



The Role of Public Service Trade Unions in achieving Decent Work for Persons with Disabilities

ILO Geneva, Room XI- South R2

ACTRAV Brief on future ILO instrument on violence and Harassment against women and men in the world of work (8-9 December 2016)

1. In November 2015, the Governing Body of the ILO decided “to place a standard-setting item on ‘Violence against women and men in the world of work’ on the agenda of the 107th Session (June 2018) of the Conference. This is partly the result of an important advocacy work of trade unions which have been calling, for many years, for a binding International Labour Organization (ILO) convention against violence in the workplace
2. ILO (ACTRAV and WORKQUALITY) under the Global Product of Outcome 8 (Unacceptable forms of work) in June 2016 commissioned a research on TU policies and practices in the field of violence against women and men in the world of work. Different GUFs including PSI (Coordinators: [Veronica Montufar](#) and [Sandra Messiah](#)) contributed to the research with case studies. The draft was made available to the workers’ group participants of the Meeting of Experts on Violence against Women and Men in the World of Work (Geneva, 3-6 October 2016) and the final report will be published in 3 languages in January 2017. Some case studies show the link between multiple grounds of discrimination including disability with vulnerability to violence as well as the way trade unions address it through collective bargaining.
3. Following a recent tripartite meeting of experts in October 2016, it was decided to change the title ‘Violence against women and men in the world of work’ to also include harassment, so the new title of the instrument would be: “Violence and harassment against women and men in the world of work”.

Public link to working documents

- a. http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/meetingdocument/wcms_528130.pdf
 - b. http://www.ilo.org/gender/Events/WCMS_519760/lang--en/index.htm
4. Conclusions adopted by the Meeting of Experts and approved by the ILO Governing Body in October 2016 (328/INS/17/5/§12) state:

“Violence and harassment can potentially affect everyone, but it affects specific groups disproportionately, where certain conditions exist. Imbalanced power relationships, including due to gender, race and ethnicity, social origin, education and poverty could lead to violence and harassment. Discrimination based on these and other grounds, including **disability**, HIV status, sexual orientation and gender identity, migrant status and age, are also important factors. Workplaces where the workforce is dominated by one gender or ethnicity might be more hostile to people not conforming to established gender norms or individuals coming from

under-represented groups. **Where grounds of discrimination intersect, such as gender and race or disability, the risk of violence and harassment is exacerbated.** A key additional risk factor is a culture of impunity”.

5. It is not yet clear whether the second discussion and hence the adoption of the new instrument will take place in 2019 (which is of course, the ILO centenary, or in 2020). The nature of the standard (Convention or Recommendation) will be decided once the office issues the law and practice report with a questionnaire and once the replies are received.
6. The plan of work towards the adoption of the new instrument is as follows:
 - *30 April 2017* Dispatch of the preliminary report containing a synopsis of law and practice accompanied by a questionnaire
 - *September 2017* Deadline for the receipt of replies to the questionnaire
 - *March 2018* Dispatch of the first report to governments
 - *June 2018* First discussion at the 107th Session of the Conference
7. The role of TUs: influencing governments – providing comments to the questionnaire, including on the nature of standard, as well as sending to the ILO their own replies.
8. For more information please contact PSI colleagues who participated in the meeting or you can also contact ACTRAV - Mrs Vera Guseva: guseva@ilo.org