the Regional Women's Committee are members of the BWI World Council. The IWC Chair is also a member of the BWI World Board.

It has been important for BWI to give these women leading, decision-making roles within the organisation. It is part of the strategy to give greater weight to equality issues. These structures are at the forefront of the work for equality and issues relating to sexual harassment and gender-based violence. The women's committees also have a political mandate to push these issues.

Jin Sook Lee adds that strong women's committees are not enough. She underlines that it is crucial that also the leaders of the organisation are supporting the work to eradicate sexual harassment and gender-based violence. If leaders do not take a clear stand, it may be impossible to gain legitimacy for these issues.

BWI also has a recently updated policy in place, which condemns sexual harassment within the organisation. BWI and affiliates have not been without cases of sexual harassment. Going back some years there are several examples. Today, if notifications about sexual harassment within the organisation are made, they will be handled by the chairperson of the International Women's Committee who decides whether the case shall be brought up or not; from then on there is an established procedure for dealing with it.

## **5.2 Congress decision to prioritise gender**

A new strategic plan was adopted at the BWI Congress in Durban 2017. Gender equality was one of the priorities. During the congress, there were testimonies from women who were victims of sexual harassment. One Malaysian woman had been harassed by her superior, and she had turned to her local trade union for support. Another testimony came from a woman whose boss used to look at her when she was changing clothes.

It is now time to transform the objectives that were decided by the World Congress into a concrete four-year plan that will be in operation until the next congress. Sexual harassment and gender-based violence are closely related to the value of women's work and whether it should be upgraded, and the fact that BWI

will have to improve its ability to organise women. If women constitute a larger share of the organisation and their status is improved, it will also be easier to offset sexual harassment.

This is why BWI is making an effort to increase female representation. In Durban, the women delegates made history by campaigning for the election of a slate of women candidates for the BWI World Board. As a result of their perseverance, the BWI World Board now consists of 30 per cent women. With this success in mind, it is hoped that similar initiatives can be replicated at the regional level and within the structures of BWI affiliates. Some federations have already taken steps in this direction. In Brazil, for example, some affiliates use women's quotas and half of the board members are women.

### **5.3 Put a stop to macho culture**

Another component of the Gender Equality Convergence of the BWI 2018–2021 Strategic Plan is the inclusion of the “Stop the Macho Culture” campaign, which originated in the Swedish Building Workers' Federation. The campaign is using the concept of “macho culture” to address sexual harassment and gender-based violence, but also other important issues such as the use of safety equipment.

While BWI is working with this initiative in order to initiate a global campaign, Jin Sook Lee mentions that the slogan “Stop the Macho Culture” may need to be rephrased or expressed differently in the other regions to ensure that the message resonates.

The projects they are implementing form an important part of BWI's work on sexual harassment and gender-based violence, especially the ones that target female union members and union leaders and have gender equality as an important objective. No project is solely focused on sexual harassment and gender-based violence, but this is an important and prioritised section of a number of projects.

Preparing for the ILO Conference in June 2018 is another important task. The ILO is a tripartite organization with representation from governments, employers and workers from the ILO member countries. Although BWI and other Global Unions are not officially part of the tripartite decision-making structure of the ILO, they nevertheless participate in negotiations and discussions within the Workers' Group. A number of BWI affiliates are also included in the workers' delegations from the respective countries.

A strategic objective for BWI is that sexual harassment and gender-based violence should constitute a fundamental part of the local unions' work. According to the

BWI, it is particularly important to put in place a mechanism that informs women about where they can turn if they are victims of abuse. A system for the follow-up of each case should also be in place. The BWI prefers provisions for this to be included in collective agreements. It does occur, but it is still unusual.

## 5.4 Women do not report

It is a well-known problem that women do not want to report harassment and violence. There are many reasons for this. If the perpetrator is a manager she runs the risk of losing her job, in societies where issues relating to sexual harassment and rape are taboo, she risks serious consequences in the family, etc. Jin Sook Lee argues that there is a need for repeated education and training in order to increase awareness and, above all, strengthen women's self-confidence.

Some progress has been made. More attention is given to issues relating to sexual harassment and gender-based violence, not least due to #MeToo and the discussions about a new ILO Convention. This has made more women dare to come forward. It is worth noting that #MeToo started in the entertainment industry and attracted a lot of attention because it was about well-known people, but harassment and violence against women exist everywhere, in all sectors, in every part of the world and in organisations on the left as well as on the right.

BWI has no global cooperation with employers and companies on a campaign to stop sexual harassment and gender-based violence, but some International Framework Agreements that BWI has signed with multinational companies include clauses that do not tolerate sexual harassment and discrimination. In addition, many of affiliates cooperate with national employers regarding this issue. Jin Sook Lee emphasises that it is crucial to engage employers in the work.

Issues relating to violence and harassment differ from other topics that unions normally deal with in one sense. Trade unions are normally organised as a counterpart to the employer; negotiations are a tug-of-war about how much of the company's profit should be shared with the workers. However, a person who sexually harasses someone and commits gender-based violence could be an employee, which changes the situation. Yin Sook Lee does not think that this makes the issue more difficult to deal with for the trade unions:

“No, there are many things that trade unions don't accept. It's about racism. It's about sexual harassment and gender-based violence. This is always unacceptable, no matter who the perpetrator is. On this the trade unions must be extremely uncompromising.”

One particularly vulnerable group is female migrant workers. BWI works extensively with strengthening the migrant workers' situation with an emphasis on some of the Gulf countries where most of migrant construction workers are men. But women migrant workers often work in administration and operations at the contractors as well as in services and catering. BWI has focused on accidents on building sites where the work environment is often terrible.

"But it is important that we do not forget the women," says Jin Sook Lee.

## 6. The International Transport Workers' Federation (ITF)

About 700 unions representing 19 million workers from 150 countries are members of the ITF.

Bogotá, the capital of Colombia, sits on a highland plateau in the Andes. The city has approximately eight million inhabitants. Thousands of buses are needed to transport all the people in this huge city to and from work. This is achieved by means of a Bus Rapid Transit system with supplementary feeder routes. Bus tickets are usually sold by young women who constantly risk sexual harassment and violence.

“At the same time, these women risk losing their jobs, since their employer has purchased a large number of ticket machines to automate sales,” says Jodi Evans, Women Transport Workers’ and Gender Equality Officer at the ITF London headquarters.

The ITF is working with unions in Bogotá and other strategically significant cities, building campaigns that address the intersecting issues of gender-based violence and gender-based occupational segregation.

“It’s a conscious strategy from BRT employers to hire young, single mothers to sell tickets. They have to earn money and are therefore less likely to complain – despite the fact that the work environment is unsafe. For instance, there are no toilets for workers, and passenger violence is frequent due to high ticket prices and overcrowded buses.”

There are many challenges. Corruption within the city administration is endemic and the differences between rich and poor are gigantic. The World Bank has funded several large infrastructure projects in Bogotá, and the ITF has recently opened a dialogue with The World Bank on these issues and on the future employment of women in urban transport.

Parallel to this, the ITF has noted that automation and digitalisation constitute a threat to women in the transport sector worldwide, largely due to the highly gendered nature of jobs within the industry as well as an over-representation of women in precarious employment. The ITF has therefore decided to look closer into what the future might look like for women who work on buses, the underground and other public transport systems. A researcher has been tasked with comparing the situation in Bogotá, Nairobi and Bangkok.

## 6.1 Women's advocates

The Women's Department is investing much of their efforts in a global "women's advocacy programme," which involves educating trainers in four countries in 2018. The project is partly funded by Union to Union. A state-owned bus company in Maharashtra, India; two Indian railway unions; two road transport unions in Nepal; two civil aviation unions in Peru and one in Brazil are involved in this collaboration.

"After they have been trained, the women's advocates will visit the places of work in order to offer support and information to women who have suffered abuse. The women's advocates can help these women by taking advantage of employers' and/or police complaint processes, if the women so choose, and provide information and support in accessing community resources," says Jodi Evans.

This model was developed in Canada some 20 years ago when CAW (now Unifor) adopted the position that women's advocates should be present throughout the car industry. Agreements were initially reached with Ford, GM and Chrysler. Now there are almost 350 women's advocates in Unifor workplaces.

The objective is to keep women in gainful employment at a time when a significant percentage of survivors of violence and harassment lose their jobs, and to create safer workplaces through information, awareness-raising and by supporting women who have survived abuse. The women's advocates support the women by listening to them without being judgmental, arranging leave from work, access to care, psychological support, safe housing or anything else they may need. This is done in cooperation with other local trade union representatives and the management of the company.

In 2015 and 2016, the ITF's Women's Committee organised three participatory research workshops in Asia and Europe in order to introduce the model to members in India, Nepal and some other countries in Asia as well as in Sweden and Norway. The participants included taxi drivers, buss conductors, cabin crews and cleaners. Despite their different social and cultural backgrounds, all the participants agreed that women's advocacy would be valuable within their union and workplaces. As a result, it was recommended that the ITF should work to develop a global programme. Naturally, there were many challenges. The open atmosphere during the workshops contrasted sharply to the silence that normally surrounds the gender-based violence that is so prevalent within the transport industry.

## 6.2 A pilot project in Maharashtra

The ITF started a pilot project in cooperation with women workers of the Maharashtra bus company already in 2014.

“We saw the tremendous changes, especially in Maharashtra. The female bus conductors have found the strength to challenge traditional, patriarchal structures and practices. And hundreds of strong, female leaders have stepped forward. Male union leaders have now realised that the campaigns against gender-based violence have been positive; they have strengthened the trade union in their struggle against privatisation and low pay,” says Jodi Evans.

In order to maximise the support, the ITF expects to continue to work with both male and female trade union leaders. They are, for example, encouraged to develop policies against sexual harassment. If a project like this one is to succeed, there must be space for women in the trade union,” says Jodi Evans. “The more space, the more likely it is that more women dare to speak out about their experiences – and collective trade union action can challenge the workplace culture of perpetrator impunity.”

Violence is a daily reality for many women in India. According to a study conducted by the Center for Research on Women, 52 per cent of Indian women have been victims of violence at some stage. And 60 per cent of the men responded that they had acted violently against their wives or partners. Sexual harassment is also common; women who work in areas that are traditionally male-dominated seem to be especially vulnerable.

There is a new law against sexual harassment in India. It was adopted after the gang rapes that shocked the international community. The legislation looks good on paper, but it is rarely implemented. However, it is useful for persuading employers to take violence and harassment in the workplace seriously. When it comes to countries where these laws do not yet exist, the ITF believes that the new ILO Convention that being discussed at the moment will provide trade unions with a tool that can be used to put pressure on employers and governments.

## 6.3 Training trainers

Based on the three workshops and the pilot project that were conducted in India, the ITF submitted a project proposal, which was approved by Union to Union, to SEKO. In addition to the trade unions in India and Nepal the application included cabin crew trade unions in Peru and Brazil. Several of these have in turn established cooperation with non-governmental organisations that work for

women's rights and against violence and harassment. An effective collaboration with government has also been established in Peru.

In 2016, the trade unions included in the project met twice with representatives from the ITF in order to plan the programme content and delivery – cultural differences proved to be of little consequence. They also fine-tuned the training materials, both the general parts and those that were specific for each individual country. The first training sessions took place in India and Nepal in January, 2017. The next step is Peru and Brazil, which will be covered in a separate project in 2018–2022.

Part of this project supports unions that are developing self-sustaining women's advocacy through realistic plans for implementing and supporting negotiations with employers. But the member unions have different circumstances to deal with. Indian Railways is without a doubt financially and structurally able to support women's advocacy. In contrast, because negotiations with thousands of vehicle owners is not possible, informally employed women tempo drivers in Nepal are looking to access the legal entitlement for trade union federations to negotiate with employer federations, according to Jodi Evans.

Women's advocates in the workplaces is a concept that is spreading from country to country. It has been introduced in Australia, and in Libya, where a woman general secretary of an ITF affiliate who is the president of the national centre is working with community allies that support the concept, despite intense political hostility and uncertainty.

“This is what women want from their trade union. Union action on this issue that affects their access to safe and decent work. I can see a big potential for growth,” Jodi Evans concludes.

The #MeToo hashtag has hardly played any role in this, and she goes on to say that:

“#MeToo comes from women in Hollywood with significant personal power. Bus conductors in India live in entirely different circumstances. Whilst #MeToo is a positive initiative, women transport workers with very little personal power will have a much greater chance of success and less risk of further negative consequences by using our collective ability to get support and present demands.”

One example that demonstrates that this is also a strategy that can work, concerns bus conductors in Maharashtra.

Bad roads, buses in poor condition and stop-go driving put the conductors in danger. A trade union survey has confirmed that an abnormally large number of women have suffered miscarriages. The trade union managed to alert the media, and for a while the state minister for transport could not go anywhere without having to answer questions about the pregnant bus conductors. Progress to date includes three months extra maternity leave.

Apart from working against violence and harassment, ITF's Women's Department prioritises issues relating to how tasks in the transport sector are shared:

“Men dominate and women constitute a small minority. Men overwhelmingly have the best paid jobs. And our movement has accepted this in the past; there is little evidence of trade unions even asking why men are always driving the cranes while women clean them.”

Just like Indian women workers are being given space to discuss and agree on solutions for issues they think are important, this is about the ITF leading by example and opening up a space for women so they can challenge the status quo of a shamefully unequal industry,” says Jodi Evans.

## **6.4 The ITF Women's Conference**

In connection with the ITF Congress there is also an International Women's Conference where decisions about the overall priorities for ITF's work on sexual harassments and gender equality are made:

“In view of the fact that women are a minority, it's important for them to have their own forum where they can discuss the issues that concern them,” says Jodi Evans.

The most recent Women's Conference took place in Morocco, and a number of overall priorities that will become ITF's strategy in their work with women's issues and gender equality were discussed. It was determined that priority number one was the need to combat “gender-based segregation of duties in the global transport industry”. Women are overrepresented when it comes to informal and unsecure tasks. They are also affected by a disproportionate share of the negative consequences of a number of global structural changes as a result of privatisation and outsourcing.

Priority number two consists of measures against gender-based violence, which are said to take place at an alarming rate. According to the conference documentation, transport workers are at the forefront when it comes to raising awareness about the way violence affects women – as well as their workplaces.

Concrete activities include activating the ITF's global network, strengthening national structures and including leadership training for women. The ITF will also support the UN Global Goals, primarily goals no. 5, 8 and 11,<sup>9</sup> and special action days, such as the International Day for the Elimination of Violence against Women.

The Women's Committee is tasked with monitoring implementation of the priorities and report to the ITF Board.

## **6.5 A radical law in Tunisia**

On the ITF website, women were encouraged to send in photos and short stories about their activities on 8 March.

The website also includes a number of news items including one about legislation on violence based on sexual discrimination and lack of equality that was adopted by the parliament in Tunisia in July 2017. An ITF member was active in putting pressure on Tunisian leaders. This is the most radical law on gender-based violence in the Arab world.

Women are invited to tell their stories about abuse they have experienced or witnessed in the workplace.

The website also includes information on the "Do something" tool box, which the ITF has put together for trade union activists and others. This tool box contains case studies, statistics and practical tools such as a checklist for trade union activists, information about how to work with the media as well as information about materials developed by other organisations.

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<sup>9</sup> Goal no. 5 is about gender equality, goal no. 8 about economic growth and goal no. 11 about resilient and sustainable cities.

## **7. Public Services International (PSI)**

According to its website, PSI represents 700 unions with 20 million workers in 163 countries. PSI organises public servants and workers who were formerly employed by public sector bodies that have now been privatised.

PSI prioritises tackling violence at work within the health sector in accordance with a resolution published by its Women's Committee. The Women's Committee has agreed to be part of a broader research study conducted by ACTRAV and let information about their affiliates' efforts to make hospitals, health centres and other care institutions free from violence, be PSI's contribution to the drawing up of a new ILO Convention on violence and harassment in the world of work.

Healthcare workers in the Democratic Republic of Congo (DRC) – one of PSI's case studies – operate in one of the world's most dangerous environments. The work situation for one of PSI's affiliates, the nurses' union Solidarité Syndicale des Infirmiers du Congo (SOLSICO), is chaotic with armed groups fighting each other, conflicts over valuable natural resources, rape and other forms of abuse as well as a lack of economic resources. SOLSICO has approximately 17,000 members spread across around half of the country's provinces.

### **7.1 Violence against healthcare workers**

According to SOLSICO's statistics, 188 nurses were murdered, 300 were kidnapped and 700 were raped between 2011 and 2016. The situation is particularly alarming in the North Kivu province. This has been the epicentre of violence in the DRC ever since the genocide in the neighbouring country Rwanda. SOLSICO has staged a campaign aimed at increasing members' awareness about what they can do to protect themselves and their patients.

As there are no collective agreements, SOLSICO tries to negotiate agreements with the management of the different hospitals throughout the region. Through these agreements, both parties are able to deal with cases of violence.

SOLSICO has established a routine for how the union should act when a member has been the victim of violence: who should be involved, how to put forward demands for compensation etc. Members can also count on support from their union. For example, when a member was accused of causing a rabies patient's death and was arrested, her colleagues went on strike and protested in front of the police station where the nurse was held, which led to her release.

SOLSICO has achieved some general improvements beyond individual cases. For instance, armed groups and police officers are not allowed to enter hospitals carrying guns. This prohibition was introduced after several people had been injured in various incidents.

The challenges are many. In the DRC there are neither legal provisions nor any other guidelines concerning violence in the workplace. In some hospitals, dialogue is difficult due to bad relations with the management, there is a lack of competent staff that can investigate reported cases and there is no institutionalised support for victims of abuse.

SOLSICO has developed a plan with the aim of putting pressure on the Government. It builds on experiences from a similar strategy regarding how to deal with an outbreak of the deadly Ebola fever. One important part of the strategy is to build a large network of civil society organisations. Civil society supports the nurses' demands, which will make it possible for them to carry out their work in the best possible way in reasonably secure conditions.

In other places the situation is less dramatic than in the DRC. However, in many countries PSI's members have to deal with a lot of frustration and anger from people who need healthcare, but who are faced with downsized services, increased costs and long queues.

PSI affiliates in the Southern Cone have produced a guide for preventing and dealing with sexual harassment within the public sector. It includes lists of public authorities, health institutions and other places where support might be available. It also explains how you put together a formal report. The guide is available in Spanish and is currently used in Chile.

## **7.2 Unequal power relations**

PSI has no updated internal policy or action plan for working with sexual harassment and gender-based violence. However, a joint statement delivered by five global unions at the UN Women's Commission's meeting in 2017 provides a good picture of PSI's position, explains Verónica Montúfar, who is responsible for gender equality at PSI.

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**THE STATEMENT STARTS WITH A FEW EXAMPLES AIMED AT ILLUSTRATING THE MAGNITUDE OF THE PROBLEM:**

■ In the EU, approximately one in two or three women have experienced some form of sexual harassment.

■ 60 per cent of the textile workers in Bangladesh have been subjected to violence or threat of violence in the workplace.

Sexual harassment stops women from fully executing their economic, social, political and cultural rights. Gender-based violence in the workplace is a manifestation of unequal power relations between women and men.

Domestic violence is another significant problem in the workplace in terms of long and frequent absences, concentration problems, decreased productivity and so on.

The UN global development goal no. 5 states that all gender-related violence against women and girls in the public as well as in the private sphere must be eliminated. PSI and other global unions have noted that despite this, there is currently no international legal standard that makes violence and harassment in the workplace illegal.

They therefore encourage all member countries to support the process of developing a convention. It would be an important step towards the realisation of global goal no. 5. Finally, the global unions emphasise that they represent a total of about 70 million female workers in the world.

### **7.3 PSI's advocacy about the ILO Convention**

PSI, ITUC and the Global Union Federations are making a joint effort towards the adoption of a new ILO Convention and Recommendation on Violence against Women and Men in the World of Work. In 2017 PSI asked, via their website, all male trade union members that were present at PSI's Congress in November to endorse and sign a pledge to end gender-based violence.

The pledge begins with these words:

I will stand up, speak out and act to prevent men's violence against women.

I pledge to never commit nor support gender violence. I will seek and act against gender violence and sexism whenever I see it in my work, personal and community life /.../.

The website contains information materials that can be used in campaign activities such as posters and fact sheets.

The campaign that started at PSI's Congress ran from 25 November during the 19 days of activism for eliminating violence against women in 2017, during the Oscars ceremony in 2018, and it will continue in this phase until the ILC meets in June.

During the Experts Meeting and via a Questionnaire that the ILO distributed to the member states, PSI has also contributed suggestions on the scope and content of a new instrument.

## **7.4 Indicators for equality**

The Caribbean region was one of the first in PSI to highlight issues regarding equality and gender-based violence in the workplace.

■ An affiliate from Trinidad and Tobago raised the issue at the Congress in 2012. But many did not see this as a union issue, it was a women's issue, says Sandra Massiah, PSI officer for the region. "But the Women's Committee got interested and started to influence others. Now we notice everything that has happened since then. For instance, some countries in the region are planning a conference where laws prohibiting sexual harassment and gender-based violence will be discussed."

In 2017, another step forward was taken when the Women's Committee decided to develop gender equality indicators for PSI's action programme 2018–2022. A working group has been given the task to elaborate on the indicators. This working group will also suggest priorities, which will make it possible to establish a baseline for the work with gender equality and a system for follow-up.

## **8. The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Association (IUF)**

The IUF represents 420 unions in 130 countries with a total of 10 million members. The IUF organises, for example, people who work in agriculture, food processing and the hotel sector.

The IUF has worked with issues relating to sexual harassment and gender-based violence since the 1980s. Now IUF welcomes the #MeToo movement, which has made the issue visible on the political agenda. At the same time, it has been pointed out that the trade unions' work has hardly been noticed and that it has remained more or less invisible.

The IUF represents unions that cover the whole food chain (agriculture, food, hotels & restaurants) and the tobacco sector. According to their own analysis, gender-based violence is more common, and often very brutal, in these sectors compared to others. In the agricultural sector for instance, one reason is that many women work alone on large plantations. Another reason is the prevalence of prejudice and degrading treatment within the sector. The risk for harassment is often higher on plantations where large numbers of women workers are supervised by men.

Sexual harassment and gender-based violence is also very common in the hotel and restaurant sector where workers interact with clients.

### **8.1 Part of a larger strategy**

The IUF sees sexual harassment and gender-based violence as part of a wider strategy that concerns equality between women and men and women's situation in the world of work. A number of policy documents on these issues have been developed. The present programme of action was adopted at the most recent IUF Congress in August 2017, but these issues have been on the IUF's agenda for much longer. As early as in 1988, for example, the IUF published a manual for trade unions on tackling and preventing sexual harassment.

All IUF regional organisations have their own Women's Committees. The IUF has implemented several projects, some of them in cooperation with Union to Union, that relate to sexual harassment and gender-based violence. Workplaces free from sexual harassment has been one of the priorities of the African regional Women's

project, for example, and there is a high focus on femicide in the Latin American women's project.

One lesson that can be learned from the work that has been conducted so far is that attracting attention is hard. The IUF finds it excellent that #MeToo has contributed to making violence and harassment known while emphasising that unions have been working with these issues for a long time; it was unnoticed until it appeared in the entertainment sector.

Another lesson that has been learned is that issues relating to sexual harassment and gender-based violence are often difficult to handle. Julie Duchatel and Barbro Budin works at the IUF head office in Geneva. Julie Duchatel points out that it is often distressing and shameful for a victim to publicly denounce sexual harassment. Because of this, the IUF believe that police officers, judges and many other professionals need special training in order to deal with these cases without causing further negative effects for the victims.

In the IUF's experience, it is often too late when sexual harassment occurs in the workplace, so it is important to prevent and stop harassment and violence from happening in the first place. According to the IUF's strategy, concrete guidelines with the aim of impeding sexual harassment and mechanisms for dealing with cases that still occur should be included in agreements with transnational companies. Clear guidelines on how to prevent and deal with sexual harassment should be in place at every workplace.

## **8.2 Three global framework agreements**

The IUF has currently reached agreements with three transnational companies: Chiquita in 2013, Unilever in 2016 and Sodexo in 2017. Regarding Chiquita and Sodexo, the agreements on sexual harassment and gender-based violence are included in global framework agreements. In these cases, violence and harassment clauses have been added to agreements that chiefly deal with working conditions and union rights. The agreement with Unilever, which also includes IndustriALL, is exclusively about sexual harassment and gender-based violence. It is more detailed than the one with Chiquita. One important aspect is that it covers third party labour suppliers/supply chain and that it stresses the need for risk assessment. Another detailed agreement was signed with Sodexo. Both agreements include a provision, which says that a mechanism is to be set up in the workplace to deal with violence and harassment and that it falls on the local trade unions to make sure the provision is implemented.

As part of these agreements the companies commit to making it clear that sexual

harassment and gender-based violence is not tolerated and that it constitutes a disciplinary offence. In addition, Unilever and Sodexo have promised to train supervisors, while the trade unions are responsible for informing and training workers.

A joint commitment on sexual harassment can also be the entry point to a larger work on equality. After signing the agreement on sexual harassment, Chiquita, along with COLSIBA and the IUF, became involved in conducting a pilot project in Panama – partly with the aim of opening up for more female workers on the plantations there, where almost all workers are currently men.

Another important part of the agreement is that there should be a union representative with education about issues relating to sexual harassment and gender-based violence at every workplace.

“The agreements are quite new. It’s too early to assess how successful they have been,” says Barbro Budin.

The IUF’s agreements with the three transnational companies indicate that it is often possible to develop cooperation with the employer. But situations can be rather delicate since a worker might be both a victim and a perpetrator. However, according to the IUF, the most documented situation is when a male supervisor or guests (at hotels and restaurants) are the perpetrators and a female worker the victim.

### **8.3 The importance of a change in attitudes**

Julie Duchatel underlines that it is important to change the attitudes that surround gender equality. There has been a positive development, but the work must continue. Barbro Budin agrees and refers to a study that was conducted in Kenya some years ago. The study showed that many of the male workers at a tea plantation considered sexual harassment of women normal.

“A lot has happened since then. We have seen many female members of unions in Africa raise their voices. Several of our projects have contributed to strengthening their positions, among others one of the women’s projects that we are running in cooperation with Union to Union.”

Julie Duchatel adds that there are more positive examples:

“On a farm in Ethiopia a woman who suffered in silence after she had been subjected to sexual harassment by a senior manager for a long time disclosed her

ordeal to the shop stewards who took up the matter with management, but to no avail. The workers went on a spontaneous strike, demanding that disciplinary action be taken against the manager. The intervention by the union officials led to the resignation of the perpetrator and the withdrawal of written warnings that the management had issued against the strikers. This indicates that this topic has become more important.”

The trade unions have many issues on their agenda, the question is how important violence and harassment are compared to other issues.

“It depends very much on other events. If a factory is closed down or wages are cut, sexual harassment and gender-based violence fall by the wayside; you can’t deny that. Still, the general picture is that these issues, little by little, gain in weight.”

## **8.4 Progress and setbacks**

The IUF representatives point out that this is a complex picture. On the one hand there are positive attitudinal changes and on the other there is a backlash.

The IUF have observed a general development towards increased violence and sexual assaults as part of the pattern. In Ahmedabad, in the state Gujarat in India, the IUF has listened to testimonies from women who no longer dare to go out in the evening. This used to be a calm and safe city, but not anymore. This trend can be observed in various cities throughout the world. In Europe, right-wing parties with a conservative view on the family are coming to the fore. In the USA there has been violence outside abortion clinics. All this is part of the pattern, and IUF try to push back in various ways. In Ahmedabad, for instance, the IUF affiliate GALU have arranged trainings for young women in order to increase their self-confidence and their right not to be harassed, and to make sure they report harassment.

Sexual harassment and gender-based violence is one of the IUF’s priorities. Concretely, this means that the topic is included in IUF’s trainings. It is also a component in projects. Sometimes separate trainings are organised for women and men; this can be a useful method, especially in countries where it is taboo to talk about sexuality.

On one occasion, the IUF arranged trainings on HIV/AIDS among sugar workers in India. The trainings were supposed to target women. However, almost all of the participants turned out to be men. Still, the training was successful. Through role play and lectures, many of the men became aware of how they treat their wives

and girlfriends. Some of them even started to cry and promised to share the new knowledge and awareness with the other sugar workers.

## **8.5 Work through legislation**

The IUF encourages their member affiliates to investigate the legal framework in their respective countries so they are later able to ensure that these laws are followed and included in collective agreements. This has been done in all French-speaking and several English-speaking countries with IUF affiliates in Africa. This perspective has also been included in IUF's in-house training materials.

In Kenya, the law prescribes that collective agreements must include clauses on sexual harassment, but this is rarely the case. There are many reasons, including resistance from trade union leaders.

Sexual harassment and gender-based violence is a problem in both rich and poor countries. The Nordic Union of Hotel and Restaurant Workers has published a report on sexual harassment in their region, which concludes that the problem is extensive there too.

Julie Duchatel has similar experiences from the United States where hotel maids are given alarms in order to protect them from assault:

“The employers were finally forced to act. For a long time, many people denied that there was a problem.”

## **8.6 Safe transport and domestic violence**

One important issue for the IUF is better safety for women when they travel to and from their place of work. It is not uncommon for them to spend half their wage on transport.

Women are forced to organise their own transport, which often means that they have to walk long distances. Rape and sexual assault are common.

“So it's important to arrange safe transports,” says Barbro Budin.

“Women are also victims of domestic violence,” she continues. “This causes problems for them at work due to absence, depression, etc. In the worst case they may even lose their job.”

The IUF and several other GUFs are requesting that domestic violence should be considered a trade union issue. Victims of domestic violence need support from

their place of work. This is happening in an increasing number of countries. In Australia, for instance, trade unions have initiated a campaign which explain that one woman is killed by a partner or family member every week.

The trade unions request domestic violence leave, emphasising that in order to escape a violent relationship people need to take time off from work:

“Without paid leave, people who are subjected to violence simply don't have the time or the resources to find a new, safe, place to stay,” says Julie Duchatel.

## **9. The International Journalists' Federation (IFJ)**

The IFJ represents 600,000 members in 180 unions in over 140 countries. The IFJ organises journalists.

Almost half of the 50 IFJ affiliates who participated in a recent global survey stated that their workplace lacks a clear policy for how to deal with gender-based violence.

This survey was initiated by the International Journalists' Federation. According to one of the results of the study, collective agreements that cover gender-based violence only exist in 25 per cent of these countries.

Many countries lack adequate laws, mechanisms for reporting and follow-up, and employers who take the issue seriously. Usually no protection or support is offered to people that report abuse, or it is based on voluntary interventions.

### **9.1 Almost one in two is affected**

In another IFJ survey – published on the International Day for the Elimination of Violence against Women on 25 November, 2017 – female journalists were asked whether they had experienced sexual harassment, psychological abuse, cyber bullying or any other gender-based violence. The online survey was answered by over 400 journalists in 50 countries. Almost half, 48 per cent, responded that they had been victims of gender-based violence in their work.

Cyber bullying had affected 44 per cent of the women. Sixty-three per cent had experienced the most common kind, which was verbal abuse. About 20 per cent had been victims of economic attacks and 10 per cent of physical violence.

Nearly half of the perpetrators were readers, listeners or other unknown members of the public. In more than a third of the cases, the perpetrator was either the head of the organisation or their immediate boss. Two thirds of the victims made no formal complaint. Of those who did, 85 per cent were unhappy with the result. Most did not believe that adequate measures against the perpetrators had been taken.

“There is a desperate need for collective agreements, robust procedures for submitting complaints and take action against perpetrators when it comes to fighting gender-based violence in the workplace. The IFJ and its affiliates will

prioritise dealing with the violence that female journalists experience on a daily basis,” according to IFJ Secretary General Anthony Bellanger.

Pamela Morinière, responsible for communications at IFJ, underlines that equality and gender-based violence have been on IFJ’s agenda for a long time:

“The #MeToo campaign helped us, but we have been fighting these problems for a long time. Especially when it comes to online hatred and threats, which primarily affect female journalists and affect their desire to be heard and seen. But journalists have to be active on social media. So of course this has serious consequences!”

The IFJ tries to get as much attention to the problems as possible, for example by arranging debates and conferences, and publishing handbooks with concrete suggestions on how to deal with various types of threats.

“It is important that the media take time to reflect,” says Pamela Morinière. “Journalists are dealing with new kinds of threats. The net trolls, to take one example, were an unknown phenomenon some twenty years ago. While we try to strengthen women we also need to reflect on how women are pictured in our own publications, in newsletters for example.”

“Female journalists face many risks,” says Pamela Morinière. “Journalists are under a lot of pressure, and there is a lot of competition, so psychological harassment is likely.”

There is nothing new about this, and Pamela Morinière does not believe that offline harassment has increased.

“Offline harassment remains at the same level according to the feedbacks we get from members, but online trolling has snow-balled.”

Other types of attacks have occurred in the past few years. Journalists, especially those who report about conflicts regarding land and other natural resources, are both directly and indirectly affected by the shrinking space for civil society.

The IFJ urges its members and other journalists to take action, for example by organising workshops on the way media reports on violence against women or where they discuss existing policies for dealing with violence and harassment at work. Other suggestions include taking a photo in front of an IFJ campaign poster and share it on social media or send letters to governments demanding legislation on gender-based violence.

## 9.2 The IFJ Gender Council

The IFJ Gender Council coordinates the work for equality and against discrimination and gender-based violence. The council consists of 25 members from all four regions of the world. The Executive Committee, who are all members of the Council, is responsible for implementing policies and action plans.

The Gender Council's role was written into the IFJ Constitution at the IFJ Congress in 2016.

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### **THE GENDER COUNCIL'S MOST IMPORTANT TASKS ARE CURRENTLY:**

- Campaigning for a new ILO Convention on violence and harassment in the world of work,
- Production of resource materials that can serve as support for affiliates,
- Improving contacts with the regions,
- Strengthening women's roles in the media in cooperation with partners and other organisations in civil society.

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### **MATERIALS THAT ARE AVAILABLE ON THE WEBSITE INCLUDE:**

- The IFJ's guidelines for reporting about gender-based violence,
- A handbook on gender-based violence in the workplace,
- A document on how to fight cyber bullying and harassment of female journalists.
- More guidelines, handbooks and other resources can be found on the IFJ website together with resource materials produced by, for example, the ITUC, the UNI and UNESCO.
- The IFJ website also contains information on a campaign against cyber bullying and online harassment of women journalists that started in 2017. The campaign is run by the IFJ South Asia region. The IFJ and the South Asia Network for Media Solidarity represent unions and press freedom organisations, requesting concrete action against online harassment. They highlighted the importance of freedom of the press in a democracy, and voiced a call for action in order to get the debate underway within a number of areas:
  - Involve journalists of both sexes in a social media campaign against cyber abuse.
  - Lobby local media to sign a draft policy for social media.
  - Encourage internet users to look at net trolls and online harassment as human rights violations.

## 10. Education International (EI)

EI has 400 member organisations and represents 32 million teachers and education support personnel in about 170 countries.

As the global federation of teachers' and education support personnel unions and organisations, EI's interventions with regard to gender-based violence is primarily focused on educational settings.

The EI website expresses concern about gender-based violence in educational settings. It is pointed out that sexual harassment in schools and other places of learning can be made worse by the use of modern technology, as attacks on girls and women can very quickly be disseminated on the Internet and in social media.

In a blog post, Madeleine Kennedy-Macfoy, coordinator at the EI Human and Trade Union Rights and Equality Unit in Brussels, highlights the Declaration on Professional Ethics for Teachers, which was adopted already in 2001 and updated in 2004. According to the blog post, the ethical code represents the core values of the teachers' profession. The ethical code is a potentially powerful tool, particularly with regard to school-related gender-based violence (SRGBV), which affects millions of children yearly all over the world. It serves as a reminder of educators' professional and ethical position, and their duty of care vis-à-vis students. If the teachers' codes of conduct are going to be a useful tool for counteracting SRGBV, it needs to be used, applied and, if necessary, enforced.

Consequences of school-related gender-based violence are also discussed in the blog. This violence is said to be a decisive obstacle to the fulfilment of the right to education. It also has considerable physical and psychological consequences for students who are victims of such violence. Even though both girls and boys are affected, girls are more at risk.

### 10.1 Deeply rooted stereotypes

School-related gender-based violence is connected to deeply rooted gender roles and stereotypes, systematic inequality and unequal power relations. These can be about psychological, physical or sexual violence against boys and girls, in the school, near it or on the way to or from school. Approximately 250 million children around the world are estimated to be victims of some kind of abuse or harassment every year.<sup>10</sup>

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10 Facts from UNICEF.

EI is currently implementing a programme addressing SRGBV in Eastern and Southern Africa in partnership with the UN Girls' Education Initiative (UNGEI) and Gender at Work (since 2016) under the heading Education Unions Take Action to End SRGBV. This programme offers an opportunity to test, copy and disseminate innovative methods. Five countries and seven teachers' trade unions are involved in the first phase. The aim of the initiative is to improve the capacity of trade unions and their members to intervene and contribute to ending violence in and around schools in the focus countries (Ethiopia, Kenya, Uganda, Zambia and South Africa). It is particularly important to make sure that teachers understand that they are key influencers in the lives of children and in preventing SRGBV.

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**THE FOLLOWING KEY LESSONS HAVE EMERGED FROM THE PROGRAMME SO FAR:**

- The entire school and all those who are in touch with it must be involved in efforts to eradicate SRGBV;
- The school should have a security policy and the teachers should have a code of ethics to which they can be held accountable;
- The students should be engaged, for instance through youth clubs in the schools;
- The local community has to be informed and involved;
- Training on, among other things, sexual and reproductive health and rights is needed both for teachers and for students;
- The trade unions' capacity might need to be strengthened so they can initiate campaigns and programmes to end SRGBV independently or in collaboration/partnership with other stakeholders;
- Women's voices have to be heard.

Different methods have been used in the programme, including the establishment of union change teams, story-telling and peer-to-peer learning. In due time, these activities will enable participants to begin to talk about abuse and similar experiences in their capacity as teachers, but also as citizens and former students. They will also be able to take up measures that could help.

In its second phase, the project is being expanded to include Sierra Leone and The Gambia in West Africa. The funding for the programme is provided by Global Affairs, Canada, until the end of 2019.

## 10.2 Education Unions Speak

In late 2017, Education International together with UNGEI, the Canadian organisation Gender at Work and the Canadian Government produced a set of advocacy and social media materials entitled Education Unions Speak as part of the annual 16 Days of Activism to end gender-based violence (November 25th–December 10th). The materials included interviews and podcasts that describe modes of working and lessons learned by the trade unions that have been involved in the Education Unions Take Action to End SRGBV programme described above. During the 16 campaign days, the important role of teachers in addressing gender-based violence in educational settings was emphasised.

The Global Working Group to End SRGBV, which consists of some 40 organisations and institutions, urged all stakeholders to join the 16 Days campaign and make a joint effort to end SRGBV. The campaign was closely followed on social media, with a chat, a website, blogs and Twitter.

EI's first Women's Conference took place in 2011. A key result from the conference was the adoption of a global resolution on gender equality at the 7th EI World Congress the same year. A specific resolution on SRGBV was adopted at the 8th EI World Congress in 2015. The 2011 resolution on gender equality provided a mandate to develop a global EI action plan on gender equality (the 2013–2015 iteration was updated for the 2015–2019 period).

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### **THE EI GENDER EQUALITY ACTION PLAN FOCUSED ON THREE PRIORITIES:**

- Enhancing gender equality in education unions;
- Increasing girls' access to and participation in public quality education;
- Promoting and advancing women's economic empowerment.

These priorities are further elaborated with strategies, actions, expected results and indicators.

A panel discussion about the #MeToo social media campaign was one of the items on the agenda of the last day of Education International's (EI) 3rd World Women's Conference, which took place in February 2018 in Morocco. Some of the participants, who came from four continents, testified about their own experiences. They also talked about the effects of the #MeToo campaign in their home countries and what measures trade unions have taken against sexual harassment and gender-based violence.

EI's regional and sub-regional women's networks contribute to enhancing women's leadership in education unions affiliated to EI. Their work is funded from the EI core budget, with additional funding from EI member organisations in the EI Development Cooperation Network. According to EI's website there are currently ten regional or sub-regional networks in Africa, Asia and Latin America.

# 11. The International Federation of Actors (FIA)

FIA has approximately 90 member organisations in more than 65 countries and represents hundreds of thousands of professional actors and other performing artists worldwide.

The #MeToo appeal saw a swift reaction from the International Federation of Actors (FIA). In October 2017, FIA's Executive Committee adopted a declaration on sexual harassment and discrimination.<sup>11</sup>

“We wanted to express our solidarity with the victims of the violations and the whistle-blowers, and against any form of retaliation they may have had to face as a result. But we also wanted to encourage producers and other industry stakeholders to enter into a constructive dialogue about promoting a zero-tolerance work environment,” says Dominick Luquer, Secretary General of FIA.

The declaration is also intended to support FIA members who wish to initiate a similar dialogue with their employers. Dominick Luquer notes that the disclosures that started with the Weinstein scandal and all the other stories that were revealed around the world in the autumn of 2017 were partly an eye-opener – also for people in the industry.

“Was I surprised? I would say both yes and no. The problem was well known, but the extent of it was perhaps not fully measured. In fact, it turned out to be plaguing not just the entertainment industry, but pretty much every other industry where a position of power is held by a few over many precarious workers who fear losing their next job. The courage of the women who first revealed their horrific experiences in public was crucial. They created a new dynamic and opened up new opportunities. Now tales of sexual and other forms of harassment are emerging everywhere, and this issue has finally hit the media and political agenda. The days of the ‘boy’s club’ are finally over.”

When the declaration was adopted, the Chairperson of FIA, Ferne Downey, said:

“We know that sexism in our business is a fact. We know that there are people who use their power to commit violations. And we know that this needs to change. As leaders of a union we take a stand – we seek nothing less than a total

<sup>11</sup> The declaration was initially drafted by the US actors' union, Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA).

cultural turn around. Now we are going to develop a long-term strategy in order to achieve zero tolerance regarding harassments in our work places.”

FIA did not settle down with the adoption of a declaration. They set up a working group that consisted of about 20 experienced members from around the world who were to increase awareness within the organisation. The group meets regularly by video-conference to take stock of best practices, measure progress in driving forth sustainable change and share initiatives and models that increase safety in the workplace. This includes practical tools such as surveys, action plans, guidelines, handbooks and check lists, industry codes and awareness raising manuals, helplines and more. The most effective resources will be made available to the FIA world membership on a dedicated resource page on their website.

“It’s unnecessary to reinvent the wheel,” says Dominick Luquer. Best practices can be used as reference and adapted to local needs in order to make quick progress.”

## **11.1 The way forward**

Guidelines that promote a harassment-free work environment in the entertainment industry will be developed, drawing on FIA members’ best practices.

FIA has a gender equality charter that outlines the fundamental equality principles that all members are expected to adhere to. In the light of the events that occurred in the second half of 2017, FIA is reviewing the charter to make sure it covers violence and sexual harassment. Once reviewed and adopted, this charter will make it an absolute priority for all FIA members to engage in this important area of working life.

FIA also intends to add the fight against sexual harassment to the European Social Dialogue and the Framework of Action on Gender Equality in the Audio-Visual Sector that FIA has adopted together with the UNI, the IFJ and FIM and employer organisations. FIA is also cooperating with UNI MEI and FIM to promote the negotiation of global framework agreements with multinational companies in the media and entertainment industry, which should include provisions on sexual and other forms of harassment and carry a commitment to safe and respectful work environments throughout the production chain; but this is a long-term objective, according to Dominick Luquer.

Further cooperation is being envisaged with the European Film Agency Directors as well as with Eurimages with a view to updating funding policies to include specific sexual harassment provisions. FIA has actively worked with the Council

of Europe and helped draft a landmark recommendation on gender equality in the audio-visual sector. It is the first ever pan-European recommendation that acknowledges the problems that are inherent within the industry from a gender perspective and that presents a wide spectrum of practical solutions for addressing them.

With support from Union to Union, FIA is conducting a project entitled Empowering Performer Unions in Africa. Among other things, the project aims to promote the adoption of an industry code in South Africa where sexual harassment and assaults on female actors and other artists is reportedly a huge problem. The South African actors' union is currently working on basic guidelines that should, as a first step, be annexed to all existing model agreements used throughout the industry.

## 12. The International Federation of Musicians (FIM)

According to the information on their website, FIM has about 70 member unions, approximately half of them in Europe and North America. FIM organises music performers.

“We need to take advantage of the increased openness,” says Thomas Dayan, FIM’s deputy Secretary General regarding the importance of the #MeToo campaign for musicians.

More women, also in Africa where the subject is a real taboo, are prepared to talk about their experiences of gender-based violence, according to Thomas Dayan. However, when the FIM organised a workshop in Senegal, the female participants expressed the opinion that a female meeting to kick off follow-up activities would be the best option since some female musicians might be otherwise reluctant to talk about sensitive issues in the presence of men.

### 12.1 Workshop in Tanzania

Union to Union have funded a workshop in Tanzania in November 2017 as well as a previous workshop in Senegal. The FIM and the Tanzanian Urban Musicians’ Association (TUMA) were responsible for the programme. The theme of the workshop was gender equality in the music business. The situation for musicians in eleven countries in Africa was discussed on the first day. The second day was about general issues relating to equality both within the music industry and the unions. This included training opportunities, assignments and the roles of men and women. Other subjects that provoked debate were differences in pay, violence against women and sexual harassment.

The last day of the workshop was spent developing a list of measures that are relevant nationally as well as for the entire region. The participants also adopted the Dar es Salaam Declaration on Gender Equality within the Music Sector. This declaration corresponds with the Dakar Declaration, which was adopted at the earlier workshop in the capital of Senegal. The declaration established basic principles regarding equal rights, the same payment for the same work, prevention of violence and increased female participation in unions. The intention is for each union that participated in one of the meetings to use the declaration as a basis for developing action plans and assigning resource persons.

The Dar es Salaam Declaration focused particularly on two objectives:

Firstly, the trade unions commit to acting against gender-based violence and ultimately stopping it.

Secondly, increased participation and representation of women in musicians' organisations.

The setting up of a hotline for women who are victims of gender-based violence was discussed at the meeting in Dakar. The hot-line should also be used for awareness-raising about violence and sexual harassment. Contacts with the UNESCO regional office have been taken and the FIM hopes that UNESCO will be an active partner in this project.

In the meantime, the Union to Union-funded workshops continue across the Atlantic. Thanks to this support, the FIM's Secretary General, Benoit Machuel, participated in a workshop for musicians in Cuba:

“We had the opportunity to watch a great short video by Cuban artists about GBV. There was not much to add after that, as the level of awareness of the sector seemed particularly advanced.”

However, GBV is likely to stay on the agenda for a while, according to Benoit Machuel, both at regional and international levels. At the FIM's most recent European meeting (Bucharest, October 2017), a full session was devoted to gender balance and GBV, as was also the case at the FIM 20th Congress (Reykjavik, June 2016).

## **12.2 Considering adopting a policy**

To date, the FIM has no formal policy or action plan regarding gender-based violence.

“Gender equality and GBV have been on our agenda for several years. These issues are systematically included in all our regional activities in Africa, Asia and Latin America, beside other forms of harassment and bullying. The adoption of a formal policy would make these initiatives more visible and could help making progress more rapidly,” according to Benoit Machuel.

The FIM's initiatives in this field have not been subject to a specific section of the FIM website so far. Unlike most of the other GUFs', the FIM website contains no reference to ongoing work with the ILO convention on violence in the world of work, ITUC's campaign for it or anything else that relates to violence against women and sexual harassment. The relevance of this comparison remains limited however, as FIM's staff consists of a total of only 3 permanent employees, which makes it the smallest of all the GUFs in terms of manpower.

## **13. The International Trade Union Confederation (ITUC) and the Trade Union Development Cooperation Network (TUDCN)**

The ITUC represents 207 million workers in 163 countries and territories and has 331 national affiliates.

The TUDCN is a network consisting of ITUC global union federations and other organisations that support trade union rights.

### **13.1 The ITUC coordinates global trade union campaigns**

The ITUC represents a number of trade union confederations. They are able to directly influence governments and sometimes employers. It means that ILO member organisations can execute a direct influence on other parts of the ILO (the ILO is a tripartite organisation in which each member country is represented by the government, workers and employers). In most cases, the GUFs do not have the same opportunity since their member organisations are national federations. If they want to lobby the government or employers' organisations they normally have to work through the national confederation.

The ITUC has put together a toolkit with material that the trade unions can use in their campaigns for a new ILO Convention. It includes a definition of the term "gender-based violence"; the purpose of the campaign (to make ILO adopt a convention and a recommendation); information about how decisions are taken within the ILO; what the unions can do to make the process move forward; what governments can do (letters to governments are included); how these issue can be raised with employers; as well as advice for how to run a campaign. This toolkit is available in English, Spanish, French, Serbo-Croatian, Arabic and Russian.<sup>12</sup>

### **13.2 No country has a solution**

Chidi King is responsible for work conducted at the ITUC Equality department. She thinks that this is a very good moment for talking about sexual harassment and gender-based violence. (The suggested ILO convention is also about violence against men.)

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<sup>12</sup> <https://www.ituc-csi.org/campaign-toolkit-stop-gender-based?lang=en>

For example: <https://www.equaltimes.org/will-the-ilo-take-a-stand-against?lang=en#.Wqjha1iRMY>.

“I think #MeToo and #timesup showed exactly why the ILO needs to adopt a global framework regarding sexual harassment and gender-related violence in the workplace. No other country has managed to solve this in a satisfactory way. This is also true for countries that have a very good legislation in place.”

“If it has been difficult for women in the entertainment industry and the media to dare to speak about sexual harassment, it is easy to understand how hard it is for a domestic worker who works behind closed doors, or for a worker in the textile and garment industry.”

Sexual harassment and gender-based violence is an important issue within the trade union movement:

“Our task is to create decent and dignified workplaces. Ending sexual harassment and gender-based violence is therefore one of our key concerns.”

Chidi King encourages all ITUC member organisations to put pressure on their governments and publish testimonies that make it clear that sexual harassment and gender-based violence exist.

“If they realise the magnitude of the problem I think they will be more inclined to act,” says Chidi King.<sup>13</sup>

### **13.3 The ITUC initiated the TUDCN**

In order to strengthen coordination with the global trade unions, which are organised on a branch level, the ITUC has initiated the network Trade Union Development Cooperation Network (TUDCN).

The TUDCN brings together affiliated trade union organisations, solidarity support organisations (SSO), representatives of ITUC’s regional organisations and the Global Union Federations (GUFs). The network’s objective is to bring the trade union perspective into the international development policy debates and improve coordination and efficiency within trade union development cooperation activities.

The TUDCN has a strong focus on development cooperation and on low-income countries. One of the network’s functions is to work as a common global arena where development issues can be discussed.

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13 <https://www.equaltimes.org/will-the-ilo-take-a-stand-against?lang=en#.Wqpjha1iRMY>.

But the TUDCN also works with Agenda 2030 – the 17 global goals that the UN adopted in 2015 – especially those associated with working life.

Goal no. 5 is about gender equality, especially target no. 5.2: “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual and other forms of exploitation.”<sup>14</sup>

“This is why also the campaign for a new ILO convention on violence and harassment has become important for the TUDCN,” says Maria Tsirantonaki from the ITUC Equality Department.

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<sup>14</sup> <https://sustainabledevelopment.un.org/sdg5>.

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