



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



### Newsletter 3 - August 2018

\*ILO brown report published\*

The ILO has just published the so-called [brown report](#). The report contains the first draft text of a proposed Convention and Recommendation and includes proposals from the ILO Office (office commentary) for adjustments to the [Conclusions](#) that were adopted in June 2018. Governments are asked to inform the ILO by **8 November** whether they have any amendments to suggest or comments to make, after consulting the most representative organisations of employers and workers. Governments are also asked to state whether they consider that the proposed texts provide a satisfactory basis for the second discussion in 2019.

**Trade unions should also prepare and send their responses to the brown report.** Please read the report carefully and lobby your government for a strong and inclusive ILO Convention, supplemented by a Recommendation. **Watch out for the ITUC's lobbying brief on the brown report, to be published shortly.** For more information about the ILO standard setting process, check out the ITUC's [Campaign toolkit](#) or contact us: [equality@ituc-csi.org](mailto:equality@ituc-csi.org)

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#### International Labour Conference - 2018 discussion

-  **The first standard setting discussion on violence and harassment in the world of work** delivered a majority support among governments for an ILO Convention, supplemented by a Recommendation. To maintain this support at the International Labour Conference in 2019, your continued lobbying and [campaigning](#) is vital!
-  **[Resolution and Conclusions adopted by the 2018 International Labour Conference](#)**
-  **Report of the first discussion - [‘Summary of proceedings’](#)** - includes the opening statements, the general discussion and considerations to the [Proposed Conclusions](#) of governments, employers and workers and [the adopted Resolution and proposed Conclusions at the ILC](#)
-  ‘World parliament of labour heads for ground-breaking new standards on violence at work and supports renewed push for gender equality.’ [ILC Press release](#) and ‘International Labour Conference opens with call to address workplace violence and harassment’ [ILC Video](#) and [photo gallery](#)
-  Media coverage of the first discussion from around the Globe including from [Japan](#), [Nigeria](#), [UK](#) to [Trinidad & Tabago](#) and [Switzerland](#)

Outcome of first discussion at the ILO Conference (ILC) 2018

Report of the Committee

ILC (social) media coverage



## Employers:

- B Team** Public letter to the ILO in support of an ILO Convention – Business leaders invited to join the B Team Leaders in expressing support for an ILO standard >> [Read more](#)
- “Smoke and mirrors”** campaign by employers’ group gives misleading impression of outcomes of 2018 discussion >> [Read more here](#) and [here](#) (in English)

## Campaign Agenda 2018

- September:** the ‘solidarity through diversity’ campaign aims to give voice and visibility to workers who may be more at risk of experiencing violence and harassment because of discriminatory attitudes towards personal characteristics or identities – for example, women workers, racialised workers, disabled workers, workers from indigenous peoples, workers from LGBTI+ communities, pregnant workers and young or older workers. Please join the campaign. More information about this campaign including social media tools with key messages from the workers will be available in September on the [ITUC campaign webpage](#).
- 7 October:** World Day for Decent work and **25 November – 10 December:** 16 Days of activism/ from 25 November: International Day for the Elimination of Violence against Women, to 10 December, International Human Rights Day.

## Campaign updates from the Unions

- US/ Solidarity Center:** ‘Workers, unions and activists are meeting in Geneva to push for strong global protections against gender-based violence at work’ >> [Read More](#) (in English), **US/ AFL-CIO:** ‘From #MeToo to a global Convention on sexual harassment at work’ >> [Read more](#)
- US/ Solidarity Center, AFL-CIO:** ‘Not part of the job! Video explores gender-based violence’ >> [Watch here](#) (in English)
- France/ CGT :** ‘Lutte contre les violences sexuelles et sexistes au ministère du travail : où en sommes-nous ? >> [Read more](#); ‘En direct de de l’OIT bataille pour une Convention contre les violences sexistes et sexuelles’ >> [Read more](#); ‘Une première étape pour gagner une convention contre les violences at le harcèlement’ >> [Read more](#) (en français)
- US/ AFL-CIO:** UNITE HERE Calls on Marriott to Use Its Clout to Combat Sexual Harassment in Global Hospitality Industry >> [Read more](#) (in English - picture: [Unite Here](#))
- Finland/Finish Trade Union Confederations:** ‘A new international Convention on violence and harassment will be an important measure to finally develop legislation to protect workers from violence and harassment and to promote gender equality in the world of work’ >> [Read more](#) (in English)
- Germany/ DGB:** ‘Gewalt und sexuelle Belästigung am Arbeitsplatz Thema bei der UNO’ >> [Read more](#) (auf Deutsch)



 **New Zealand/ NZCTU:** ‘Victims’ protection law shows the difference this government can make for women’ >> [Read More](#); ‘A huge win: New Zealand brings in paid domestic violence leave’ >> [Read more](#) (in English)



CS, Panama

Rengo, Japan

 **Australia/ ACTU:** ‘Sexual harassment inquiry to shed light on broken workplace rules’ >> [Read more](#)

 **Canada/ CUPE:** ‘A significant first step towards the right direction’ >> [Read more](#) (in English)

 **ITUC/ International Youth Day:** ‘Young workers are speaking out against **violence and harassment** in the world of work and beyond. We raise our voices in unity and solidarity with older workers, women, migrant, LGBTI+, disabled, indigenous, racialised and marginalised workers, who are often exposed to the worst forms of discrimination, violence and harassment. When we find solutions for the most exposed, we find solutions for the majority’. >> [Read more](#) (ENG, ESP, FR)

 **TUCA – CSA:** La CSA y su Comité de Mujeres (CMTA) en la CIT 2018 >> [Read more](#)

 **Public Services International:** Committee on violence and harassment >> [Read more](#) (in English)

 **Barbados/ PSI:** Pilot study on gender-based violence in the Public Sector >> [Read more](#) (in English)

 **PSI/ International Youth Day:** ‘The vulnerability of young workers and especially young women is exacerbated by the increasing number of precarious contracts, pushing them into accepting intimidation, bullying and harassment at the workplace in order to keep their jobs and have a chance at building a career’ >> [Read more](#) (ENG, ESP, FR)

 **International Domestic Workers Federation:** ILC delegates agreed the future instrument should be a Convention, supplemented by a Recommendation >> [Read more](#) (in English)



ZCTU, Zambia

Sadsawu, South Africa

## Campaign updates from Allies

-  **Human Rights Watch:** 'International effort to end 'Me Too' abuses' >> [Read more](#) 'Ending violence and harassment at work: the Case for Global Standards' >> [Read more](#) (in English)
-  **International Labor Rights Forum (ILRF):** 'Time for Change, advancing legal protections on gender-based violence at work' >> [Read more](#); 'Stopping Violence at Work: A Victory, and a Call to Action' >> [Read more](#) (both in English)
-  **National Women's Law Center:** Gender Based Violence is a Global Problem & We Need International Tools to Fight Back >> [Read more](#) (in English)
-  **FEMNET:** STOP Violence at Work. Fullstop. >> [Read more](#)
-  **Global Labour Justice:** Gender based violence in garment supply chains: [H&M](#) and [GAP](#) and related: The Guardian: Abuse is daily reality for female garment workers for Gap and H&M, says report >> [Read more](#) (in English); Big brands: the missing voice in the fight to end gender-based violence at work >> [Read more](#) (in English)

## In the News

-  UK/Independent: **Women's and Equalities Committee calls for legal duty on employers to prevent and protect workers from sexual harassment and victimisation** >> [Read more](#) (in English)
-  UK/The Guardian: **The fight for trans equality must be recognised as a class struggle** >> [Read more](#) (in English)
-  France/L'express : **Harceleur sexuel, le patron d'une salariée handicapée condamné** >> [Read more](#) (en français)
-  Spain/El País: **Fresas sin explotación ni acoso sexual** >> [Read more](#) (en español)
-  Chile/La Tercera: **'La historia del primer acoso sexual sancionado en Chile'** >> [Read more](#) (en español)
-  ABC Galicia: **«El acoso laboral también es violencia de género»** >> [Read more](#) (en español)
-  France/Liberation: **Harcèlement sexuel : «Il est impossible pour moi de retourner travailler chez BNP Paribas»** >> [Read more](#) ( en français)
-  European Parliament: **'MEPs propose measures to combat mobbing and sexual harassment'** >> [Read more](#) (in English, en français)
-  Canada/CNW: **Canadians invited to have their say on proposed regulations against harassment and violence in the workplace** >> [Read more](#) (in English; français)
-  US/Chicago Sun-Times: **'Hotel workers 'claim our space' as panic button ordinance takes effect'** >>[Read more](#) (in English)
-  US/CNN: **'The sexual harassment we don't talk about'** >> [Read more](#) (in English)
-  US/The Nation: **What's next for #MeToo?** >> [Read more](#) (in English)
-  Japan/Japan Times: **Taking workplace bullying in Japan by the horns with power harassment prevention education** >> [Read more](#) (in English)



-  Japan/Japan Times: **Companies across Japan take action to protect employees from unruly customers >> [Read more](#)** (in English)
-  India/The Hindu: **Domestic violence, harassment at work top complaints before panel >> [Read more](#)** (in English)
-  Mexico/La Jornada Aguascalientes: **Mobbing, crímenes en silencio >> [Read more](#)** (en español)

### Join the Campaign

-  Your support adds strength and visibility to the campaign. Please **share your campaign updates**, send to [equality@ituc-csi.org](mailto:equality@ituc-csi.org) or post on the campaign [Facebook page](#) .
-  Share campaign updates (and this newsletter) with your colleagues, allies and friends, invite them to **sign up to the campaign email list** (see box on the campaign webpage) and to **'like' the campaign Facebookpage**.

Connect and share



### 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](#)  [Facebookpage](#)

Contact: [equality@ituc-csi.org](mailto:equality@ituc-csi.org)

