



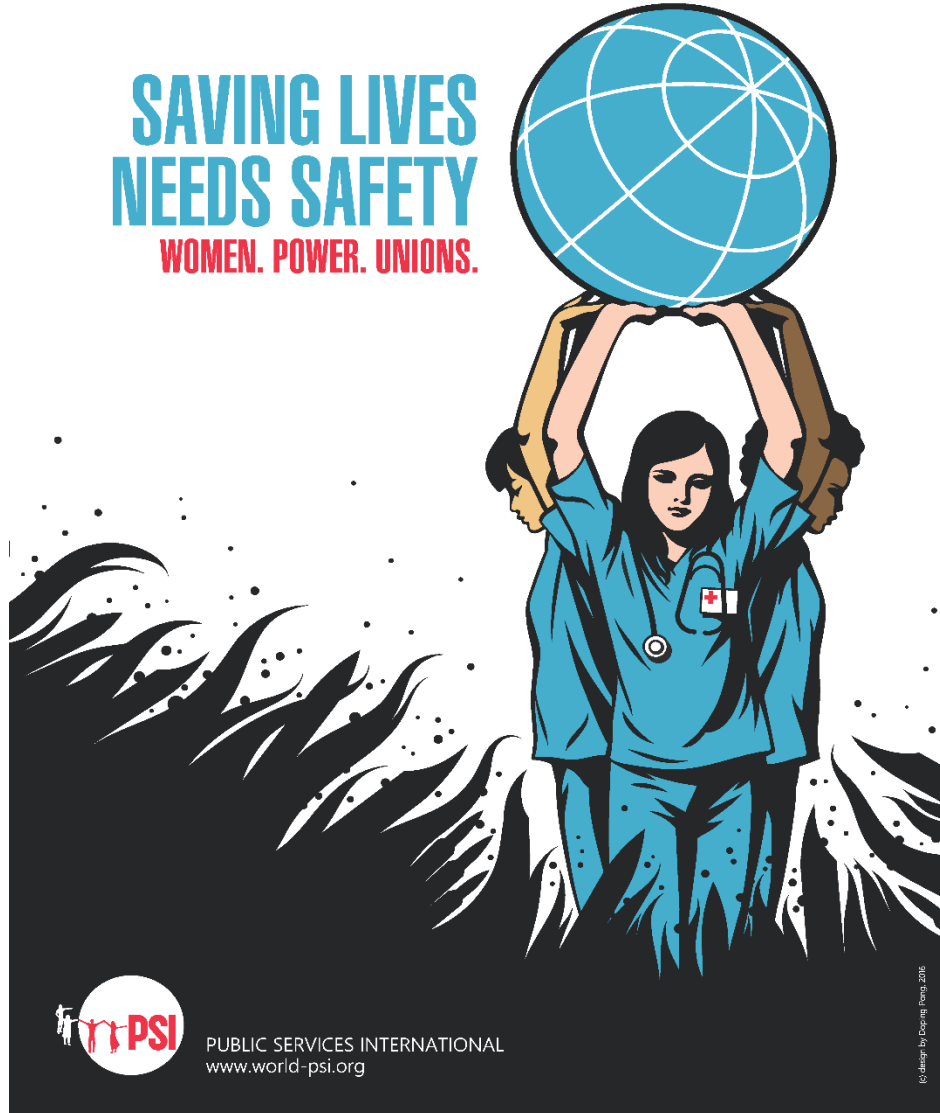
Campaigning for a global standard to eliminate gender-based violence and harassment in the health sector

25 NOVEMBER 2016 INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN



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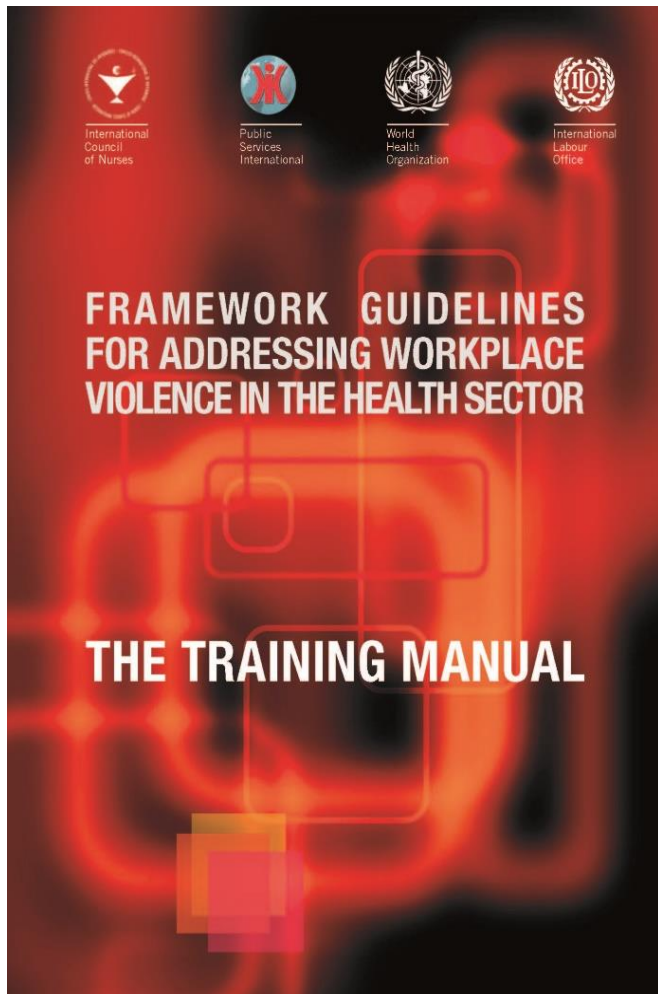
**SAVING LIVES
NEEDS SAFETY**
WOMEN. POWER. UNIONS.



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PSI's case studies



- Health sector
- 3 countries from 3 geographical regions
 - Democratic Republic of Congo
 - Philippines
 - Argentina
- PSI's work on violence in Health Sector started in 2002

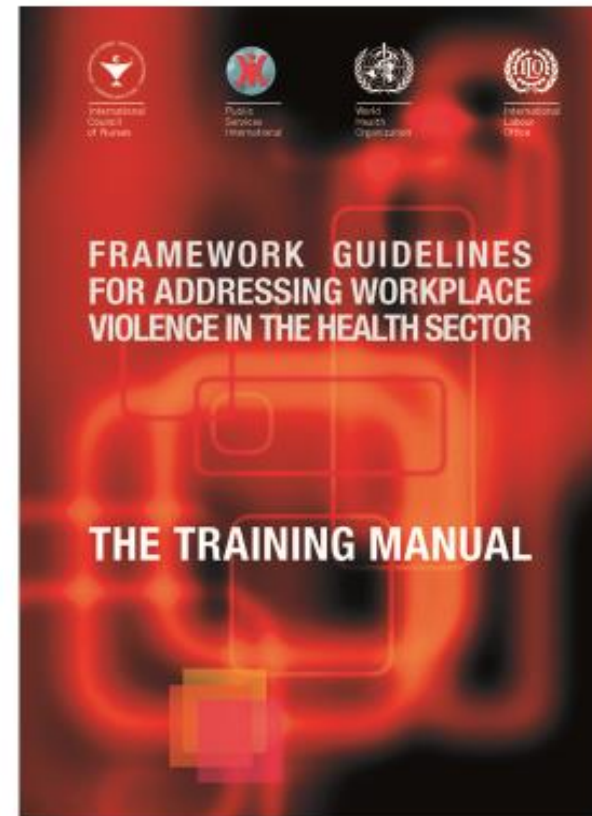
A high risk sector



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Why the health sector?

- Violence in this sector constitutes at least 25% of all violence at work.
- Violence in the sector is widespread in all countries and among all occupations in the sector.
- For certain types of violence, such as verbal abuse, more than half of the workers in the sector are affected.



The training manual



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The Training Manual (with an accompanying CD) complements the Framework Guidelines. It is a practical, user-friendly tool that builds on the policy approach of the Framework Guidelines. It is targeted to governments, employers and workers. The manual has also proven to be a useful tool for researchers and other allies working towards the elimination of workplace violence.

"Since the large majority of the health workforce is female, the gender dimension of the problem is evident."

Workplace violence



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- any act in which a person is abused, threatened, intimidated or assaulted in his or her employment. It includes:
 - **Threatening behaviour** - such as shaking fists, destroying property or throwing objects.
 - **Verbal or written threats** - any expression of an intent to inflict harm.
 - **Harassment** - any behaviour that demeans, embarrasses, humiliates, annoys, alarms or verbally abuses a person and that is known or would be expected to be unwelcome. This includes words, gestures, intimidation, bullying, or other inappropriate activities.
 - **Verbal abuse** - swearing, insults or condescending language.
 - **Physical attacks** - hitting, shoving, pushing or kicking.
 - **Rumours, swearing, verbal abuse, pranks, arguments, property damage, vandalism, sabotage, pushing, theft, physical assaults, psychological trauma, anger-related incidents, rape, arson and murder** are all examples of workplace violence.
- Work-related violence can occur at off-site business-related functions (conferences, trade shows), at social events related to work, in clients' homes or away from work but resulting from work (a threatening telephone call to your home from a client).

Solidarité Syndicale des Infirmiers du Congo (SOLSICO)



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SOLSICO



SOLSICO

- The DRC is a conflict zone.
- In the midst of the conflict, the union has grown and now has over 17,000 members, in 12 of the country's 26 provinces.
- 60% of the members are women and of these, 20% are young women.
- Since 2011, nurses and other healthcare workers have faced increased violence as a result of the military conflict and because of suspicion and traditional views: rape, molestation as well as attacks and murder during vaccination campaigns.
- SOLSICO reports that between 2011 and the present, over 700 nurses were raped and 188 killed.
- Poor working conditions in hospitals result in illnesses and death due to infections, including Ebola.
- Union has used social dialogue and various forms of industrial action in support of workers who have been victims of workplace violence
- International solidarity and global framework agreements in the metal and mining sector are also key

Alliance of Filipino Workers (AFW)



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- confederation of 13 health care unions in private health care institutions covering all categories of workers in the health sector
- thirteen affiliates totalling 6,000 plus members
- participated in PSI's gender and health project in Southeast Asia that focused on workplace violence in the health sector:
 - Raising awareness on various forms of violence in the sector;
 - Train-the-trainer programme on eliminating workplace violence;
 - the inclusion of clauses covering sexual harassment and workplace violence in collective agreements;
- elected Vice President responsible for women's affairs;
- National laws to promote gender equality, combat domestic violence and other forms of gender-based violence

Asociación Sindical de Profesionales de Salud de la Provincia de Buenos Aires (CICOP)



- affiliate of the Federación Sindical de Profesionales de la Salud (FESPROSA), Argentina.
- CICOP, with 25 years of experience, and recognition since 2007, brings together more than 12,000 professionals in the public health sector of the province of Buenos Aires.
- 45% of members are men. It is the largest union in FESPROSA and the largest health care union in the country.
- CICOP has negotiated collective agreements on behalf of its members and is engaged in social dialogue at the state/provincial and national levels.
- Results include the establishment of joint workplace committees on health and security and a commission on violence in the Ministry of Health in Buenos Aires.

CICOP

Asociación Sindical de Profesionales de la Salud de la Provincia de Buenos Aires

Challenges



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- Growing culture of violence and lack of security in various countries (wars, internal conflicts, increasing number of violent crimes)
- Lack of legislation specifically on workplace violence
- Where legislation exists, it is not implemented
- Austerity measures increase the inequalities in society, contributing to violent acts from third-parties
- Violence not visible. Some workers view the violence as “part of the job”;
- Young women and especially those who are single parents are afraid of reporting cases of harassment and bullying. They do not want to lose their jobs.
- While some workers have decided to take the matter to the law courts using existing legislation in their country. This is a costly option.

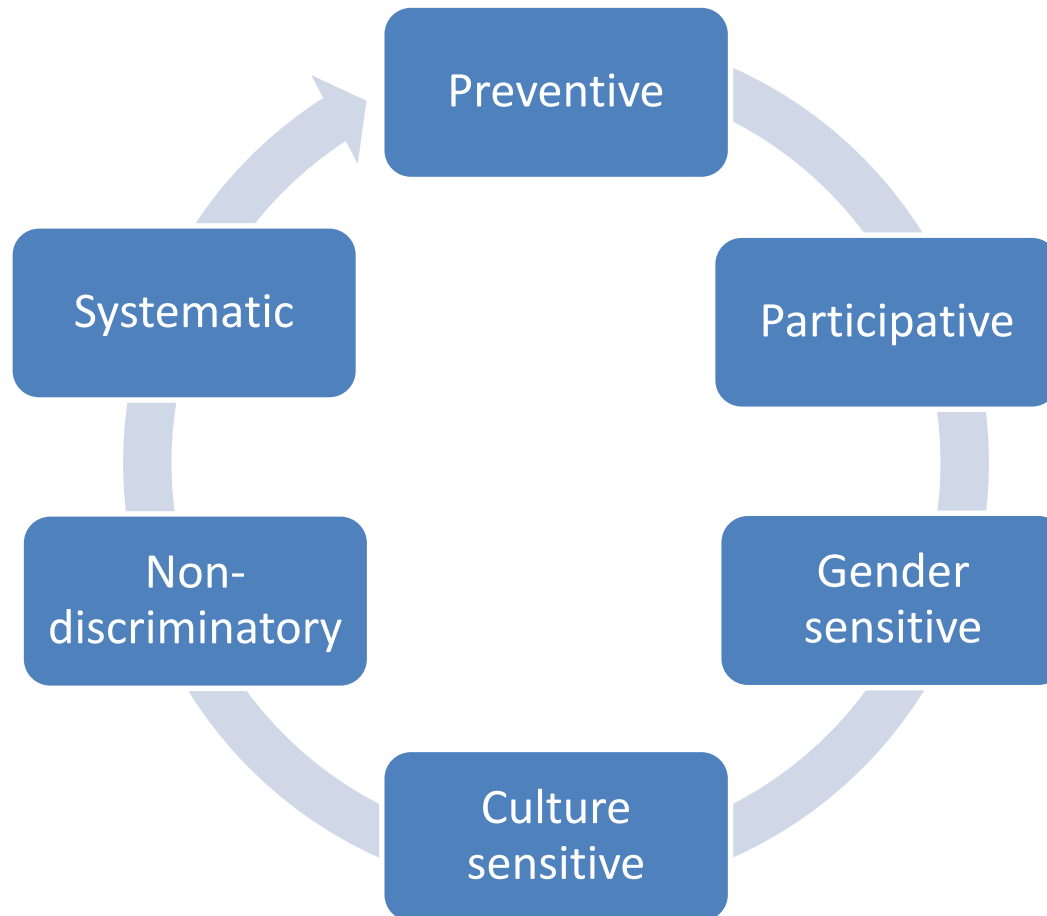
Recommendations



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- Collect and document the information - make visible the invisible.
- Highlight the gender dimensions of the issue and the impact on women HCWs.
- Ensure that trade unions and their members are included as central actors.
- Organise more education sessions with clear and understandable slogans, explaining the issues in relation to care work.
- Democratised the workplace by involving unions
- Increase efforts to promote gender equality and to fight the patriarchal norms.
- Organise in order to build power to transfer societies into just, sustainable places that everyone can live and work free of discrimination
- Practise gender equality.

Approaches to tackling workplace violence



Trade union action



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- Promote and lobby national governments and employers for an ILO convention and recommendation
- Provide guidance and support to national women's committees in advocacy work related to completion of questionnaire to be completed by September 2017
- Promote and encourage the attendance and participation of members of national women's committees in ILC discussions on the issue

What more can be done



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- Gather more data on violence in the sector – focusing on all HCWs
- Build awareness among members about the different forms of violence
 - Use the 2002 training manual
- Investigate and document the impact of violence in the world of work, especially in the health and social care sector
- Build alliances with national and regional CSOs, academics and feminists organisations that are working on the issue

Some thoughts



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- Public services unions have a critical role to play in discussions and policy formulation on violence in society
 - Ensuring that violence is seen in its wider dimensions and in the links to national development agendas
 - Making the links to the global goals
 - Highlighting the particular and peculiar issues in the health and social services/care sector
 - Joining forces with other sectoral groups (public transportation, municipal/local government
 - Influencing public policy on safety and security

Trade unions play a crucial role



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“I was shaking but I was still in control. Each time that there is an aggression like this one, and as soon as they know about it, they would do something... which I appreciate... and this is what motivated me to stay at the CNPP and also I continued working here. The trade unions are always by my side... it’s true, they really supported me.”

Leaticia MBAKE IPATSHI
nurse at CNPP, psychiatric
hospital in the DRC