

## INDUSTRIALL GLOBAL UNION WOMEN COMMITTEE

### Draft resolution

#### ***Trade unions take action against domestic violence and its impact in the world of work***

Prior to the pandemic, domestic violence against women was already alarmingly high, with nearly 30 per cent of women worldwide affected by this form of violence according to the WHO. With COVID-19, an increased reporting of domestic violence has surfaced, with a staggering 40 per cent rise in some countries.

Confinement has been exacerbating the tension and strain created by security, health, and money worries. And it is increasing isolation for women with violent partners, separating them from the people and resources that can best help them. And in parallel, domestic violence shelters are also reaching capacity, a service deficit made worse when centres are repurposed for additional COVID-response.

ILO Convention 190 and Recommendation 206, recognize that domestic violence can affect employment and health and safety. It states that governments, as well as employers' and workers' organizations can help, to recognize, respond to and address the impacts of domestic violence.

The new instruments also recognize the role that collective bargaining, at all levels, can play to mitigate the impact of domestic violence in the world of work.

IndustriALL affiliates, from all over the world, have reported a worrying increase of domestic violence in their own countries, due to the Covid 19 outbreak. Many of them have been taking measures to address this issue in the world of work: educating their members and raising awareness on domestic violence, hotline numbers and other protection services; supporting victims of domestic violence among their members; negotiating appropriate measures including leaves, protection, flexible work arrangements and temporary protection against dismissal for victims of domestic violence; and the inclusion of domestic violence in workplace risk assessments.

Anyone can be a victim or a perpetrator of domestic violence. But women are more likely to be victims. This is because unequal power between women and men is a key driver of domestic violence, often in combination with other social inequalities such as age, race, ability and social class.

Domestic violence is not a private issue, it is a structural and societal issue. Although domestic violence starts in the home, it can impact the world of work.

#### **Many union members are victims or survivors of domestic violence. Unions have an important role to play.**

Therefore, IndustriALL Women Committee requests the Executive Committee, on the occasion of the International Day for the Elimination of Violence against Women on 25 November, to endorse this resolution, and to call on all IndustriALL's affiliates to take action in supporting members, challenging domestic violence and ensuring employers take measures to mitigate the impact of domestic violence in the world of work.