

Module 7: Practical workplace initiatives to prevent and respond to sexual harassment and violence

Learning Objective:

This module provides information and resources for participants to:

- Review effective practical initiatives to prevent and respond to sexual harassment in the world of work.
- Consider and integrate women's sexual and reproductive health in occupational safety and health workplace policies and practices.

This module contains:

Two briefings:

- Briefing 7.1 – Creating inclusive and dignified workplaces, including safe spaces for reporting and effective mechanisms for seeking redress
- Briefing 7.2 – Integrating gender-based violence into occupational safety and health

Three case studies of practical workplace initiatives:

- Case Study 7.1: Employers in Pakistan committed to implementing Protection against Harassment of Women at Workplace Act 2010
- Case Study 7.2: The South African Clothing and Textile Workers Union: Worker Health Programme
- Case Study 7.3: Social dialogue examples from the transport sector on changing men's behaviour

Three learning activities (in Part C, electronic format):

- Learning Activity 7.1: Making the arguments for a Sexual Harassment Policy in a garment factory or on a tomato farm
- Learning Activity 7.2: Setting up an Sexual harassment committee
- Learning Activity 7.3: Negotiating for sexual harassment to be included in occupational safety and health policies

Target audiences

This module will be of particular interest to:

- Employers' organizations and trade unions at local, national and international level
- Trainers of managers and workers in factories and farms in global supply chains
- Local trade unions and NGOs supporting worker education
- Multi-stakeholder initiatives and CSR stakeholders
- Occupational safety and health specialists and factory inspectors
- Women's sexual and reproductive health programmes
- Legal and government agencies, women's support workers
- International and local development programme planners

Briefing 7.1 – Creating inclusive and dignified workplaces, including safe spaces for reporting and effective mechanisms for seeking redress

1. Introduction

Summary of key points

- Governments, employers' and workers' organizations and NGOs increasingly recognize that sexual harassment needs to be addressed through workplace policies and complaints procedures, including the establishment of collective bargaining and sexual harassment complaints committees.
- Workplace policies have a key role to play in preventing sexual harassment from occurring but also in providing effective remedies when a worker is victimized. Social dialogue is important.

Module 5 looked at the role of managers and supervisors in preventing and responding to sexual harassment in the workplace. This briefing looks further into the specific tools that can be used to embed policies and practices for workplaces free from sexual harassment, including:

1. **Human resources procedures and policies**
2. **Sexual harassment policies covering complaints and redress**
3. **Sexual harassment committees**
4. **Setting up and running hotlines**

2. Human resources policies and procedures

Suppliers need to have human resources policies and procedures if they are to create a positive working environment for their employees, retain and value workers and prevent sexual harassment.

Human resource policies and procedures are important to ensure that:

- ✓ Managers and supervisors have a responsibility to create a working environment free of sexual harassment – for the dignity and protection of workers as well as for productivity.
- ✓ National laws on gender-based violence and sexual harassment at work are implemented.
- ✓ Managers, supervisors and workers are trained, informed and understand the types of behaviour that constitute sexual harassment and have clear responsibilities about how to prevent it.
- ✓ There is understanding of why certain workers are particularly vulnerable to sexual harassment, including casual workers, migrant workers and young workers.
- ✓ Workers understand their rights and how to complain and find support, if necessary.
- ✓ Workplaces have confidential complaints systems, designed to deal with sensitive issues of sexual harassment.
- ✓ Freedom of association, the right for workers to be represented by trade unions and bargain collectively are embedded in company policies.
- ✓ Workplace policies cover transportation and accommodation provided by the employer.

While large companies usually have human resources policies and procedures in place, often led by a human resources manager, many suppliers producing goods in global supply chains are small factories and farms where the owner may be the manager. In some cases the supplier factory or farm has been sub-contracted by a larger company to complete an order.



Suppliers can gain a better understanding of their labour force through a simple gender audit. This could be a valuable foundation for preventing and eliminating sexual harassment. A gender audit is a management and planning tool to evaluate how the organization integrates a gender perspective into its

work. The aim is to identify what needs to be done, for example, to make progress in implementing legislation on sexual harassment in the workplace.

Some sample questions to include in a gender audit on sexual harassment can be found below.

	Existing measure	Areas to work on
What measures are already in place for protection from sexual harassment and violence at work?		
How is sexual harassment defined?		
What preventive measures are in place?		
What is the complaints procedure and is there a complaints officer?		
What protection and support is given to victims?		
What sanctions exist for perpetrators?		
What supportive initiatives such as training programmes exist to raise awareness about sexual harassment?		

A starting point is to examine where women and men work and their pay and conditions:

- Gender composition of the workforce: the different jobs held by women and men (e.g. managers, supervisors, different categories of production workers).
- Skills and training: the skill levels (and training) required for each job, by gender, including skills training offered to workers, supervisors and managers to upgrade their skills.
- Contracts of employment: what is covered in contracts of employment and who (by grade and gender) holds a permanent or temporary contract.
- Sub-contracting: what policies or codes of conduct exist for sub-contracting, how are they maintained and monitored? Gender of workers who are employed on a sub-contract.
- Potential ways to work in partnership with local trade unions and women's organizations to identify and detect sexual harassment in the workplace.

3. Sexual harassment policies

Dealing with sexual harassment and violence is more complex and sensitive than most workplace issues. Sexual harassment and violence needs to be handled with the upmost sensitivity and in strict confidentiality. Complaints that become public may have life-changing consequences for the complainant – in some countries this could damage victims' marriage prospects and cause lasting reputational damage for the victim's family.

Developing and fully implementing a sexual harassment policy can help prevent sexual harassment and violence. Lead companies may have existing sexual harassment policies and these can be referred to as a basis when contracting services to suppliers. For example, suppliers' contracts might require that a sexual harassment policy has been drawn up in consultation with workers and their unions, and that workers have been trained and provided with accessible information about the procedures.

Tool 3: Tips for employers and workers' representatives on drawing up a sexual harassment policy

Consultations

- ✓ Consult with workers, the labour management committee, local trade unions and local women's organizations prior to drawing up a policy.
- ✓ Set up a task team to develop an action plan for a workplace sexual harassment committee, including training for members of the committee.
- ✓ If an existing labour management committee exists, establish a task team on sexual harassment.

Establish a sexual harassment committee

- ✓ Clarify membership, function and role of a workplace sexual harassment committee.
- ✓ Committees should include a trade union representative, where there is a trade union.
- ✓ Advice and support for committees can be sought from a local business association, trade union or women's organization. (See Section 4 below for further information on setting up a sexual harassment committee).

Training

- ✓ Provide regular training for all members of the sexual harassment committees and specialist training to the members who investigate complaints.

Drafting a sexual harassment policy

- ✓ Refer to model sexual harassment policies and procedures and consider what is appropriate for the particular workplace. (See link to sample sexual harassment policies below).
- ✓ Draft a clear statement that the company does not tolerate violence, abuse or sexual harassment – and that it could be a disciplinary matter.
- ✓ Provide a clear definition of sexual harassment and other forms of violence in the workplace.

- ✓ Ensure the policy covers all employment situations related to the world of work, including transportation and accommodation provided by the employer, social events organized by the employer, training events and work-related phone calls, emails and social media.

- ✓ Set out the procedures and disciplinary measures for dealing with sexual harassment complaints, emphasizing the importance of confidentiality and impartiality.

- ✓ Make sure all employees are covered, including casual and part-time employees.

Make sure the policy is accessible and available to everyone

- ✓ Provide all employees with clear information about what constitutes unacceptable workplace behaviour and the potential consequences for perpetrators of abusive behaviour or sexual harassment.
- ✓ Ensure that everyone in the workplace knows about the policy. It should be distributed in the languages that workers read and provided in an accessible format with pictures. The policy should be displayed with help-line numbers in a prominent place and set out on cards/flyers that can be read away from the workplace.
- ✓ Workers, including contractors and sub-contracted workers, should be asked to sign a copy of the policy and confirm that they have seen and understood the contents.

Government agencies and employers have a key role to play in raising awareness about the implementation of legislation to prevent and address sexual harassment. For example, in Pakistan, the 2010 Protection against Harassment of Women at the Workplace Act places a responsibility on employers to create a safe working environment for women workers, including a workplace policy and complaints system.

- ➔ **Refer to Case Study 7.1: Employers in Pakistan committed to implement Protection against Harassment of Women at Workplace Act 2010, as an example of awareness-raising with employers organizations in Pakistan.**

Five sample sexual harassment policies can be found in Information Sheet 6 (see below). They illustrate examples of model clauses and procedures that can be included in workplace policies on sexual harassment. The sample policies follow a similar format: a) in defining sexual harassment, b) in setting out the company's commitment to end sexual harassment, and c) listing the responsibilities of employers and workers in implementing the policy. The four sample policies are:

- Viet Nam Code of Conduct on Sexual Harassment in the Workplace (Ministry of Labour, the Viet Nam Chamber of Commerce and Industry and the Viet Nam General Confederation of Labour)
- Sample sexual harassment policy and procedure (International Trade Union Confederation)
- Sample sexual harassment policy (Klosters Brothers, South Africa -Ethical Trading Initiative / WIETA)
- Sample sexual harassment policy: ILO Pacific Region

For the text of the four sample sexual harassment policies refer to Information Sheet 6: Sample Sexual Harassment Policies

4. Sexual harassment committees

Setting up an internal sexual harassment committee can be one way to ensure that there is a confidential procedure for complaints to be made and handled. In unionized workplaces sexual harassment committees and their membership can be specified in collective bargaining agreements. In non-unionized workplaces it is more difficult to ensure the principles of independence, impartiality and fairness. These are issues that should be carefully considered when developing workplace procedures.

Sexual harassment committees can play an important role in raising awareness of sexual harassment, helping to change workplace culture and promote a more positive working environment. They can have a role in suggesting solutions to factory-wide problems and give workers and employers an opportunity to see the benefits of constructive social dialogue at local level.

However, there are many challenges to be overcome in setting up and making committees visible and effective. Multi-stakeholder initiatives such as FWF, ETP and ETI have found that most suppliers do not have internal complaints committees that deal with sexual harassment, and where they do exist workers are often not aware of them. High turnover of workers presents challenges to training committee members. A further problem is that some factories and farms employ workers through sub-contractors, particularly when there is a peak in orders. These workers often do not have contracts of employment and are not covered by internal complaints procedures.

Workplace Internal Complaints Committees (ICC) on sexual harassment are required in India by the Sexual Harassment of Women at Workplace Act, 2013 and a Bangladeshi High Court ruling recommends factories establish Anti-Harassment Committees (AHC). In India, the legislation requires that ICCs include a senior woman manager and a member from an NGO or association "committed to the cause of women or a person familiar with the issues relating to sexual harassment." At least half the members have to be female.

In some workplaces, ICCs have begun to play an important role in enabling new groups of workers to be trained and know their rights, and for managers to see that preventing violence and sexual harassment can bring benefits to the factory. The establishment of a committee can also be a first step for trade unions to play a role in the workplace and an important early step towards giving workers some voice and suggesting solutions to organizational issues. However, it is important that the committees are open to scrutiny if they are to function effectively and not lead to further problems for complainants.

There is some evidence that internal committees can have a positive impact in reducing sexual harassment and in changing the way that women are perceived in factories. FWF training under the programme resulted in more harassment cases reported to the anti-harassment committees and via the FWF telephone helpline. The project piloted new workplace procedures in Indian and Bangladeshi factories where there were no unions, as a first step towards social dialogue. In an environment where few workers are aware of their rights, FWF worker training provided a first exposure to labour rights,

such as reasonable working hours, a safe and healthy working environment, and freedom of association and the right to collective bargaining. Practical strategies to implement sexual harassment legislation included the establishment of worker-elected anti-harassment committees and formal policies and grievance procedures, in more than 50 garment factories. Thirtyfour anti-harassment committees, composed of workers' representatives, factory management and representatives of non-governmental organizations, were operational in Bangladesh and India in 2014. Since taking on the additional responsibility of participating in anti-harassment committees, some women have become a more vocal presence on the factory floor and an increasing number of women have been promoted to supervisory roles since the start of the project.

However, it is important to be aware of the challenges in setting up and running sexual harassment committees. A survey carried out by the business organization ELEVATE in Indian garment factories found a number of challenges in implementing legislation on sexual harassment in the workplace. Female workers said it was the management's responsibility to ensure a harassment-free workplace, but they had less confidence in managers' capacities to handle sexual harassment incidents than male workers. Most workers reported that there was a general Internal Complaints Committee in their factory but only a small number had heard of the local complaints committee for sexual harassment. The survey found limited evidence of training and contract workers and workers with lower levels of education were most vulnerable.

Source: Webinar sexual harassment in Indian workplace: <http://www.elevatelimited.com/webinars/33-blog/past-webinars/202-sexual-harassment-awareness-in-indian-factories-survey-results>

Tool 4: Tips on setting up and running sexual harassment committees

Consultations and expert advice

- ✓ Consult with workers, trade unions and local women's organizations prior to setting up the committee.
- ✓ Draw on expert advice about how to deal with the sensitive issues of sexual harassment and sexual violence in the workplace – this may be available from a local organization, business association or trade union. The ITUC and several global trade unions have practical resources.

Membership

- ✓ The membership of the committee should be in accordance with any national law (for example, as exists in India, Bangladesh or Pakistan). Where there are no national guidelines it is suggested that the membership of committees is predominantly – at least a majority – female. The committee should include both (senior female) managers and workers and the trade union representative, if there is one.
- ✓ If no trade union is recognized it is recommended that a local trade union or women's organization is invited to join the committee membership to provide expertise.

Training

- ✓ Ensure that all members of the committee have received specialist and informed training in sexual harassment and procedures for dealing with complaints.
- ✓ Regular training from an external expert for all committee members is likely to be necessary.
- ✓ Those designated to investigate and hear complaints should receive specialist training.

Responsibilities, procedures and remedies

- ✓ Designate a responsible senior manager and at least two workers to investigate and resolve complaints. Ensure that there are at least two women and one man on a panel and that they receive training in how to conduct confidential and impartial investigations.

- ✓ Ensure there are clear procedures in place to file complaints on behalf of harassed workers and to work with managers to resolve complaints.
- ✓ Include the right for workers to be represented by a union representative at all stages of the grievance complaint handling process, or someone else if there is no union.
- ✓ Provide effective remedies for victims of sexual harassment and violence (e.g. public apology, counselling and/or financial compensation).
- ✓ Sexual harassment should be treated as a misconduct, with appropriate disciplinary procedures in place for dealing with this (e.g. a warning, suspension or termination of employment).
- ✓ Have an agreed confidential process for documenting complaints of sexual harassment.
- ✓ Have interim measures in place to deal with complaints if a worker requests this. For example, temporarily moving a respondent or an aggrieved worker from their current work location. Lasting solutions should not involve the complainant having to move but rather the perpetrator.
- ✓ Put in place preventive measures, including training for managers, supervisors and workers and promote a culture of a safe working environment.
- ✓ The sexual harassment committee might map the 'hotspots' where there is frequent harassment in particular areas in the workplace and suggest remedial action.
- ✓ Be prepared to deal with and give assistance to workers affected by sexual harassment outside of the workplace, for example, on public transport or name calling at the factory gates.

Monitoring

- ✓ Enable trade unions and women's organizations with a knowledge of gender-based violence to play a role in monitoring the process and to ensure that cases are handled effectively.
- ✓ Provide confidential minutes of all meetings.

Information about the committee and its role

- ✓ Information about the role of the committee and how to make confidential complaints should be displayed in a prominent place so that employees are aware of their rights. Include names and contact numbers of members of the committee.
- ✓ Ensure that information is accessible to young workers and workers with low literacy levels. Consider writing a small information booklet for workers using pictures and simple illustrations.

5. Setting up and running hotlines and helplines

Hotlines provide an important confidential service for workers experiencing sexual harassment and violence. Hotlines should be confidential and available to support women who need advice. Callers are likely to be vulnerable and emotional, and call handlers should have the necessary training to deal with gender-based violence and employment issues.

Tool 5: Tips on providing hotline services:

- ✓ Give reassurance that the hotline is a confidential service for women and men.
- ✓ Be professional, patient, listening and give compassionate responses to the caller, particularly because the caller is likely to be upset or in distress.
- ✓ Responses should be dealt with in a calm way and advisers should not make judgments or ask inappropriate questions.
- ✓ Give reassurance and information about how the caller can get support, deal with or refer a complaint and/or how to access an appropriate service, for example, from a local trade union or women's organization.
- ✓ Follow up the call with relevant information about complaints procedures that exist.

Hotline handlers should be trained to deal sensitively with issues concerning sexual harassment and abuse and help workers and other parties to file complaints. It can provide a safety net but is not a substitute for formal workplace complaints handling mechanisms. It may take some time for a hotline to win the confidence of workers. Building trust in the hotline is important. FWF found that many of the early calls to the FWF Hotline concerned sex discrimination – on issues such as pregnancy dismissal. Over time hotlines have become trusted to deal with sexual harassment and abuse issues.

Additional resources and information on setting up and running hotlines

John Hopkins Bloomberg School of Public Health Field (2003) Setting up a Hotline. This provides a step-by-step guide for starting a hotline or enhancing an existing hotline. For further information see: http://pdf.usaid.gov/pdf_docs/PNACU541.pdf

IOM (2007) Hotline Management in the context of trafficking in persons: A Basic Guide. The Guide provides guidance on how to assist callers to hotlines and how to monitor and evaluate the hotline. http://publications.iom.int/system/files/pdf/iom_handbook_assistance.pdf

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CONTENTS

Briefing 7.2 – Practical strategies for integrating gender-based violence into occupational safety and health

1. Introduction

Summary of key points

- Sexual harassment and violence are significant safety and health risks.
- Gender-based violence affects women's physical, sexual and reproductive health and can result in lost days from work, poor motivation and women leaving their jobs.
- Inadequate toilets, limits on use of toilets and toilet breaks can have health consequences for women, especially pregnant women, such as increased risk of cystitis and other infections.
- Employers and managers have a key role to play in changing workplace behaviour and in addressing the health-related consequences of gender-based violence in the workplace, including raised level of HIV/AIDS infection.
- Addressing health-related issues can help to retain workers and promote a positive working environment, which is good for company productivity.

This briefing outlines the importance of sexual harassment and violence as an integral part of occupational safety and health measures. Sexual harassment and violence are significant occupational risks facing women and men in the workplace.

2. Addressing gender-based violence in occupational safety and health

It is important that sexual harassment should not be side lined as 'just a women's issue' and that it is a central part of safety and health for workers, as well as a gender equality issue. In some sectors and in some countries, safety and health policies and factory inspections are often inadequate and rarely focus on the safety and health impacts of sexual harassment and violence.

Taking steps to identify and address gender-based violence in occupational safety and health

Here are some of the initial steps that can be taken by managers and/or supervisors and workers to identify the main occupational safety and health risks in the workplace.

- ✓ Highlight risks that apply particularly to women or particularly to men (Consider gendered job roles – e.g. as identified in a simple gender audit).
- ✓ Map how many of these risks are covered in the workplace.
- ✓ Identify if sexual harassment and violence are included and what gaps exist.
- ✓ Find out what impact violence and sexual harassment have on women's physical, mental, reproductive and sexual health.
- ✓ Consult with women workers to find out what can be done to reduce the risks identified.

The type of work carried out by many women in global supply chains, coupled with societal roles and social structures, means that women face a higher risk of psycho-social hazards and risks that can cause work-related stress, burnout, violence, discrimination and sexual harassment.

Bringing sexual harassment into mainstreaming occupational safety and health

The **IUF Action Program for Equality** includes a commitment to fight for safe and decent workplaces for women; to ensure that a policy on bullying and sexual harassment is agreed upon at every workplace; and seeks to address women's safety and health at work with a special emphasis on domestic violence and violence in the workplace. Including gender-based violence in the occupational safety and health agenda is a way to get these issues incorporated into the mainstreaming agenda affecting all workers. Framework agreements and collective bargaining has been important ways to set this agenda.

Training for women to address gender-based violence in Tanzania

The Tanzanian unions TUICO and TAMICO have addressed women's health and gender-based violence in the workplace through training 25 women from textile, mining and energy companies. Topics included gender-based violence and how to address sexual harassment and rape. The project found that young women from textile factories are often victims of gender-based violence by senior staff, mostly expatriates. Many of the young women come from villages far away and live in hostels within the factory compound, where, in most cases, no other activities beside work are available. There is a very high pregnancy rate among young women in the factory. During the workshop women were encouraged to report any offence to their trade union representative at the plant. The average age in the factory is 23 years. Source: IndustriALL <http://www.industriall-union.org/issues/building-strong-unions/health-and-safety/hiv-aids>

An ILO Code of Practice on safety and health in the agriculture sector is an example of a code that covers sexual harassment and includes a model sexual harassment policy.

➔ Refer to Information Sheet 5: ILO Code of Practice on safety and health in agriculture.

Gender-based violence in the world of work and HIV/AIDS

Workplace HIV/AIDS and sexual and reproductive health programmes can play an important role in combatting gender-based violence. Successful work-based HIV/AIDS programmes – usually negotiated between union and employer – focus on educating men and women about the consequences of violent and unprotected sexual behaviour.

For further information on drawing up a workplace HIV/AIDS policy see ILO Code of Practice on HIV/AIDS and the world of work, including guidance on how policies can be gender-specific: http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@ilo_aids/documents/publication/wcms_113783.pdf

See also leaflet on ILO Recommendation on HIV/AIDS in the workplace: http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/publication/wcms_157866.pdf

In Africa trade unions play an important role in challenging violence, as part of innovative HIV voluntary testing and education programmes. Through education and collective bargaining, unions can bring about changes in the workplace. The factory or the farm can be an excellent entry point to deal with sexual harassment, as has been shown with HIV/AIDS workplace initiatives in sub-Saharan Africa.

➔ Refer to Case Study 7.2: The South African Clothing and Textile Workers Union: Worker Health Programme, for an example of an innovative programme and a good model for organizations designing sexual rights and reproduction health programmes as part of gender-based violence programmes at production points in global supply chains.

➔ Refer to Case Study 7.3: Social dialogue examples from the transport sector on changing men's behaviour.

Tool 6: Tips for addressing gender-based violence in occupational safety and health initiatives

- ✓ Ensure that sexual harassment and violence is part of occupational safety and health policies.
- ✓ Promote the participation of workers and their unions, especially vulnerable women workers and younger workers who are most at risk of sexual harassment and violence.
- ✓ Address gender-based violence issues that impact on women's safety and health. Restricting access to toilets, toilet breaks and access to drinking water is a form of gender-based violence, and represents major occupational safety and health risks.
- ✓ Different fire exits for women and men may mean fewer and less safe exits for women.
- ✓ Requirements to work excessive hours especially impact on mothers.
- ✓ Ensure that occupational safety and health training for workers include information about risk prevention and workers' rights. This should cover psycho-social risks associated with stress, work-related violence and harassment and measures to prevent or control those risks.
- ✓ Include measures to protect male and female workers' reproductive health, including protection for pregnant women from chemical, biological and physical hazards.
- ✓ Draw up gender-sensitive indicators to measure outcomes, for example, related to the number of working days lost due to sexual harassment and violence, and women's and men's participation in training on occupational safety and health risks.

Case Study 7.1

Employers in Pakistan committed to implement Protection against Harassment of Women at Workplace Act 2010

This case study gives an example of awareness-raising with employers' organizations carried out by the Federal Ombudsman Secretariat for Protection against Harassment of Women at Work in Pakistan. It illustrates an approach that can be taken to implement legislation to prevent sexual harassment and shows how government awareness-raising can be carried out in partnership with employers.

The 2010 Protection against Harassment of Women at the Workplace Act requires all public and private organizations to adopt an internal code of conduct and a complaints and appeals mechanism aimed at establishing a safe working environment for working women. Employers are responsible for implementing the Act and copies of the code of conduct must be displayed in a conspicuous place in the workplace. A failure to implement the provisions in the legislation will result in fines for employers. The Act defines harassment as: "Any unwelcome sexual advance, request for sexual favour or other verbal or written communication or physical conduct of a sexual nature or sexually demeaning attitudes, causing interference with work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment."

The Employers Federation of Pakistan (EFP) is committed to addressing sexual harassment at the work place through the implementation of the Sexual Harassment at the Workplace Act. In 2015 the EFP and Federal Ombudsman Secretariat, together with the Islamabad Chamber of Commerce and Industries and the ILO country office for Pakistan, organized a series of seminars on the Act of 2010 attended by a wide range of stakeholders, including employers, workers, academia, media, NGOs and government representatives.

The President of the Employers' Federation of Pakistan has emphasized the need to raise awareness on existing laws on sexual harassment at the workplace among employers and to ensure compliance in order to provide a safer and enabling environment to women workers. Because of EFP's efforts, many enterprises and businesses now have mechanisms for effective implementation of the Act, such as inquiry committees.

Source: ILO Press release, Islamabad, 04 February 2015. http://www.ilo.org/islamabad/info/public/pr/WCMS_342562/lang--en/index.htm

For further information on the 2010 legislation and the work of the Federal Ombudsman Secretariat for Protection against Harassment of Women at Work see: <http://www.fos-pah.gov.pk>

Case Study 7.2

The South African Clothing and Textile Workers Union: Worker Health Programme

This case study is an example of how sexual rights and reproductive health can be addressed through occupational safety and health initiatives. The innovative SACTWU programme provides a good model for organizations designing sexual rights and reproductive health programmes as part of gender-based violence programmes at production points in global supply chains. It also has key relevance to understanding how occupational safety and health programmes can cover women's health, HIV/AIDS and gender-based violence.

“We call on all our members to make a special pledge and commitment to fight all forms of violence and abuse against women and children.” (The South African Clothing and Textile Workers Union)

The South African Clothing and Textile Workers Union (SACTWU) organizes clothing, textile, leather, footwear and retail workers in South Africa. Two-thirds of the union's members are women. In 1998, because of the increase in HIV/AIDS related deaths, SACTWU set-up a worker HIV/AIDS health project, one of the first to be established by a trade union.

SACTWU and the employers have jointly agreed statements on the importance of combating HIV/AIDS. SACTWU demonstrated that the most effective way to combat HIV/AIDS and gender-based violence in the workplace was to build partnerships with employers and government. Union/employer joint statements and Bargaining Council Agreements were two important ways in which SACTWU became an internationally recognized leader in HIV and TB workplace implementation programmes. (See SACTWU website for Bargaining Council at www.nbc.org.za)

On World AIDS Day 2013, members of SACTWU gave a «face» to the HIV and gender violence pandemic that has affected the lives of so many South Africans. Each factory was asked to create a doll that told “their story” about HIV/AIDS and gender-based violence. It was a “safe place” for people to voice their feelings, to give outsiders an opportunity to gain some insight into other people's lives and to learn from their experiences. The dolls were initially exhibited at regional union offices and then in galleries and museums across the country. (Solidar, 2012)

Case Study 7.3

Social dialogue examples from the transport sector on changing men's behaviour

Transport is an important 'world of work' issue and an area of risk of gender-based violence. The transport industry plays a vital part in transporting goods in the global supply chain – by ship, air or road. Responding to the transmission of HIV infection along supply routes, where transactional sex at border controls can be a major carrier, is a key priority for health programmes. This example shows how transport unions have addressed men's behaviour in order to address gender-based violence and HIV/AIDS awareness.

Transport unions have a predominantly male membership, making it an important influencer of male attitudes. The global union, the International Transport Federation (ITF), argues that violence against women cannot be challenged without a change in men's behaviour. Highlighting the health dangers of violent or non-consensual sex can influence men to change their behaviour. Education about violence in the context of HIV/AIDS awareness can help both men and women to appreciate the serious health consequences of violent behaviour and sexual violence.

Rwanda: spouses take charge

Wives and partners of male transport workers exposed to or infected by HIV are vulnerable to infection by their husbands, as are their children if women become pregnant after infection. Women have a strong motivation to educate themselves, their husbands and the wider community about the dangers of unprotected sex, violence and HIV/AIDS.

The Rwanda Truckers Spouses' Association (RTSA), an association with over 2,000 members, was formed in consultation with the ITF affiliate, *Association des Chauffeurs des Poids Lourds au Rwanda* (ACPLRWA). The initiative came from the spouses themselves after they realized the challenges and problems they share.

"We are exposed to a high risk of HIV/AIDS due to the type of work our husbands do, so we decided to educate men and women on the prevention of the disease, as well as about the dangers of violence towards women." (Irene Babazi, RTSA chair)

Central African Highway Truckers' drop-in centres at border posts challenge violence

The Amalgamated Transport and General Workers Union (ATGWU) in Uganda, and other ITF affiliates from Burundi, the Democratic Republic of Congo, Kenya and Tanzania, are supporting projects for long-distance drivers along the Northern Corridor in Central and Eastern Africa. The truckers are an important link in the global supply chain, transporting primary products, such as coffee and tea.

The ATGWU runs a drop-in centre at four border crossings where truckers are often delayed by border controls for several days – a wait which often involves casual or transactional sex. In the centres, full-time co-ordinators work with teams of trained HIV/AIDS peer educators and counsellors. They conduct sessions for both drivers and local community members, at which violence against women and sexual violence are challenged.

"The ATGWU has to challenge male violence – it is a major reason for rising levels of HIV infection. We have increased the focus on gender-based violence ... because a growing number of cases ... are being reported by peer educators and recorded at Ugandan police stations." (John Mark Mwanika, HIV/AIDS co-ordinator, ATGWU)

Source: ITF Action Guide on Violence Against Women.



References and further resources

a) References

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