

# Stop gender-based violence in the world of work – Support an ILO Convention

## Newsletter 4 - May 2019




Intensify your lobby and advocacy campaigns


**We have entered a decisive period in time:** In one month's time, at the [ILO Conference on 10-21 June 2019](#), the second discussion and last round of tripartite negotiations will take place on the ILO instruments with a view to adopt an ILO Convention and Recommendation.

**Therefore, it is critical to continue to reinforce our lobby and advocacy campaigns, and for you to share with us updates at [equality@ituc-csi.org](mailto:equality@ituc-csi.org). Please read carefully the ILO blue report, which forms the basis for the discussion at the ILC in June and provides important insights for your lobby and advocacy strategy.**

Read the ILO blue report


**The ILO's blue report consists of two volumes:**


 **[Report V\(2A\)](#)**: Contains responses of governments, employers and unions to the ILO's **brown report** and comments of the ILO Office. The responses provide useful insights and information on the positions of governments and employers – in your country and region – which are supportive and/or critical of various elements of the ILO instruments.

 **[Report V\(2b\)](#)**: Contains the proposed texts of the ILO Convention and Recommendation, which will form the basis for the second discussion at the ILO Conference in June 2019.

Lobby tools

**The following lobby tools provide guidance for your lobby and advocacy campaign.** If you need more information, have specific questions or concerns, you can contact [equality@ituc-csi.org](mailto:equality@ituc-csi.org):

 Please read carefully the two-page **[ITUC Briefing](#)**, which contains key points for lobbying your government.


 An **updated lobbying kit** – with sample letters to lobby your government – is available on request at [equality@ituc-csi.org](mailto:equality@ituc-csi.org) as well as a **briefing note** for ITUC affiliates in preparation of the second discussion at the ILO Conference in June 2019.

 For **more information about the ILO standard setting process**, check out the ITUC's **[Campaign toolkit](#)** or contact [equality@ituc-csi.org](mailto:equality@ituc-csi.org).

 For **news and updates**, check the **[campaign webpage](#)** and **[Facebook page](#)** or contact us.

Tips

**More tips for your lobby and advocacy campaign:**

 **Share key messages** about the importance of an ILO Convention in trade union presentations at key events, meetings and in (social) media – and use the following hashtags: #StopGBVatWork #ILOendGBV.



- STOP** When your government supports the adoption of an ILO Convention, ask them to share their position at key meetings with other governments.
- STOP** Publish in (social) media articles and opinion pieces in support of the adoption of an ILO Convention and Recommendation. Invite allies, including women’s and feminist movements, to post their contribution.
- STOP** Invite supportive politicians and employers to speak up in support of the adoption of an ILO Convention and Recommendation on violence and harassment in the world of work.
- STOP** Use the [campaign logo](#) at your events and for photo opportunities.

## News and updates from unions and allies and in the media

### Unions:

- STOP** Labour Day (May Day) - Blog in Equal Times: [Changing the rules for working women](#), by Maria Tsirantonaki, project coordinator and youth officer at the ITUC Equality Department. *“This Labour Day the ITUC is launching a call for a New Social Contract. What does this mean for working women? In the aftermath of #MeToo, 2019 is shaping up to be a key year in tackling gender-based violence at work.”*
- STOP** Radio Labour: [An international law to stop violence against women](#). Interview with Chidi King, director of the ITUC Equality Department.
- STOP** US: Campaign Toolkit: [Addressing sexual harassment in the workplace: there is power in my union](#). *The AFL-CIO toolkit offers unions at all levels resources, examples of policy and contract efforts, research on the issue of sexual harassment, and real-life examples of unions’ roles in making workplaces fairer and safer for all.*
- STOP** Report: [Violence does not work: ILO Convention supported by employees worldwide](#), published by FNV, FNV Mondiaal and Fair Wear Foundation, Netherlands. *In this report, women bus drivers, farm workers, production workers and domestic workers from all parts of the world share their experiences of violence and harassment in the world of work.*
- STOP** Latin America: In Honduras, CTH, CTG and CUTH shared this [campaign video](#) in social media, calling on their government to support the adoption of an ILO Convention with a strong focus on gender-based violence. *On **May Day**, unions in Panama, Honduras and Guatemala campaigned for the adoption of an ILO Convention; view their pictures and that of others [here](#) (pictures below: CTH, CTG and CUTH Honduras and CTRP*



Panama)



- STOP** Africa: [Video](#): Trade union women leaders met in April at a strategic planning session at the “Africa Regional Convening in support of the adoption of an ILO Convention and Recommendation in the world of work” organised by the Solidarity Center, Nairobi, Kenya.
- STOP** Agreement signed: [IUF and Meliá Hotels International signed an agreement on preventing sexual harassment in the workplace](#). *“The agreement incorporates the ILO definition of what constitutes sexual harassment, affirms a policy of ‘zero tolerance’*



and commits both parties to develop appropriate local implementation procedures based on a shared recognition of the need ‘to protect the dignity of everyone who works for Meliá, as well as their rights relating to their physical and moral integrity and non-discrimination’. Progress in implementation will be jointly evaluated on a regular basis.” (picture on the left below)



**UK: First employer signs up to GMB’s domestic abuse charter**, GMB Union. “We are pleased that Sandwell Council, one of the borough’s largest employers, recognise that domestic abuse is a workplace issue and are actively supporting staff who may be affected. By signing GMB’s Work to Stop Domestic Abuse Charter, they are committing to making the workplace a safe environment for those experiencing domestic abuse and ensuring support is available whenever it is needed.” - Sarah James, GMB National Women’s Lead (above: picture on the right)



**Global: Global Unions “Stop gender-based violence in the world work” event at the UNCSW63**: ITUC, PSI, EI, IDWF, ITF, UNI Global Union, IFJ, CWGL and ActionAid shared stories about gender-based violence in the world of work and how they are building a global movement, across unions and with feminist allies and movements, to end gender-based violence in the world of work and campaign for the adoption of an ILO Convention in June 2019. (see picture above)

**Asia-Pacific: Asia-Pacific unions from ITUC-AP and the Global Union Federations (GUFs) discussed in April the next steps in the lobby and advocacy campaign and prepared for “a historic standard-setting event culminating in ILO’s 100th anniversary”.** (see pictures below)



**US: Caring for Our Caregivers: Workplace Violence Hearing Highlights Job-Related Assault for Health Care and Social Service Workers**, AFL-CIO.

**ITUC and Global Unions video clip: International Women’s Day – Stop gender-based violence!** ITUC and the Global Unions.





**Allies:**

**May Day statement: We stand for dignity at Work – Center for Women in Global Leadership (CWGL).** The link includes campaign tools in support of the adoption of an ILO Convention. *“This is an important moment for women’s rights organizations to join with labor rights movements and together support a new instrument that reinforces international legal standards which recognize women’s rights as human rights, and may be used as an additional legal tool for advancing and protecting women’s rights to work and at work, i.e., decent conditions of work.”*

**ILO – UN Women Handbook: “Addressing violence and harassment against women in the world of work”.** *The handbook provides examples of emerging good practices and practical actions to address gender-based violence and harassment in the world of work.*

**Campaign tool - Action Aid: Campaign tool** in support of the adoption of an ILO Convention on violence and harassment in the world of work – and in a number of countries Action Aid will use this tool in consultation with unions.

**Brochure: Combating Sexual Harassment in the Garment Industry,** published by Human Rights Watch. *The brochure captures the experiences of women garment workers struggling against abuses at work across several countries including India, Pakistan, Cambodia – and argues that the way forward to end and prevent sexual harassment at work is the current effort to create an ILO Convention and one that governments, civil society and industry leaders alike should get behind it.*

**Event at the UNCSW63: Union women tackle gender-based violence at work,** published by the Solidarity Center. *“Unions in the past only focused on economic issues – gender-based violence issues have never been our priority,” says Nurlatifah, board member of the 341,000-member National Industrial Workers Union Federation (SPN–NIWUF) in Indonesia. But after she and other union leaders conducted an in-depth research project among women members that showed 81 per cent had experienced gender-based violence, “the union tries to mainstream this issue into every activity the union conducts”.*

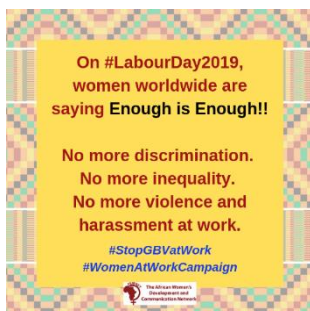
**Opinion piece: Where do Apparel Companies Stand on Women Workers?** Companies Should Support New ILO Convention on Violence and Harassment at Work, published by Human Rights Watch.

**Bangladesh: Bangladesh workers targeted with gender-based violence,** published by the Solidarity Center.

FEMNET/Africa

Global Alliance Against Traffic in Women

Center for Women in Global Leadership



## Government:



**UK:** [New legal measures to protect workers from misuse of non-disclosure agreements](#)

*“New proposals include legislating that workplace confidentiality agreements cannot be used to prevent people reporting harassment or discrimination to police. Measures also include extending the law to ensure the worker agreeing to confidentiality agreements receives independent legal advice on the limitations.”*

## Media:



**Global:** [Rewriting the Rules on](#)

[#MeToo Globally](#), opinion piece by Nisha Varia of Human Rights Watch, published by IPS. *“But real change is within reach with the groundswell of public outrage and mobilization, media scrutiny, high-profile champions, potential alliances across diverse movements, and extensive evidence. If harnessed, these elements can translate into new international standards, ratifications, national law reform, implementation campaigns, and pressure on companies to adopt workplace policies to prevent and respond to harassment.”*



**Nigeria:** [NLC holds rally to stop gender-based violence](#), published by TVCnews. *The women’s wing of the Nigeria Labour Congress has held an advocacy rally to drum up Nigeria’s support for the International Labour Organisation Convention recommending a stop to all forms of gender-based violence and harassment in the world of work. The National Women Commission of the NLC walked through the streets of Abuja and presented formal letters to the Federal Ministries of Labour and Women Affairs. (see picture below)*



**Vietnam:** [Revealed: women making clothes for west face sexual abuse](#). *Study finds workers in Vietnamese factories have been harassed, groped and even raped. The study was carried out by Fair Wear Foundation and Care International, and published by The Guardian.*




**Panama:** [Piden alto a la violencia contra la mujer trabajadora](#). *Trade union women from CTRP, CONUSI y Convergencia Sindical planning their lobby strategy to secure the adoption of an ILO Convention, published by La Verdad.*



**Australia -** [The customer isn’t always right: What employers can do to stop worker abuse](#). *Retail union the SDA has released the findings from its annual survey into rates of worker abuse in the retail industry, finding 87% of more than 1000 fast-food workers who responded have experienced verbal abuse or aggressive behaviour. (published by Smart Company)*



 **US:** [Violence has no place in the workplace](#) opinion piece calling for the adoption of a bill to address violence at the workplace, by Liz Shuler, AFL-CIO, published by The Hill. *“Workers like Patt should not have to fear for their lives because of their jobs. She decided to share her story when another nurse was killed at the very same hospital,”* writes Shuler. *“Everyone assumes violence is part of the job,”* she (Patt Moon-Updike) said in her testimony before the U.S. House Education and Labor Subcommittee on Workforce Protections in February. *“But that is not true. Prevention is possible when systems are put into place to reduce the risk of violence. When nurses and healthcare workers are safer, so are our patients.”*

Share this newsletter - with your union, allies, networks and friends.

### ITUC 's Global Campaign:

Aims at securing the adoption of a Convention and Recommendation, with a strong focus on the gender dimension of violence and harassment in the world of work and eliminating gender-based violence from our world of work.

 [ITUC campaign webpage](#)  [Campaign toolkit](#)  [Facebook page](#)

Contact and sign up to our email list: [equality@ituc-csi.org](mailto:equality@ituc-csi.org)

