VIOLENCE

NOT IN OUR WORKPLACE

industri all global union

IndustriALL
Training on gender-based violence and harassment
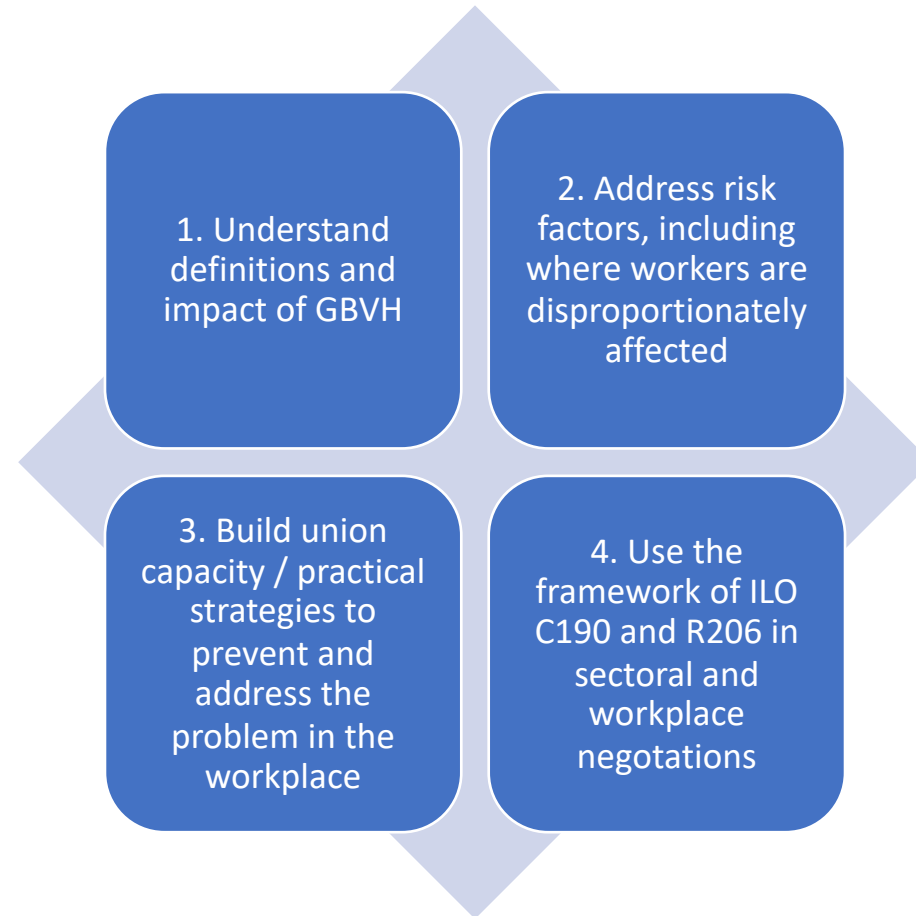
Power Point slides

Training Modules 1-3

IndustriALL
Training on gender-based violence and harassment

Module 1: Introduction to, and definitions of, gender-based violence in the world of work

1. Introductions and overview of the training

Aims of IndustriALL's GBVH training

1. Understand definitions and impact of GBVH

2. Address risk factors, including where workers are disproportionately affected

3. Build union capacity / practical strategies to prevent and address the problem in the workplace

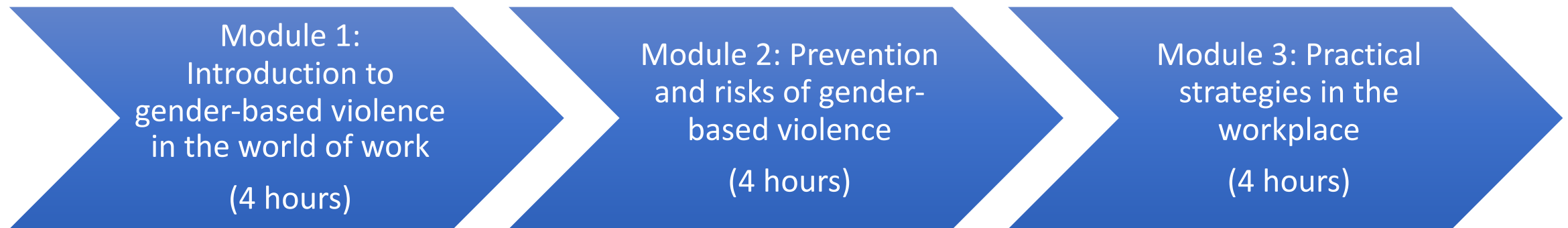4. Use the framework of ILO C190 and R206 in sectoral and workplace negotations

IndustriALL will not tolerate any form of sexual harassment during activities and meetings

Sexual harassment:
An unwanted, unwelcome and unasked-for behaviour of a sexual nature

If you witness, or are victim of such behaviour, **inform immediately the Contact Persons**

Structure of the IndustriALL training

Module 1: Introduction to gender-based violence in the world of work

(4 hours)

Module 2: Prevention and risks of gender-based violence

(4 hours)

Module 3: Practical strategies in the workplace

(4 hours)

Group Work 1: Introductions and expectations

1. Introduce yourselves to other group members and share your experiences of:

- training you have participated in on GBVH
- actions carried out by your union to end GBVH

2. Let's hear about your expectations:

- what are your expectations of this training programme?

In each group, please nominate someone who can give a short summary to the full group.

Let's get started with an ice breaker

2. Definitions of gender-based violence and harassment

Definitions: Gender-based violence and harassment

ILO Convention 190 (ILO C190) defines violence and harassment as:

"a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment."

Gender-based violence and harassment (GBVH) is:

"violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender, disproportionately."

ILO C190 defines GBVH as an issue of gender-based power relations

Acknowledging that gender-based violence and harassment disproportionately affects women and girls, and recognizing that an inclusive, integrated and gender-responsive approach, which tackles underlying causes and risk factors, **including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations,** is essential to ending violence and harassment in the world of work. (ILO C190, Preamble)
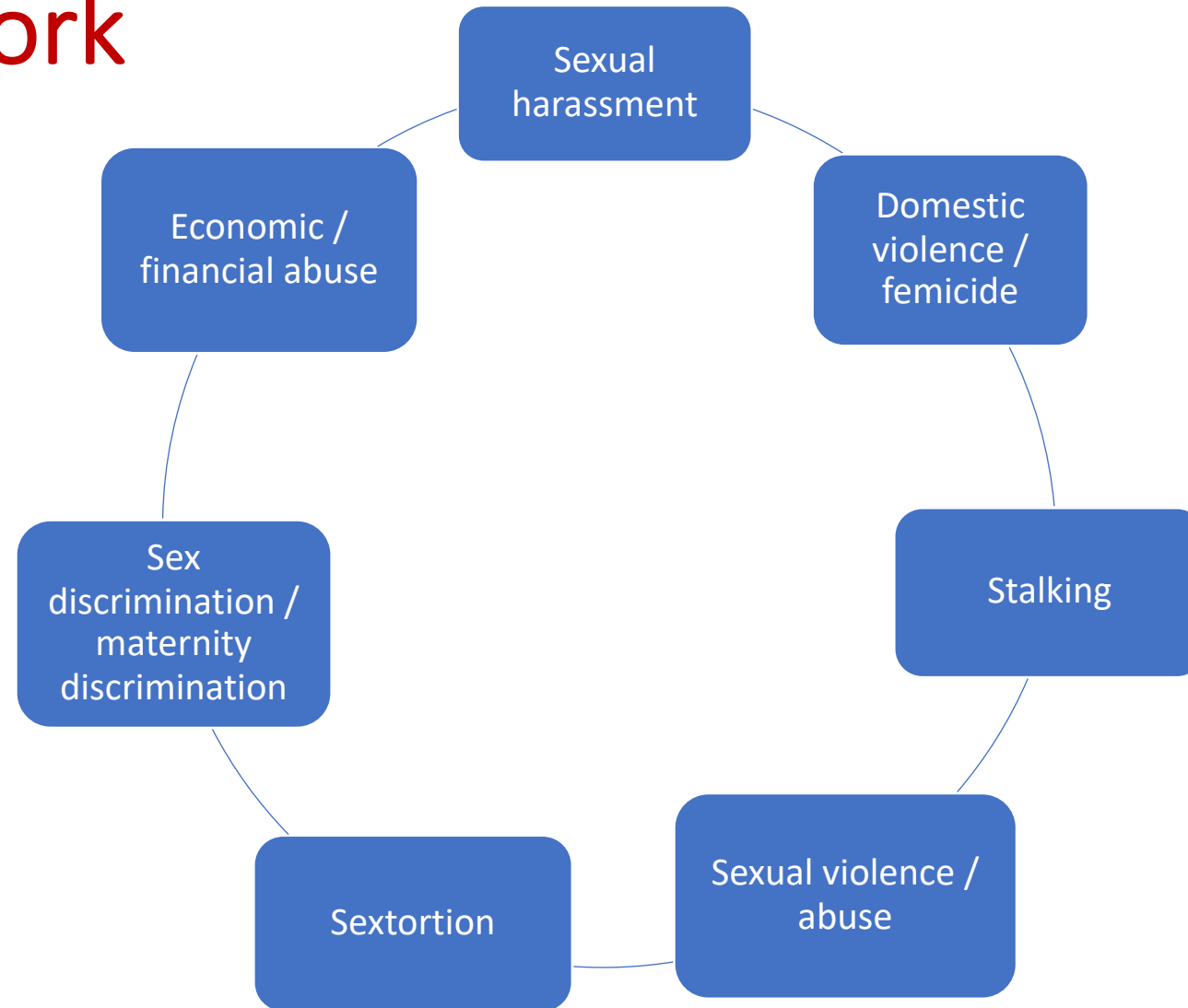
Gender-based violence and harassment

Gender-based violence and harassment often occur in the context of:

- An abuse of power
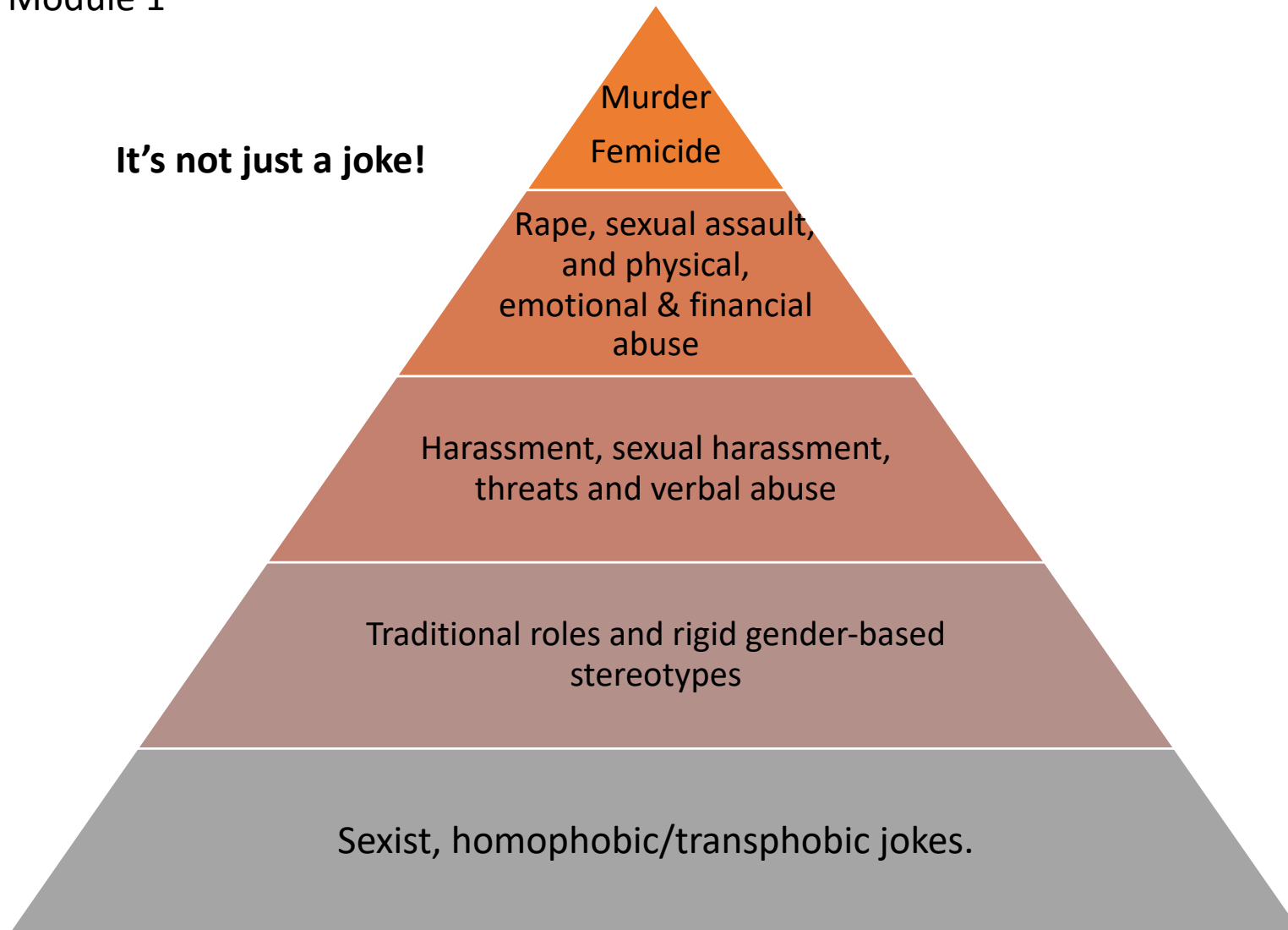
- A promise of reward

- A threat of reprisal

It disproportionately affects women, but:

- it can be experienced by any worker regardless of their gender, gender identity or sexual orientation / LGBTIQ+ people

Gender-based violence & harassment in the world of work

It's not just a joke!

Murder
Femicide

Rape, sexual assault, and physical, emotional & financial abuse

Harassment, sexual harassment, threats and verbal abuse

Traditional roles and rigid gender-based stereotypes

Sexist, homophobic/transphobic jokes.

The pyramid of sexual harassment and abuse.

It starts with sexist jokes.

Who is at risk of GBVH?

Women working in:

- precarious and insecure employment / unsocial working hours
- working in isolation/alone
- male-dominated occupations/sectors

Women experiencing:

- multiple and intersecting forms of discrimination and oppression
- e.g. women migrant workers, racialised and minoritised women, disabled women

- **Men and women** who do not conform to gender roles / LGBTIQ+ people
- **Whistleblowers / bystanders** who intervene or complain may also be at risk of second order sexual harassment (SOSH)

Group Work 2: How do you define GBVH?

3. Domestic violence: a workplace issue

Domestic violence: a workplace issue

- Domestic violence (sometimes referred to as 'domestic abuse', 'intimate partner violence', or 'family violence')

- Can include physical, psychological, sexual and/or economic forms of violence and/or abuse. It can also involve stalking, which may also take place in and around the workplace.

- Coercive behaviour, includes acts or threatened acts, that is used by a perpetrator to gain power or control over a current or former spouse or intimate partner or family member.

Domestic violence: a workplace issue

Physical violence	Sexual violence	Verbal abuse	Coercive control
Financial/economic abuse	Emotional/psychological control and threats	Stalking, virtually or in person	Cyber abuse and harassment

Domestic violence: a workplace issue

Let's brainstorm on the ways that domestic violence can affect women's work:

- getting to work on time / staying in the job

- presenteeism / productivity / meeting productivity targets

- access to training or career development

- financial / economic independence

- online or physical safety / security

- remote working/telework

I can't get to work because my husband has destroyed my bus pass and hidden my purse. I'm worried I will lose my job.

I can't concentrate at work, I am exhausted and I've lost my confidence. I'm unable to reach my productivity target and do not receive the bonus at the end of the month; the abuse gets worse because my pay is less at the end of the month.

My husband stops me from attending the company training course or applying for promotion, he says I should leave my job and devote my time to him as this is a sign of real love.

The abuse got worse when we were confined at home. It was difficult to compete my work tasks as he was watching what I was doing all the time. He often stopped me participating in team meetings. My manager had some suspicions and called me into the office for a meeting and this was an opportunity to find some support.

I couldn't leave as I had no money, he controlled all of my finances and I no longer have access to any money. Where would I go with no money?

I have been stalked by my ex-partner at work, first by email and telephone, and later in the car park where I park the car. My trade union representative helped me to get the help I needed.

Domestic violence: ILO Convention 190

"Noting that domestic violence can affect employment, productivity and health and safety, and that governments, employers' and workers' organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence.." (Preamble)

The Convention calls on governments to "…recognize the effects of domestic violence and, so far as practicable, mitigate its impact in the world of work". (Article 10f)

Module 1

Domestic Violence at Work

Interlinked forms of power and control of women in relation to domestic violence and its effects on the world of work.

DOMESTIC VIOLENCE AT HOME

ISOLATION
Expressing jealousy about time spent with co-workers. Forbidding a partner to work with or socialize with certain co-workers. Stopping a partner from getting to work.

EMOTIONAL ABUSE
Abusive phone calls, emails, text messages at work. Telling a partner that they are incompetent in their job. Telling a partner that they do not deserve or will never get a raise and/or a promotion.

INTIMIDATION
Checking up on a partner to make sure they are at work or to see who they are working with. Stalking a partner at work.

ECONOMIC ABUSE
Taking all or part of a partner's earnings without their consent.

POWER AND CONTROL

MINIMIZING, DENYING AND BLAMING
Acting like a supportive spouse around bosses and/or co-workers. Denying responsibility for a partner being late or absent at work as a result of abuse.

MASCULINE PRIVILEGE
Insisting that it is the sole responsibility of a partner to organize their work schedule around child care, elder care or other family responsibilities.

THREATS
Threatening to tell lies about a partner to their boss and/or co-workers. Threatening to come to the workplace and harm a partner and/or co-workers. Threatening to destroy needed work clothing or work equipment.

USING CHILDREN
Failing to show up for child care so that a partner can go to work.

COMES TO WORK

For more information see the report **Can Work Be Safe When Home Isn't?**

This version of the Power and Control wheel, is adapted with permission from the Domestic Abuse Intervention Project in Duluth, Minnesota, and Futures Without Violence www.futureswithoutviolence.org.

Western
Centre for Research & Education on Violence Against Women & Children

4. GBVH: a trade union issue

Group Work 3: Why is GBVH a trade union issue?

6. Introduction to the distance learning activity and feedback on Module 1

Introduction to Distance Learning Activity 1

Feedback and evaluation

Finally, we would be interested in some brief feedback about Module 1.

- How did you find Module 1?
- Can you see the relevance of what you have learnt for your workplace or sector?
- Is there anything you would like to add that would be relevant for the next Module?
- Any other comments?

IndustriALL
Training on Gender-based violence and harassment

Module 2: Prevention of GBVH

1. Introduction to Module 2 and to GBVH prevention

Introduction to Module 2: Risks of GBVH

- Welcome back to Module 2!

- Introductions and check-in

- The main focus of Module 2 is on how to **identify and address risks** of gender-based violence and harassment

Reporting back from the distance learning activity

- Let's hear from participants about what you found out in your distance learning assignment in your workplace:

  - how easy was it to find this information?
  - are you surprised at what you have learnt?
  - what are the main gaps that need to be addressed?

Why is prevention a good entry point?

- Prevention is a good entry point for discussing sensitive issues related to GBVH

- A gender-responsive approach challenges traditional approaches to occupational health and safety (OSH)

- Do prevention programmes, including risk assessments, address risks of violence and harassment in a gender-responsive way?

- For example:
  - gender inequalities in the workplace, such as working in a male-dominated working environment
  - cultural and social norms that increase the risk of violence and harassment against women
  - risks associated with domestic violence when it impacts the workplace

5 steps in conducting a workplace risk assessment

| Identify the risk | → | Assess the risk | → | Mitigate the risk | → | Monitor | → | Review |

Group work 1: Mapping the worksite to identify risks of sexual harassment (optional)

2. Introduction to ILO measures to prevent GBVH

ILO C190: a focus on prevention

"Acknowledging that gender-based violence and harassment disproportionately affects women and girls, and recognizing that an inclusive, integrated and gender-responsive approach, which tackles **underlying causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations,** is essential to ending violence and harassment in the world of work." (ILO C190, Preamble)

ILO C190 calls for an **inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work** (Article 4(2))

and

the adoption of a **comprehensive strategy to prevent** and address violence and harassment (Article 42c)

Duties on employers (ILO C190, Art.9)

Obligations on governments to prevent violence and harassment include positive duties on employers to protect workers, to:

a) adopt and implement, in consultation with workers and their representatives, a workplace policy on violence and harassment;

b) **take into account violence and harassment and associated psychosocial risks in the management of occupational safety and health;**

c) **identify hazards and assess the risks of violence and harassment, with the participation of workers and their representatives, and take measures to prevent and control them; and**

d) provide workers and other concerned persons with information and training, in accessible formats as appropriate, on the identified hazards and risks of violence and harassment and the associated prevention and protection measures.

Where might risks occur?

ILO C190, Article 3, definition of the world of work:

- workplaces, including public and private spaces that are a place of work
- places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities
- work-related trips, travel, training, events or social activities
- work-related communications, including those enabled by information and communication technologies
- employer-provided accommodation
- commuting to and from work

Risk assessments (R206)

The Recommendation states that account should be taken of risk factors that increase the likelihood of violence and harassment, including psychosocial risks and hazards, through a gender-responsive approach, that:

a)   arise from **working conditions and arrangements, work organization and human resource management**, as appropriate;

b)   involve **third parties** such as clients, customers, service providers, users, patients and members of the public; and

c)   arise from discrimination, **abuse of power relations, and gender, cultural and social norms** that support violence and harassment.

What are psychosocial risks?

Psychosocial risks at work are linked to the work environment and human factors:

- potential to cause workplace stress and violence and harassment.
    - in the *context* of (organisation of work and labour relations) and
    - the *content* of (working conditions, job contents, etc.)
- result in negative psychological, physical and social outcomes such as work-related stress, burnout, ill-health, depression, violence and harassment.

Examples:

- Excessive workloads

- Conflicting demands

- Lack of involvement in making decisions that affect the worker

- Lack of influence over the way the job is done

- Poorly managed organisational change, job insecurity

- Ineffective communication, lack of support from management or colleagues

3. Identifying and addressing risks of GBVH

Group Work 2: Case studies: identifying risks of and solutions to GBVH

Aim: to identify situations / risks in the world of work where GBVH may occur

- Case study 1: Women garment workers sewing dresses and shirts for a large brand
- Case study 2: Woman working as an assembly worker in an electronics factory producing printers for global markets
- Case study 3: Woman working as a technician in a large coal mine on a night shift with different sites
- Case study 4: Woman in a front office reception job in a large manufacturing company
- Case study 5: Participants in a union training course
- Case study 6: Gay man working in a company canteen

Garment sector: Summary of findings from IndustriALL's research

Risks:

- Production pressures / verbal abuse

- Fear of reporting, ineffective complaints procedures

- Culture of impunity - sexual favours e.g. in return for a job

- Predominantly female workforce, women work in precarious jobs

- Low level of collective bargaining

Example of how to mitigate the risk:

- One union trained its workplace representatives to spot the signs of sexual harassment.

- When they observed inappropriate behaviour they reported it to management.

Mining sector: Summary of findings from IndustriALL's research

Risks:

- Male dominated workforce

- Masculinized culture/working environment

- Work in isolation / night work

- Workplace policies are not used or trusted

- Inappropriate PPE

- Domestic violence impacts on women's participation in work / safety at work

Example of how to mitigate the risk:

- One trade union held a consultation with women workers to find out about the risks they faced at the mine.

- Women raised many concerns, including when they worked at night, problems with ill-fitting PPE, access to toilets, sexist jokes; and some women spoke of risks from an ex-partner in the workplace.

- The union took these concerns to management and the workplace safety committee.

ICT Electronics Sector: Summary of findings from IndustriALL's research

Risks:

- Precarious contracts
- Low awareness of GBVH
- Workplace policies & reporting systems are not trusted
- Culture of silence, victim blaming and impunity around GBVH
- Limited social dialogue
- Limited data showing evidence of GBVH

Example of how to mitigate the risk:

- One union established a confidential help line to enable any worker to report cases of sexual harassment directly to the union.
- This helped the union to identify where there were risks of sexual harassment and to suggest ways to mitigate them to management.

4. Prevention though gender-responsive risk assessment

What is gender-responsive risk assessment?

Risk assessment is a core part of risk management and an important starting point for prevention.

- Integrate prevention of GBVH into existing risk assessment frameworks

<u>or</u>

- Carry out a stand-alone risk assessment on GBVH

<u>or</u>

- Address urgent risks that have been identified e.g. when there is a risk of domestic violence spilling over into the workplace, and draw up a tailored safety plan

Mitigating risks and prevention plans

- Assess gaps in existing **mitigation measures and prevention plans** in addressing violence and harassment, including gender-based violence and harassment.

- If there are gaps, make recommendations to address these risks in future prevention plans, e.g.

  - Safety measures to ensure that women do not work alone, particularly at night.

  - Alarm systems and security to assist isolated workers when they are in difficult situations; safety planning, incident response training and raising awareness among workers, including gender-responsive approaches.

  - Better protection systems for women working remotely/tele-working.

  - Consultations with workers and ensuring that women have a voice in raising their concerns.

  - Effective and trusted complaints systems in place.

Group Work 3: Prevention of GBVH through gender-responsive risk assessment (optional)

5. Distance learning and feedback on Module 2

Distance learning activity: drawing up a workplace policy that workers trust

Feedback and evaluation of Module 2

To finish, let's have a brief discussion about Module 2 (or use the chat):

- how did you find this training session?
- how do you think you could use the learning from the training in your workplace or sector?
- are there issues you would like further information on?

- Module 3 will be the third and final part of the training and will address practical strategies in the workplace.

Module 3: Practical strategies to end GBVH in the world of work

1. Introduction to Module 3 and reporting back from the distance learning

Introduction to Module 3

- Welcome back to Module 3!

- Introductions and check-in

- The main focus of Module 3 is on drawing up practical strategies to end GBVH in the world of work

Reporting back from the distance learning activity

- Let's hear from participants about what you found out in your distance learning assignment in your workplace:

    - how easy was it to find this information?
    - are you surprised at what you have learnt?
    - what are the main gaps that need to be addressed?
    - have you got a better idea of what could be included in a workplace policy?
    - what challenges do you think need to be addressed?

2. Practical solutions in the workplace: complaints systems that workers trust

How can unions help to build trust in complaints systems?

- Create and operate joint complaints committees, ensuring inclusion of women union representatives and workers.

- Put in place effective procedures, ensuring confidentiality, fairness and the right to union representation.

- Ensure that all committee members are trained in GBVH and are aware of the different forms it takes.

- Raise awareness among workers about how they can make complaints confidentially.

- Build into the system a mechanism for learning from complaints and negotiating with employers to prevent further complaints occuring.

What models exist for complaints systems?

- Joint Anti-harassment committees made up of union and worker representatives and management:
  - complaints are managed and handled as part of the grievance system
  - procedures enable informal and formal resolution, including investigations
  - union representation of complainant and accused
  - committee has a wider role in learning from complaints

- Independent complaints system, established by an NGO, enabling workers to report their concerns and seek resoultion

- Union complaints systems, workers report incidents to the union and unions represent or negotiate solutions for workers

Group work 1: Setting up effective complaints systems

Practical tips: when someone comes to you with a complaint of GBVH

1. Communicate with empathy:

- Talk to the person and listen to their experience.

- It is important to believe the person and have an empathetic response.

- Don't make assumptions or blame them for the conduct.

- Make it clear that everyone has the right to work in a workplace free from violence & harassment.

- Do not impose your view e.g. if you think they should make a formal complaint, even if you think this is the best thing to do.

Practical tips continued…

2. Your response if they want to make a complaint:

- Do not do anything without their consent.

- Don't try to solve the problem yourself; if you are not sure ask a union officer.

- Find out about the procedure in the company for making/handling complaints and inform the person about this.

- Talk the person through their options.

- Make sure that they know that their union is there to support them at all stages of the complaints process.

- Ensure confidentiality.

Practical tips continued…

3. What to do if someone does not want to make a formal complaint

- Encourage all union members to tell their union representative if they experience or witness GBHV.

- Keep a confidential/anonymous record of the number of workers who have made a complaint in your workplace.

- Convey this information to all workers and the company's management as this will help to open up spaces for workers and witnesses to talk about their experiences.

- Use this information to argue for proactive measures to prevent and address GBVH.

Practical tips continued…

4. Supporting a worker who is experiencing or recovering from domestic violence

- Listen, do not be judgemental or presume you know what the worker needs

- Do nothing without the consent of the worker

- Ensure that the survivor is consulted about safety measures in the workplace, including implementing court-ordered protection/barring orders

- If there is no policy in place, negotiate with HR for supports e.g. temporary reduction in work tasks/targets, paid leave or work relocation

- Give information about available support from domestic violence support services / women's NGOs e.g. for safe housing, counselling

- Provide access to information about legal support so that women know their rights

- Raise awareness on, and advocate in the union and in the community for ending domestic violence

Group work 2: Integrating GBVH into collective bargaining (optional activity)

3. A transformational approach in your union to ending GBVH

Module 3

1. Tackling gender inequalities and discrimination

2. Social dialogue / CBAs

3. Prevention and risk assessment

4. Effective policies & complaints procedures

5. Support for victims/ survivors

6. Becoming active in ending GBV

7. Perpetrator accountability

8. Raising awareness & training

Transformational approach to ending GBVH in the world

Group Work 3. Practical solutions in the workplace: setting out your strategy and next steps

4. Evaluation of the training