



Un Commission on the Status of Women
57th Session, 4-15 March, New York



Trade Unions say: **NO COMPROMISE on WOMEN'S RIGHTS, ZERO TOLERANCE for VIOLENCE** against Women and Girls



Check out our daily
updates and reports on the
UNCSW 2013 Trade Union
Blog: [http://unioncsw.
world-psi.org/](http://unioncsw.world-psi.org/)

In this leaflet:

- UNCSW 57 trade union statement including 15 action points
- 6 important reasons why trade union women are at the UNCSW 57
- 4 objectives to achieve decent work for women
- Recent trade union publications on violence against women and girls
- Contact information and short description of our organisations

Trade Unions say: **NO COMPROMISE** on **WOMEN'S RIGHTS,** **ZERO TOLERANCE** for **VIOLENCE** against Women and Girls



In the *UN Declaration on the Elimination of Violence against Women*, violence against women is recognised as a manifestation of historically unequal

power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of

the full advancement of women. Violence against women is one of the crucial social mechanisms by which women are forced into a subordinate position in relation to men.

Violence against women exists in all countries and in all societies, and affects all groups of women and girls. One out of every three girls born today will face some

Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

form of violence in her lifetime. Violence against women and girls can be physical, sexual, psychological or economic. This shapes the reality of millions of women and girls who have no voice, no freedom, no economic independence and no equal access to education or work. Violence against women and girls happens in private and public places, and in physical as well as virtual online spaces. Violence against women and the threat of it deprives women of their basic human rights.

Extreme forms of violence against women, which should be punished under criminal law in every single country include:

- Female Genital Mutilation (FGM)
- Forced marriage of young women and girls
- Rape, including rape as a weapon of war and ethnic cleansing

Domestic violence is the most widespread form of violence against women. Domestic violence is the main cause of female homicides worldwide (UN Office on Drugs and Crime). In Europe alone, 3,500 women are murdered by their intimate partners every year. Those figures are growing in several EU countries including Spain, Italy and the UK. A 2004 national study on femicide in South Africa estimated that a woman is killed by her intimate partner every six hours. In Latin America and in Canada, between 60 and 70% of all female homicides are perpetrated by an intimate partner.

Violence against women and girls is a significant threat to women's economic independence and deeply affects women's capacity to find and keep a job as well as their performance at work. As acknowledged in the Beijing Platform of Action: "Violence against women is an obstacle to the achievement of the objectives of equality, development and peace. Violence against women both violates and impairs or nullifies the enjoyment by women of their human rights and fundamental freedoms." (para. 112).

Along with the physical and emotional suffering, the economic costs of violence against women are considerable and can amount to billions of dollars a year due to medical and health care services or loss of productivity.

Violence against women and girls in schools and other educational settings, including those in remote rural areas, hinders students' educational, psychological and social development. Students who experience bullying, sexual harassment and other forms of violence at school are more likely to be socially isolated, depressed, frustrated and have low attachment to school. When violence occurs in educational settings it obstructs teaching, taints the working environment of teachers and affects students' quality of learning. Men and boys should be included in work on preventing violence

particularly in educational settings. Progressive understandings of masculinities are critical of this work with men and boys, especially as they are often expressed and acted out among and between peer groups in educational settings.

Violence against women and girls, or the threat of it, increases their risk of HIV infection: women who experience violence are three times more likely to be infected with HIV than those who have not (UNAIDS, 2010). Subordination in marriages and intimate relationships greatly diminishes women's ability to negotiate condom use for safer sex, or to refuse unsafe sex.

Currently a number of politically conservative and fundamentalist religious forces from all denominations seek to limit gender equality or the realisation of women's rights for 'cultural', 'traditional' or 'religious' reasons. This form of culturally justified violence against women and girls (CVAW) relies on claims of cultural or religious authenticity and authority, and leads to the curtailment of women's fundamental right to control their own bodies and make their own life choices. Such claims must be rejected outright: there is no cultural or religious right to threaten, control, dominate, harm, torture or kill a woman because of her gender (www.violenceisnotourculture.org).

Violence in the Workplace

Violence against women in the workplace, whether sexual, physical, mental, psychological or economic, is a widespread phenomenon that affects millions of women and impacts on certain groups of vulnerable women disproportionately:

- Women working in sectors that are not covered by labour laws –such as domestic workers, especially migrant domestic workers, who often find themselves at the mercy of their employers because of inadequate labour legislation;
- Women working in export processing zones where workers' rights are limited;
- Women working in areas of conflict or in countries in which male perpetrators of violence against women act with impunity;
- Young women in precarious work situations, who are particularly vulnerable to sexual harassment and other forms of sexual violence

The continued segregation of women in precarious, low-paid and low status jobs and positions, contributes to the problem. The current global crisis makes it even more difficult for women to find decent work. Privatisation, structural readjustment and various "austerity" measures have entailed the loss of important public services and public service jobs. In many countries, these were "good" unionised jobs for women, with decent pay, benefits and pensions. Since there is a high concentration of women in

public sector jobs, women are disproportionately affected and they are doubly affected: due to their dependency on public services. The crisis, which is also being used as an excuse to scale back human and workers' rights and cut jobs, weakens women's legal protection at work. Women are afraid to lose their source of income and are increasingly reluctant to denounce acts of violence in their workplace. This further perpetuates intolerable situations of violence at work. In addition, the overall cuts in public spending have negative impacts on the effectiveness of prevention measures and social services provided to victims of violence.

The realisation of women's universal human rights, their empowerment and their promotion to leadership positions are all crucial elements of an agenda to eliminate violence against women and girls. The respect and promotion of women's civil, political, economic, social and cultural rights are essential conditions to ensure women's autonomy and capacity to exit violent situations. Access to health care and social services, childcare, education, housing, food and basic income security are inextricably linked to women's greater or lesser vulnerability to different manifestations of violence against women.

Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

Trade Unions in Action

Together with other civil society partners, trade unions develop, implement and promote strategies aimed at eliminating violence against women and girls.

The elimination of violence requires strong intervention from public authorities in order to design and implement appropriate prevention measures, to ensure legal protection and the prosecution of cases, and to provide support and compensation for victims. However, civil society

organisations have a strong role to play in the design and implementation of public actions aimed at eliminating violence against women and girls. As trade unions, we call on states to adequately fund and invest in quality public services, which are accessible to women, particularly women who are victims of violence.

Trade unions:

- Identify and address the underlying inequalities and the abuse of power that leads to discrimination and violence
- Raise awareness on and mobilise against discrimination and violence

- Break the silence around violence in the workplace
- Make the prevention and elimination of acts of violence a topic of social dialogue
- Include measures to protect victims of domestic violence in collective agreements
- Help to create mechanisms to eliminate sexual harassment and other forms of violence in the workplace
- Lobby for legislative reform that will help prevent and remedy violence against women, ensure compliance with social and economic rights and promote decent work



15 demands to Member States

- 01.** Ensure gender equality is enshrined as a principle in national constitutions.
- 02.** Put in place effective mechanisms to enforce the law in close cooperation with civil society. Ensure effective legal sanctions that will discourage acts of violence.
- 03.** Adopt comprehensive Plans of Action against violence against women, and provide sufficient resources for policy to be implemented and to provide adequately funded and accessible public services to help women who are victims of violence (shelters, hotlines, housing, social services, childcare, etc.)
- 04.** Provide training to judicial authorities and the police to enable them to deal adequately with issues of violence against women and girls.
- 05.** Facilitate women's access to the mechanisms of justice, including the provision of translation into different languages as required, free legal assistance and advocacy.
- 06.** Take effective measures to ensure that the media respect and promote respect for women and girls.
- 07.** Integrate the principle of gender equality into school curricula, including a focus on the prevention of violence.
- 08.** Actively support women in leadership positions and work towards achieving parity between men and women in all decision-making bodies.
- 09.** Enact national legislation that recognises gender-based violence as grounds for asylum and non-repatriation claims, and that recognises the specific vulnerabilities of certain groups of women, including migrant workers, women with disabilities and indigenous women.
- 10.** Develop indicators on work-related violence, to regularly compile and publish sex-disaggregated data and set up systems to measure and monitor progress towards agreed targets.

Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

- II.** Enact effective legislation to protect women and girls against discrimination and violence.
- I2.** Ratify the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW -1999) without reservation and implement its General Recommendation No.19 on violence against women as well as its Optional Protocol to the CEDAW;
- States which have ratified CEDAW with reservations should withdraw those reservations with immediate effect;
 - States that have ratified CEDAW without reservation but continually violate CEDAW should be held accountable for such violations;
 - All States should closely monitor and evaluate the implementation of CEDAW.
- I3.** Ratify the Fourth World Conference for Women Platform for Action objectives and actions on violence against women and the UN Declaration on the Elimination of Violence against Women (1993) as well as the Vienna Declaration and Programme of Action, the International Conference on Population and Development Programme of Action, the Declaration and Programme of Action of the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance.
- I4.** Ratify the ILO Convention 111 on non-discrimination, No. 189 on domestic workers, No. 182 on child labour and implement the ILO Recommendation No. 200 on HIV-AIDS.
- I5.** Adopt and adhere to the international instruments that protect women's rights in armed conflicts:
- OHCHR Declaration on the Protection of Women and Children in Emergency and Armed Conflict (1974);
 - Beijing Declaration and Platform for Action (1995);
 - UN Security Council Resolution 1325 on Women, Peace and Security (2000);
 - Statement by the International Committee of the Red Cross to the UN General Assembly, 14 October 2009.

To demonstrate their commitment to addressing violence against women, governments, in cooperation with civil society, must intensify action to eliminate gender-based discrimination from all spheres and achieve true equality between women and men.

TRADE UNIONS call on all member states to take the necessary measures to immediately and without further delay prevent and remedy violence against women and girls.

6 reasons why trade union women are at the UNCSW 57

More than 70 million women workers are member of a trade union around the world. Each year trade union women delegates participate at the UNCSW to ensure the Commission delivers for women workers and to share expertise and viewpoints with feminists and advance the agenda for:



Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

1.

Women's economic empowerment

Unions play a crucial role in organising women, negotiating better working conditions, reducing gender inequalities in the world of work and providing women with fair access to decent jobs.

2.

Women's rights

Labour representation gives working women the power to advance their rights in the workplace and in society.

3.

Protecting women's rights

Trade union organisations work to ensure that women's rights are protected and respected at all levels, and supported by legislation.

4.

Women in leadership and decision-making

Promoting women as leaders and decision-makers at all levels within their unions, in national administrations, parliament and government, regional bodies and international institutions.

5.

Non-discrimination and legal protection of working women

The United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and the ILO Fundamental Principles and Rights at Work set out principles designed to ensure that women are not discriminated against in their workplaces, and that they have the right to join trade unions and engage in collective bargaining. The ILO adopts international instruments which governments can ratify to better protect women's rights at work in law and in practice. The following ILO Conventions are of particular interest to women:

- **ILO Convention No. 100 on Equal Pay,**
- **No. 156 workers with family responsibilities,**
- **No. 111 Discrimination,**
- **No. 183 Maternity Protection and**
- **No. 189 Domestic workers.**

Given the current need to monitor and redress the impact of the global crises on women, two additional policy instruments, adopted by the ILO at its 98th International Labour Conference in June 2009 are of special significance. These are: the ILO Global Jobs Pact and the ILO Resolution concerning Gender Equality at the Heart of Decent Work.

6.

Putting an end to violence at work, at home and in society

Together with civil society partners, trade unions develop, implement and promote strategies aimed at eliminating violence against women and girls. Read our statement to find out more about what unions do.

4 strategic objectives to achieve decent work for women



Decent Work

As stated in the ILO's 2008 Declaration on Social Justice for a Fair Globalisation, Decent Work encompasses four strategic objectives; employment, social protection, social dialogue and tripartism, and fundamental principles and rights at work. In its efforts to achieve gender equality, the ILO has adopted a holistic approach, to ensure that gender equality is crosscutting through all four objectives.

Source: ILO Resolution 2009 concerning Gender Equality at the Heart of Decent Work – para 13.

Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

Strategic Objective I – Employment

Gender sensitive employment policies are critical to overcoming the decent work deficit, to addressing issues of feminized poverty, particularly in the informal economy, pay inequity, occupational segregation, exploitative conditions of work, precarious work, equal access to opportunities for education and skills development.

Source: ILO Resolution 2009 concerning Gender Equality at the Heart of Decent Work – paras 14, 16 and 17.

Strategic Objective 2 – Social protection

The ILO strongly recommends the establishment, at national level, of sustainable, tax-based models of universal social security that are gender sensitive, and that provide citizens with key services such as quality health care, unemployment benefits, maternity protection, and a basic income. Legislative provisions and labour policies must also include occupational health and safety measures, affordable child care, and dependent care, as well as cash transfers and employment guarantee schemes, as measures to combat poverty, ensuring women's full access to all services and benefits. Key to fair inclusive access is the application of ILO Convention No. 156 on Family Responsibilities.

Source: ILO Resolution 2009 concerning Gender Equality at the Heart of Decent Work – paras 25, 26 and 28.

Strategic Objective 3 – Social Dialogue

Social Dialogue and tripartism are essential policy tools to advance gender equality. They involve government, employers, and workers' representatives coming together, and engaging in dialogue towards the establishment and implementation of non-discriminatory legislation and gender equality policies and measures. Collective bargaining is a key means of determining adequate terms and conditions at workplace level. Collective bargaining must incorporate key gender equality objectives such as overcoming the pay gap, providing childcare, removing violence and harassment from the workplace, and instituting work/family measures. Tripartite consultative bodies must be established or strengthened, with a view to institutionalising dialogue on gender issues with the social partners (governments, workers and employers), and with the parties to the negotiation of collective agreements. All of these actors should be trained on how to incorporate gender equality provisions into policies and collective agreements. Affirmative action measures should be put in place to ensure the full participation of women trade unionists, both in social dialogue, and in the collective bargaining process.

Source: ILO Resolution 2009 concerning Gender Equality at the Heart of Decent Work – paras 36 and 37.

Strategic Objective 4 – Fundamental Principles and Rights at Work

International labour standards are a primary means to promote equality in the world of work. Key Conventions in this regard are the *Equal Remuneration Convention*, 1951 (No. 100), and the *Discrimination (Employment and Occupation) Convention*, 1958 (No. 111). These need to be ratified, implemented and monitored by all Member States. In addition, the *Workers with Family Responsibilities Convention*, 1981 (No. 156), and the *Maternity Protection Convention*, 2000 (No. 183), calls on States to provide policy guidance and practical means for reconciling work and family responsibilities, and for protecting pregnant workers. Respect for these Conventions, backed up by appropriate policies, is of critical importance for achieving gender equality. Finally, two fundamental Conventions are of particular relevance to gender equality, the *Freedom of Association and Protection of the Right to Organise Convention*, 1948 (No.87), and the *Right to Organise and Collective Bargaining Convention*, 1949 (No. 98), which contain enabling rights to pursue gender equality. The application of these two Conventions is particularly important for the realisation of all other rights, including the human rights of women.

Source: ILO Resolution 2009 concerning Gender Equality at the Heart of Decent Work – paras 29, 30 and 34.

Trade union publications on violence against women and girls

Education International

Schools Shall Be Safe Sanctuaries (2011)

Education International Declaration on Violent Political and Military Attacks Against Schools and Education Institutions, Students, Teachers, Academics and all other Education Personnel, including Support and Transport Staff, Education Officials, Education Trade Unionists and Education Aid Workers

http://download.ei-ie.org/Docs/WebDepot/2009_booklet_Schools-As-Safe-Sanctuaries_en.pdf

Give Girls a Chance: End Child Labour (2009)

ILO – Education International

http://www.ei-ie.org/en/websections/content_detail/3274

Building a Gender School Environment (2007)

A tool kit for Educators and their unions

<http://download.ei-ie.org/docs/IRISDocuments/EI%20Campaigns/EFAIDS%20Programme/2007-00169-01-E.pdf>

Violence in Schools

Margaret Wilson, CTF-FCE Canada 1995

http://download.ei-ie.org/Docs/WebDepot/1995_violence-schools_e.pdf

International Trade Union Confederation

ITUC report: Violence against women:

The global fightback

http://www.equaltimes.org/wp-content/uploads/2013/01/Equal_ViolenceAgainstWomen_EN.pdf

Women say 'no more' to Tahrir Square violence

<http://www.equaltimes.org/news/women-say-no-more-to-tahrir-square-violence>

Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog:

<http://unioncsw.world-psi.org/>

Violence against domestic workers has no borders

<http://www.equaltimes.org/in-depth/violence-against-domestic-workers-has-no-borders>

'12 by 12' campaign to better protect domestic workers rights

<http://www.ituc-csi.org/domestic-workers-12-by-12> and on Facebook: <http://www.facebook.com/groups/231305920281513/>

Stop Violence Against Women

<http://www.ituc-csi.org/stop-violence-against-women,12451>

Public Services International

“Rise now! End violence against women”

Congress statement: http://congress.world-psi.org/sites/default/files/upload/event/EN_Congress2012_WomenCaucus_Background_Information_final_web.pdf

Blog: <http://congress.world-psi.org/blog/never-commit-violence-against-women-never-condone-violence-against-women-and-never-remain>

It's time to end violence against women

Brochure: <http://www.world-psi.org/en/its-time-end-violence-against-women>

Impact of the economic crisis and austerity measures on women

<http://www.world-psi.org/en/impact-economic-crisis-and-austerity-measures-women>

UNI Global Union

Campaign to stop gender violence

www.breakingthecircle.org

Campaign on women in leadership

www.uni40for40.org/

That's Why!

Campaign where women can share their stories about why they became activists (in writing, photo or message to Twitter)

www.uni-iwd.org



Check out our daily updates and reports on the UNCSW 2013 Trade Union Blog: <http://unioncsw.world-psi.org/>



Education International

5, Blvd du Roi Albert II
BE-1210 Brussels
BELGIUM
Tel: +32 2 224 0611
Fax: +32 2 224 0606
equality@ei-ie.org
www.ei-ie.org



Education International (EI)

is a global union federation of unions representing 30 million teachers and education workers, through affiliates in 172 countries and territories. EI stands up for quality public services, most especially the right to quality public education for all, particularly girls in deprived areas. Ensuring that teachers are qualified and schools are safe for children and teachers guarantee the provision of quality education. EI's First World Women's Conference On the Move for Equality took place in January 2011, in Thailand, with a focus on achieving gender equality in education, unions and society. EI's Second World Women's Conference, 'From Words to Action: Women in Trade Unions and in Education', will take place in April 2014, in Dublin, Republic of Ireland.

ITUC

5 Blvd du Roi Albert II, Bte 1
BE-1210 Brussels
BELGIUM
Tel: +32 2 224 0211
Fax: +32 2 201 5815
equality@ituc-csi.org
www.ituc-csi.org



International Trade Union Confederation (ITUC)

is the overall global union organisation representing over 175 million workers – 40 per cent are women - in 156 countries and territories and has 315 national affiliates. At the first ITUC World Women's Conference in October 2009, delegates expressed deep concern at the negative impacts of the global economic crisis on women, and affirmed that the commitment to advancing gender equality must not be eroded by the crisis. Strong support was given to the adopted International Labour Conference resolution on gender equality at the heart of decent work, which emphasises that "crises should not be used as excuses to create even greater inequalities nor undermine women's acquired rights". The ITUC's International Women's Assembly takes place in Dakar, Senegal from 19 to 21 November 2013.

Public Services International

BP 9, F-01211
Ferney-Voltaire Cedex
FRANCE
Tel: +33 450 40 6464
Fax: +33 450 40 7320
equality@world-psi.org
www.world-psi.org



Public Services International (PSI)

is a global union federation representing more than 20 million women and men working primarily in public services across the globe. Led by General Secretary Rosa Pavanelli, two-thirds of our members are women, many of whom work in the health and social care sectors. PSI believes in affirmative action to achieve gender equality and promotes a "50/50 policy" amongst its affiliates, encouraging equal participation in leadership between women and men. PSI campaigns for strong and quality public services that are key to empowering women, and advocates on specific issues including the need for pay equity, maternity protection, and an end to violence against women.

Union Network International (UNI)

Avenue Reverdil 8-10
CH - 1260 Nyon
SWITZERLAND
Tel: +41-223652100
women@unigloblaunion.org
www.uniglobalunion.org



UNI Global Union (UNI)

is the voice of 20 million service sector workers around the world. Through 900 affiliated unions, UNI represents workers in 150 countries and in every region of the world. UNI Equal Opportunities Department fights to grow and strengthen our affiliated unions by breaking through divisive barriers created by the inequalities that perpetuate our world. We fight against all forms of discrimination in the workplace, and all forms of violence against women workers. We also promote equal representation of men and women in decision-making structures in the workplace and in the labour movement.