MAKING OUR VOICES HEARD

Gender equality in media in Central and Eastern Europe
The Toolkit Project

This project - made possible thanks to funding from Union to Union - is not just about recording the current situation facing women journalists in Central and Eastern Europe, but is about exploring best practices from across the world and providing recommendations and resources to help unions and associations develop a new approach to a number of key issues - increasing women’s participation in unions and leadership positions, handling intimidation, bullying and harassment, and promoting greater work/life balance.

All IFJ affiliated unions and associations across the region were given the opportunity to participate through a questionnaire examining both the current situation and whether they had their own best practices to share, as well as each country's social/cultural constraints and strengths.

Recommendations and resources have been gathered from a wide variety of sources, including other unions, global union federations, ITUC, ETUC and other labour and journalist organisations, as well as those that specialise in dealing with gender-based violence and harassment issues, both within and outside the region.

It is clear when reading the snapshots of each country that they are far from homogenous in their geo-political contexts, media and union systems, levels of empowerment or the inequality faced by women. Therefore, the breadth of the material attempts to recognise and address the wide range of situations.

This toolkit, indeed no toolkit, can have all the answers. Each situation is unique, each struggle to achieve greater equality has its own challenges and opportunities. Our hope is that this contribution helps to spark debate, encourage women journalists and their unions to get organised and to promote and win crucial reforms in the struggle to achieve equality and rights.

Mindy Ran
IFJ Gender Council Co-Chair
March 2018
Methodology:
A questionnaire was developed which included specific questions on women’s participation and leadership positions in the unions, existence of gender working parties or councils, policies and procedures in place (or not) to deal with gender based violence and harassment, collective bargaining, and laws and protections around work/life balance. Unions were also invited to share their own best practices. The questionnaire was sent to unions and associations in 23 countries in CEE and neighbouring countries.

Other sources, listed below, were included to give an impression of the environment in which the unions operate and the cultural/social indicators around women’s empowerment, participation and experience of violence.

Sources and Key:
- Questionnaire
- United Nations Development Programme/Human Development Reports 2016: Gender Inequality Index (GII)
- ILO, Technical Brief, Social Dialogue Indicators, (proportion of total employment) Trade union density (TUD) and collective bargaining coverage (CBC), International Statistical Inquiry, Susan Hayter, Valentina Stoevska
- European Institute for Gender Equality's (EIGE) calculation of percentage of women having experienced physical and/or sexual violence since age 15 (does not include harassment or bullying, EU only)
Armenia

Gender Inequality Index: Rank 61, Share of Seats in Parliament 10.7%, Labor Force Participation 27.4%, CBC 10.3%.

Union of Journalists of Armenia - UJA

The majority of journalists in Armenia are women and more than 50% of UJA’s membership are women. However, in leadership/decision-making positions in the industry, the majority are men. The union leadership consists of 6 men and 3 women. Until now, they have had no outreach or programs to increase women’s participation, nor have they had anyone focusing on gender issues, but would be open to setting up a working group.

In terms of dealing with gender-based violence, harassment, and bullying, there are three laws that apply: Article 6 of Constitution, Article 3 of Labour Code and Article 113 of the Criminal Code. There are no provisions dealing with online abuse and the union does not have a reporting system. There are no mechanisms in place to deal with gender-based violence, harassment or bullying, nor do they have collective bargaining agreements covering any of these issues.

‘Armenia is often described as a conservative society with deeply rooted gender discrimination against women, as well as tolerance towards various forms of gender-based violence. As a result, women are ashamed to speak out about sexual harassment in the workplace and do not apply to the relevant authorities, nor speak about it to their relatives or friends.’

Work/Life Balance: Article 35 of the Armenian Constitution provides that “dismissal for reasons connected with maternity is prohibited. Every female employee during pregnancy and childbirth has the right to paid maternity leave and parental leave.” Pay remains at the full rate during this period (between 140 and 180 days) and the father of the child, stepmother, stepfather, or any relative who in charge of childcare may request leave until the child is three years. It is prohibited to employ pregnant workers in hazardous conditions.

‘Even though the RA legislation (and UN and EU conventions, such as CEDAW) clearly state the principle of equality between women and men, violation of women’s rights and discrimination continue. To date, there are cases of domestic violence, horizontal and vertical segregation against women in senior management and other cases. The existence of such cases underscores the need for continuous and coordinated action.’
UJA’s membership are women. They are men. The union leadership programmes to increase women’s could be open to setting up a working group.

There are three laws that apply: Criminal Code, but there are no pro-system, policy or support mecha-nor do they have collective bargain-

gender stereotypes. There is covert g of gender based violence. As a workplace and do not apply to the

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Best Practice

ITUC Action Programme
On Achieving Gender Equality in Trade Unions

‘Trade unions have a history in the struggle for social and economic rights, equal opportunities and human dignity. We believe in parity between women and men in every workplace, at all levels of society, and in trade unions themselves. Since its establishment, the global trade union movement has achieved huge progress in developing standards for gender equality. But there is still much to be done to ensure stronger mainstreaming of gender issues, greater consistency across policy areas, improved awareness of gender perspectives, and fairer distribution of resources. Gender mainstreaming is an organisational strategy to achieve and maintain gender equality and women’s empowerment.’

https://www.ituc-csi.org/ituc-action-programme-on-achieving
Azerbaijan

GII: Rank 68, Share of Seats in Parliament 16.9%, Labour Participation 61.9%; ILO TUD 27.4%, CBC 10.3%

Journalists’ Trade Union Azerbaijan, JUHI

There are a total of 295 members, including associate members, with 132 women. Women occupy 40% of jobs in the media but only 10% of leadership positions. JUHI has 10 men and 7 women in decision-making positions. The union has developed a handbook on the status of women in media and continuously monitors the situation as a form of outreach. They also have a gender working group of 6 members.

There is no specific law against bullying and (sexual) harassment in the workplace, but the issue is covered in the Labour Code, while online abuse and harassment is considered equal to that in ‘real life’ and covered by the Criminal Code. While there have been several cases, there has been a lack of enforcement. The union does not have its own reporting system or support policy, but their Gender Working group is active in addressing this issue. Collective bargaining agreements do exist, but do not cover gender-based violence nor maternity or paternity leave.

Currently there are only legal protections for maternity leave - plans to include paternity leave are being proposed to Parliament. The National Labour Code ensures job retention and continuous salary during maternity leave.

There are important social and cultural factors which impact on women’s participation and access to leadership positions, in particular attitudes on the Importance of family life mean workplaces must take work/life balance issues in to account. Unfortunately, these same attitudes mean that women are often in a secondary position. JUHI campaigns to secure the inclusion of gender-related issues in to individual and collective agreements and proposes reforms to the National Labour Code.
ITUC Stopping Sexual harassment at work

This brochure provides tools and guidelines to strengthen and reinforce trade union policies and actions to STOP Violence Against Women. Each year the ITUC in cooperation with the Global Union Federations (GUFs) plans initiatives and activities to place this topic high on the agenda of trade unions, employers and governments.

25 November, United Nations International Day for the Elimination of Violence against Women, is an ideal opportunity for a collective and united trade union response in which we say NO to violence against women. Violence against women must be wiped out in our homes, societies and the workplace if women are to have equal opportunities to access Decent Work and a Decent Life.’

https://www.ituc-csi.org/stopping-sexual-harassment-at-work
The case of Ireland

‘The Irish Human Rights and Equality Commission has introduced a range of practical resources to raise awareness amongst employers. The Equality Benefits Tool (2010) gives specific guidance to public and private sector employers on creating equality and a positive working environment, including the prevention of harassment and sexual harassment and to enable public and private sector organisations to realise the benefits “of investing in equality for your employees”.

It sets out tools to develop best practice at three levels, which are included as part of a model for Employment Equality Audits. With regards to sexual harassment and harassment, this includes the following examples of good practices at three levels:

☐ • Level 1: A code of practice to prevent harassment and sexual harassment is in place with clear guidelines as to how staff should behave and how allegations will be investigated and proven cases addressed.

☐ • Level 2: Personnel with responsibility for implementing the code of practice receive equality training. The number of allegations, if any, is monitored across some of the equality grounds.

☐ • Level 3: The number of allegations, if any, is monitored across most of the equality grounds. Management make a clear statement that harassment and sexual harassment will not be tolerated.

ICTU runs 3-day national training courses for workplace representatives on bullying and harassment several times a year. The courses set out the legal framework on bullying
and harassment and how to negotiated and implement workplace procedures for dealing with bullying and harassment. Courses on bullying and harassment are also run by the Education, Training and Organisational Services (ETOS) which is the training provider for the Technical, Engineering Union (TEEU) and by the Trade Union Skillnet, which is a network of ICTU affiliates in the private sector. The latter run regular one-day courses with a focus on how to act assertively and deal effectively with unwanted behaviour, how to communicate effectively and deal with difficult people and situations, and how to manage and prevent aggression and violence.

3.6 Recommendations from unions

1. A renewed emphasis should be given to sexual harassment at work and to implementing the guidelines contained in the Code of Practice on Sexual Harassment and Harassment at Work.
2. Research and monitoring of workplace policies, including documenting good practices agreements and policies in the workplace, is needed to help raise awareness.
3. Training programmes on bullying and harassment must ensure that there is a gender-dimension that addresses the causes and impacts of sexual harassment at work.
4. It is important that sexual harassment is identified as a core workplace health and safety risk, and that training is provided to negotiators and workplace representatives on how to prevent and tackle sexual harassment at work.’

**Country Profile**

**Belarus**

**GII: Rank 32, Share of Seats in Parliament 29.2%, Labour Participation 54.2%**

The GMMP’s national report states ‘Various actions/ factors (state, civil society) in Belarus, as it is based on the huge gap between the decorative rhetoric and traditional values” concerning the roles of a woman’.

**Belarus Association of Journalists - BAJ**

There are over 1000 members of the BAJ - 41% of whom are women. Within the union are 50/50 portions in management. There are 38 members of the BAJ Council - 17 are women. The BAJ has set up an Ethics Commission which deals with violations against the BAJ. As a result, the BAJ has set-up a monitoring system of violations of journalists’ rights in every region, as well as an Ethics Code of Ethics.

Currently there are no laws against bullying and (sexual) harassment in the workplace, with regards to the issue. Article 170 of the Criminal Code ‘Sexual Coercion’ can be used in some cases. There are laws against online abuse and insults, which are often implemented, but none against any kind of harassment. Journalists are often detained, fined and arrested covering demonstrations, reporting as freelancers and working for foreign media. As a result, the BAJ has set up a monitoring system of violations of journalists’ rights in every region, as well as an Ethics Code of Ethics.

**Bosnia-Herzegovina**

**GII: Rank 34, Share of Seats in Parliament 19.3%, Labour Participation 53.5%**


**Bosnia-Herzegovina Journalists’ Association**

The BHJA has 410 members with 30% women, which reflects the性别 национал. The BHJA has 410 members with 30% women, which reflects the gender distribution within the union are 50/50. There are laws against bullying and gender discrimination, but there is no specific reporting system in place, ‘we support all initiatives to fight gender discrimination. The BHJA is an Ethics, and support all members and colleagues who are in such a position. The BHJA is an Ethics, and support all members and colleagues who are in such a position. The BHJA is an Ethics, and support all members and colleagues who are in such a position.'
ILO TUD 90.5%, CBC 95.6%.

Society, international community) legitimise the gender policy model in
and conservative practice – a combination of “emancipation” and “tra-

in the industry, 70% of workers are women, but with significantly pro-
women. Some outreach is done as part of larger projects, such as a
media sector is built-in in the decision-making processes. They

workplace, but the Ministry of Interior has recently begun discussions
ed in some cases. There are laws against online abuse and insults,
erialists are often harassed by the state for doing their job, they get
ers and working for foreign media. As a result, the BAJ has set-up a
as an Ethics Commission which deals with violations against the BAJ

34.4%.

a framework for implementation of
aw on Gender Equality regulates, promotes and protects gender equality,
s ....The Press Council of B&H issued the Press Code that prohibits discrimi
nt media.’

on - BHJA
nt percentage of women in the industry. Leadership and decision making posi-
and (sexual) harassment in the workplace and online abuse. Although they
ves based on the Law on Gender Equality, are guided by the Code of
ituations in both state and international institutions.’ The Labour Law and
Best Practice

Austria’s national broadcaster adopts gender equality plan

After assessing its gender equality needs, ORF devised a Gender Equality Plan to redress this situation. The plan was developed by the Gender Equality Team, agreed with the Central Works Council and the Directorate General and issued as a compulsory regulation by the Directorate General in September 2012. It is consistent with European and Austrian legislation on equal treatment of women and men in the workplace (BGBI I Nr. 66/2004) and the ORF law (BGBI I Nr. 126/2011 §§ 30a ff.).

Its outcomes are expected to be:
☐ the active equalisation of women and men: promotion of women, abolishing existing discriminations, enabling reconciliation of family and work for women and men. In those areas where women are underrepresented the share of women should rise to 45%;
☐ functioning gender equality standards for communication internally and externally and the regulation of occupational access, promotion and training;
☐ career promotion for women: activities for women’s promotion are integrated in human resource planning and development with the objective of reaching the targeted share of women within six years. Activities should lead to a higher share of women in leadership positions, higher qualification and enhanced career possibilities for part-timers;
☐ increased women’s participation in technical jobs by improving the occupational development of women in these areas and ORF’s participation in initiatives in this area;
☐ reconciliation of work and family life: men are encouraged to take family leave;
☐ managerial expertise in gender equality: the sensitisation and development of gender equality expertise among executives, and the banning of all forms of harassment.

Country Profile

Bulgaria

Gil: Rank 45, Share of Seats in Parliament 20.4%, Labour Participation 48.6%; ILO TUD (NA), CBC 38.2% (staff only); EIGE Violence 27.8%.

Press freedom groups claim Bulgaria has an environment dominated by corruption and collusion between media, politicians, and oligarchs... The government’s allocation of EU funding to certain media outlets is conducted with a complete lack of transparency, in effect bribing editors to go easy on the government in their political reporting or refrain from covering certain stories altogether.

Union of Bulgarian Journalists - UBJ

The UBJ has 1800 members with more than 60% of them women. Women are also a majority in the industry. There are 70% men and 30% women in leadership or decision making positions within the union, but they are increasing outreach to encourage greater participation of women in leadership roles. There is no council, committee or working group specifically addressing gender issues, other than the UBJ board.

There are laws against bullying and (sexual) harassment in the workplace as well as online abuse, which are widely implemented. The UBJ has a reporting system, a policy for dealing with bullying and harassment complaints within the union, and a support policy for women members experiencing bullying and harassment at work. Collective bargaining agreements include workplace policies for dealing with bullying and harassment, as well as work/life balance and parental leave protections, both covered through state laws. Flexible working time after having children is sometimes available and collective agreements also cover freelance and temporary workers.
Country Profile

Croatia

GII: Rank 31, Share of Seats in Parliament 15.2%, Labour Participation CBC (NA); EIGE Violence 21.0.

Press freedom organisations report that journalists investigating corruption, war crimes are often subjected to harassment campaigns. Defamation “the Republic, its emblem, its national hymn or flag” is punishable by up to three years in prison. “Humiliating” media content has been criminalized since 2013.

Trade Union of Croatian Journalists - TUCJ

The TUCJ has about 2000 members - 50% of whom are women, a reflection of the breakdown of the industry. There are currently 11 men and 2 women in leadership positions.

‘At one period, before the economic crisis, we had 50/50 men and women in the TUCJ Executive Committee and 3 female presidents covering 12 years. The number of women has drastically decreased as has the number of TUCJ members. So, the number of candidates willing to accept nominations for TUCJ office has also shrunk.’

There are provisions in the Labour Law and Criminal Code which deal with harassment in the workplace as well as cyber offences, however the latter are mostly used against journalists. There is no reporting system and due to a reluctance to speak out of shame or fear, cases of abuse often remain undisclosed. Collective bargaining agreements include protection of workers dignity, which can sometimes be used in gender discrimination or harassment cases.

Parental rights and job protection following maternity leave are regulated by special regulations, with parents both having the right to one year of paid parental leave. However, in practice, especially in private companies, mothers often have difficulties returning to their previous job, and/or keeping it. Labour legislation formally covers only staff workers.

There are no formal or legal limitations to women’s participation and access to leadership positions, but the traditional role of a woman as mother and central person in the family means that many women do not have the opportunity to pursue political or top management careers. Also, there is a lack of services to help parents to reconcile the needs of family life with the high demands of pursuing a career.
Achieving Gender Equality
A Trade Union Manual

‘Developing a union gender perspective is partly about organising around different needs, for example, equal opportunities and childcare and partly about recognising workers in very different work situations. Women very often come into paid work through part-time, casual, contract or home work. A gender perspective therefore encourages us to develop union representation in different sorts of work situations.

Experience in organising contract and home workers strengthens the union movement overall as more and more workers find themselves working in such situations. If we negotiate to provide the kind of conditions and support services that working women need the resulting fair and family friendly working practices improve the lives of both men and women. Unions were once a brotherhood of men in large-scale workplaces. That situation is changing. Many now have an active campaigning style and are working with the fundamental question of how women and men raise a family and earn a living together. The whole movement has a lot to gain if this momentum for change can be multiplied.’

https://www.ituc-csi.org/achieving-gender-equality-a-trade
Best Practice

Dart Center: Let's Talk: Personal Boundaries, Safety & Women in Journalism

Tip Sheet: Maintaining Boundaries with Sources, Colleagues & Supervisors

‘Journalists work by building trusting, professional relationships with sources and colleagues alike. Sometimes sources or colleagues may challenge those boundaries with aggressions small and large, ranging from annoyance to assault, including unwanted sexual advances, sexual harassment or sexual violence.

Under U.S. law and the laws of many other nations, sexual harassment includes unwanted verbal or physical attention or advances of a sexual nature; requests or pressure for sexual favors or quid pro quo; and derogatory, demeaning, or hostile talk about a person’s gender. Given the gendered nature of society’s power dynamics, men have typically been the harassers, while historically marginalized groups — women, people of color, sexual and gender minorities — are the most commonly harassed. But sexual harassment and other boundary violations can happen to any news professional, regardless of gender or background.

This tip sheet, compiled by Professor Ruth Padawer of Columbia Journalism School (drawing on interviews with nine leading women in journalism and other sources below), offers strategies for how to recognize, mitigate or address sexual harassment and other predatory behavior encountered while reporting.’ Includes: reducing the chance of harassment when reporting; if you’re being harassed by a source; after you’ve been harassed by a source; if you’re sexually harassed by colleagues or bosses; and if reporting on foreign turf.

Georgia

GII: Rank 76, Share of Seats in Parliament 11.3%, Labour Participation 57.3%; ILO TUD 14.9%, CBC 9.5%.

GMMP country report states: ‘Georgia is a country of old traditional culture with strictly defined gender roles. In that culture, the social space is dominated by men, while private space is given to women. This traditional division is increasingly dissonant with the new reality, as there are plenty of educated and active women. They often combine household duties and professional responsibilities, despite the fact that in many cases they are the only breadwinners in their families. Women are in majority among the poor. Women suffer most in situations of ethno-conflicts. Severe gender imbalances can be observed in national politics and at the highest decision-making levels.

Georgia has 3 National Action Plans (NAPS) concerning equality of women and men: Gender Equality NAPs (2014-2016); NAP on Women, Peace, and Security (2012-2015) and NAP for Combating Domestic Violence (2013-2015). The NAPs were adopted on the basis of relevant laws after the long, hard work and struggle of the women’s movement. The legislation is satisfactory and has the necessary tools to achieve a real balance of gender roles between women and men. Nevertheless, the media in Georgia still is not included in the gender mainstreaming initiatives. Despite the fact that the media has a component in the laws, it is a decorative element, and does not affect the content of the media. They are guided by the realities of the market and a political struggle. There is no law that would regulate the gender dimension in the media’.
In 2016, print and online editions of Hungary’s most influential daily left-liberal newspaper, Nepszabadsag were suspended. IMediaworks, at the time the biggest publisher of regional daily newspapers dominating more than 50% of that market, was sold to a company with close ties to the ruling party and controlled by one of the Prime Minister's closest advisors. The media freedom climate continues to deteriorate.

Association of Hungarian Journalists - MUOSZ
Of the 3000 members, 1400 are women. There are 7 men and 5 women in leadership or decision-making positions, with no outreach programmes and ‘no intention from our membership to deal with gender issues’.

MUOSZ states: ‘Based on attitudes research in Hungary, there is a strong prejudice against women in leading positions, without any knowledge of their performance. Even in areas of the labour market, where the labour force is 99-100% female, leadership positions are filled with men, so it seems the benevolent sexist stereotypes influence hiring practice much less than the hostile stereotypes. “Women bosses” are often considered by women and men alike to be automatically negative terms, without any personal experience.’

The Law on Equal Promotion of Equal Opportunities forbids harassment of any form, including sexual harassment, as long as it is directed toward a protected quality, such as gender, ethnicity, family status, age, etc. Employers have an obligation to prevent harassment against employees. Paragraph 222 of the Criminal Code, including online bullying.

MUOSZ has no specific protection for those facing harassment in the workplace. It is a professional civic organisation. Importantly, historically bullying and harassment against employees are considered a workplace issue in Hungary still. Harassment (of an employee) if the employer has knowledge of this does not exist, so no harassment claims, or that they are not dealt with for hostility. The increase in numbers of cases reached Hungary a couple of years ago, but the issue is not discussed, especially in the public sphere.
Treatment and the Equal Opportunities forbids any form, including sexual, as it is directed toward qualities, such as gender, ethnicity, terms of employment, etc. It is an obligation to eliminate such treatment of employees. Paragraph 1 of the code prevents harassment but it grossly underused.

There is a specific support policy for assessment but refers women to organisations. ‘Most importantly, bullying and harassment is an invalid management style in the treatment of an employee. A justified (often also by other employees “deserved it”).

Environment is culturally a bad abuse of power. As for there are strong myths and strengthen the perpetra-these cases – mostly that victims make up the myth have mistaken friendliness. An international wave of sexual harassment has as well. The effect is not least the issue has become a pan. As far as other forms of bullying are concerned, that is an issue that is not at all discussed in bullying by superiors continues to be considered a valid and professional leadership style.’

Maternity leave lasts for 24 weeks. Thereafter a mother is entitled to unpaid leave until the child is three years old. Upon request, the state shall pay 70 per cent of the average wage for the period of maternity leave. The duration of the maternity leave shall count as time spent in work. Fathers enjoy a five-day extra holiday, and they are also entitled to unpaid leave (with protection against dismissal if the mother is not on unpaid leave). The employer may not terminate employment with notice during pregnancy, maternity leave or a leave of absence for child caring. However, once the parent is back at work, the protection ceases, so mothers can be fired just a month after they return to work.

‘There is a great gender imbalance in what is expected of mothers and fathers. Women are expected to take care of children’s everyday needs and problems, men are expected to be financial providers, and have short, “fun” interactions with their children. As such, women with small children are often discriminated against in hiring and promotions, because they are automatically projected to be less reliable. ‘Gender is a number X priority now. We are fighting for survival.’
Best Practice

EIGE Gender Equality Index

“Sexual harassment is not harmless and comes at a great cost to individuals, their families and the rest of society. To end violence, we urgently need to tackle impunity and social stigma, which lead to underreporting. Men and boys also need to be engaged in violence prevention because gender equality is everyone’s responsibility”, said Vilija Blinkevicute, Chair of the EU Parliament’s Committee on Women’s Rights and Gender Equality.

To provide a more nuanced picture of violence against women, EIGE has developed a way to measure the phenomenon, as part of its Gender Equality Index. The new measurement framework sheds light on the spectrum of violence against women that ranges from harassment to death (femicide). It also helps to measure forms of violence, such as human trafficking, intimate partner violence, sexual assault and rape. This tool can help Member States who have ratified the Istanbul Convention, with their monitoring and reporting obligations.’


EIGE Cyber violence against women and girls

In 2009, the U.K. launched The National Centre for Cyberstalking Research (NCCR), which aims to provide research and analysis into the prevalence, motivations, impacts and risk assessment of cyber VAWG. In 2011, the centre published the results of a study on the prevalence, and impact of cyber stalking and is currently conducting a survey investigating the impact and prevalence of revenge porn. Subsequently in 2015, a helpline for victims of revenge porn was established, receiving almost 2000 calls in its first six months.

From July 2017, Slovenia will launch the project ‘CYBERVAW’, which aims to develop awareness-raising and education activities that spread a message of zero tolerance to VAWG, with a specific focus on prevention of gender-based cyber violence and harassment as a form of VAWG.

Macedonia

GII: Rank 36, Share of Seats in Parliament 33.3%, Labour Participation 43.9%.

Press freedom groups claim that while media freedom has declined throughout the region, the erosion of the rule of law has been most visible in Macedonia. There have been widespread reports of threats, violence, harassment, and intimidation of journalists during political demonstrations with few people charged for such attacks. Pressure from the ruling party has led some self-censorship among media outlets.

Trade Union of Macedonian Journalists and Media Workers - SSNM

SSNM has 280 members, of which 152 are women. There are 7 men and 6 women in leadership or decision making positions. The SSNM has no employees, or any kind of hierarchy. It is a small group of activists working on a voluntary basis. There is no specific group dedicated to gender issues due to the small membership.

Combating bullying and (sexual) harassment in the workplace is part of the national labour laws, but these do not cover online abuse and harassment. The SSNM has no specific reporting system and say complaints are rare, but they are trying to develop collective bargaining agreements, which would include clauses dealing with monitoring, reporting and resolving bullying and harassment issues.

National Labour laws offer protection for parental leave, with mothers entitled to 9 months paid leave. However, while the law forbids firing pregnant women or those returning after maternity leave, managers often switch women to short-term contracts, making it easier to fire them in the end.
Moldova’s media are diversified but extremely polarized. Journalistic independence and transparency are major challenges.

The Women’s Journalists Club TEN PLUS
All 23 members of this Association are women. The most serious aspect of discrimination is the lack of women in leadership, and decision-making roles whether in government, parliament or the media.

In 2012, the Republic of Moldova adopted Law no. 121 on equality, which establishes the legal and institutional framework for combating discrimination. The law prohibits discrimination in the political, economic, social, cultural and other spheres of life. The principle of equal opportunities for women and men is enshrined in Moldovan legislation in several normative acts, starting with the Constitution of the Republic of Moldova and Law No.5-XVI (2006) on ensuring equal opportunities for women and men. The law states the need to include its principles in all "policies, strategies and public programs, normative acts and financial investments.”

“The issue of violence remains an obstacle to equality between women and men. In most cases, victims do not benefit from effective protection. Although the legal framework provides measures and sanctions for the aggressor, because of the economic situation and women's poverty, they have limited access to such legal remedies. The persistence of stereotypes and the discriminatory attitude of authorities means that they do not consider it a serious problem. All of this hinders the investigation of cases of domestic violence. Disabled people and Roma women are the most discriminated against in Moldova. There is no law against online abuse or harassment. The association keeps a database of abuses against (all) journalists.

Legal provisions and policies originally designed to diminish the factual inequality between women and men and offset the disadvantages suffered by women for their role in caring for children have sometimes overprotected women. Most of the time, women are the ones who assume childcare responsibilities. At the same time, society increasingly recognizes the importance and necessity of involving both parents in childcare.

‘The role and influence of education and the media must increase in order to promote good gender-sensitive governance and improve the participation of women in leadership positions. Also, an increase of policies and strategies to combat discrimination against women, challenge stereotypes and put an end to a lack of investigations into discrimination issues are crucial”.

Country Profile
Moldova
GII: Rank 46, Share of Seats in Parliament 21.8%, Labour Participation 38.8%
dependence and media ownership transparency.

Discrimination is the lack of women in the media.

The law establishes the legal and institutional framework for the political, economic, social, cultural and intellectual advancement of men and women. The law states the need to include its principles in the state budget and financial investments.

In most cases, victims do not benefit from the laws that guarantee their rights. As a result, women, in particular, face discrimination in the media. Women are not represented proportionately in the media institutions as decision makers.

Press freedom groups claim that state media has increasingly been turned into a propaganda tool and that the government has tried to financially suffocate independent print media outlets by ordering all state agencies to cancel their subscriptions. There is growing concern over grave and repeated violations of media freedom and pluralism.

GMMP country report states: ‘According to a survey of media associations in Poland, carried out in 2012 as part of the EIGE Project, codes of ethics created by media experts lack statements regarding gender equality. Thus, gender equality in the media remains an area which is much neglected in Poland. Media researchers in Poland argue of the need for gender mainstreaming education and gender awareness building among practicing journalists and students of journalism in order to overcome stereotypical representation of women in the media and the lack of a proportionate representation of women and men in media institutions as decision makers’.
Best Practice

Increasing women’s participation

ITUC Count Us In! Campaign

‘Six reasons to count us in!

1. Far more women are likely to join a union, as members, activists and leaders, when unions reflect the gender diversity in their leadership.
2. By promoting women leaders, unions gain capacity to build workers’ power and, to win better rights for all workers.
3. Acknowledging and valuing women’s leadership capacities is an investment in democracy and the strength of our movement.
4. More women in leadership enhances the ability of unions to reach out to, organise and mobilise more women members and activists.
5. The ITUC Constitution requires a quota of at least 30% women in leadership positions.
6. By promoting women leaders, unions become more representative of the workforce in their respective countries.

Six ways of promoting Count Us In!

1. Engage men and women across the movement in the campaign. Create a network to share ideas, strategies, policies, programs and visions. Build commitment among the leadership, membership and activists.
2. Provide campaign tools and information, e.g., on the union website, email lists, Facebook page, publications, etc. Promote them at trade union meetings.
3. Include the Count Us In! logo in campaign resources and at trade union events and invite trade union members and activists to ‘like’ the Count Us In! Facebook page.
4. Build support mechanism, mentorship systems to encourage women to stand for elections.
5. Plan an official launch, an occasion where trade union leaders can express their support for the campaign.
6. Build campaigns focusing on improving women’s rights in law and collective bargaining agreements with a strong organizing angle to increase women membership, encourage women’s activism and their involvement in decision-making roles.’

https://www.ituc-csi.org/count-us-in
Union Leadership and Gender: Obstacles for Women

By Michelle Kaminski, Ph.D., Michigan State University & Jailza Pauly, Ph.D., University of California, Berkeley

‘The labor movement holds itself to a high standard regarding diversity in leadership, as stated in the goal, “The leadership should look like the membership.” While unions have taken proactive steps to promote diversity in leadership, there is still a gap. This study examines the experience of male and female union leaders in order to understand some of the differences in the paths to leadership. By identifying barriers to women’s leadership, the study hopes to identify steps unions can take to increase the proportion of women leaders. Some of these factors might apply to other underrepresented groups as well.

These data generally support the idea that there is value in understanding how each level of analysis affects individual women as they take on leadership roles. All of the women faced gender-related challenges to their leadership, but the challenges came from different sources and/or via different mechanisms... These data can also be used to suggest a number of strategies that enhance gender diversity in union leadership.

https://hrlr.msu.edu/faculty/documents/union_leadership_gender_kaminski_pauly.pdf
Country Profile

Serbia

GII: Rank 40, Share of Seats in Parliament 34.0%, Labour Participation

Media face strong financial and editorial pressures and many media which are critical of government are publicly attacked and subjected to arbitrary financial and administrative inspections. Three freedom of information laws were but never put into effect.

GMMP country report states: ‘Regarding gender equality issues in Serbia, the changes are taking place very slowly. Despite improved legal and institutional frameworks, women are still unequal in economic, political and public life in general. There is unequal representation of women in political decision-making and unequal access to social resources. Pra-criminatory treatment, stereotyped and disrespectful representation of women.

Journalists Association of Serbia

The JAS has 1843 members, of which 778 are women. This is a lower proportion than the number of women in the industry. There are 34 men and 26 women in leadership or decision-making positions, with a woman serving as President from 2009 to 2017. In terms of the country, however, ‘our representative in the working group for the Media strategy resigned because the Government has, for a State secretary for information, elected a man who had said that the women are “not able to run the country or to be in any leadership position”.’ There has been no special outreach to date, but they would consider setting-up a council or working group to address gender issues.

The Law on the Prevention of Harassment at the Workplace covers bullying and harassment, but only related to the workplace. The JAS doesn’t have a specific reporting system. Our members inform us about their problems and of any forms of abuse by email or telephone. Usually they complain about bullying during doing their job, and online harassment and threats. If they want, we report the bullying and harassment to the police or prosecutor’s office on journalist safety. There is no separate policy for women.

We help our members who become parents by giving them one time financial support. Future mothers must go on parental leave when they are eight months pregnant (25 days before the date of the childbirth). After they give birth, they do not have to go to work for a year. They cannot be fired during the parental leave, even if they have agreement with a firm for indefinite time or are temporary workers. They are paid for the whole period of time (before and after the childbirth). The first month of the parental leave their firm pays them their salary, and the rest of the time - the state. Very often collective agreements develop more rights than the law.
which are critical of government are publicly attacked and subjected to arbitration laws were but never put into effect.

Serbia, the changes are taking place very slowly. Despite improved legal and public life in general. There is unequal representation of women in the media.

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Problems of gender-based discrimination in all areas persist, as well as disbelief women in the media.

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The use of quotas on trade union leadership boards, committees and councils to achieve a gender balance is still a controversial pathway in many unions. Holding a workshop or discussion to examine the pros and cons and discover challenges within your own union can lead to solutions and recommendations. Extracts from a recent workshop below show the kind of issues that arise and opposing experiences.

**Solidarity Center Workshop**

*Mechanisms for Increasing Women’s Participation in Unions: Education, Policies, Quotas and Budgets*

Sally Choi began with a quick overview of the HKTCU, which represents an equal number of women and men. Fifteen percent of HKTCU’s 29-member Executive Committee is women, indicating low involvement of women in union leadership.

Looking at ways to increase women’s participation in leadership, HKTCU devoted a year to discussing whether it should establish a quota system. Some expressed concern that quotas would be unfair to male members and some women believed quota positions (seats set aside for women) were inferior. The union ultimately adopted a quota system for its Executive Committee, including a mandate that a maximum of four seats be reserved for women candidates.

However, the quota system proved unpopular among members because the quotas were underutilized—the female nomination list didn’t change in affiliate leadership, and members were not filling the quota positions. Problems also arose from the system—low leadership turnover prohibited new women candidates from running and no additional resources were allocated to the women’s committee for leadership building and gender training.

Rosana Sousa de Deus opened by saying the capitalist system depends on exclusions: homophobia, racism, discrimination against women. If women are absent from the collective bargaining process, their interests are not represented because men often value economic objectives more than social objectives when negotiating union contracts.

Her union, CUT, takes a special interest in training women around issues of equality, communication, patriarchy and capitalism. Through the training process, women learn that their presence is important. They learn they need to intervene in leadership spaces like men.

In 1993, CUT approved a 30 percent quota for women in leadership. Some women believed quota positions are inferior, as Sally mentioned. Her union tried to help everyone understand that taking on leadership roles has been historically difficult for women because of lack of child care, lack of sharing responsibilities in the home and lack of flexibility in work schedules. Now, women understand the need for quotas. But it took 10 years for women to take advantage of these quotas.

In 2008, the union made quotas part of its statutes and affiliate unions were required to adhere to them. Unions are also required to provide childcare during union activities; offer flexible meeting times and mainstream gender issues into all secretariats.

Understanding where the challenges are can help to develop new methods of responding to these challenges and obstacles, which is why studies like the one below can be very helpful knowledge when it comes to developing an action plan to overcome them.
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Understanding where the challenges are can help to develop new methods of responding to these challenges and obstacles, which is why studies like the one below can be very helpful knowledge when it comes to developing an action plan to overcome them.

Turkey represents one of the world’s worst jailers of journalists. Since the failed coup the authorities have used the excuse of cracking down on terrorism to sack, jail and persecute hundreds of journalists and dozens of media have been forced to close. Journalists are routinely subjected to arbitrary treatment including waves of trials, withdrawal of press cards, cancellation of passports, and seizure of assets. Censorship of online social networks has also reached unprecedented levels.

There are 400 members, of which 61 are women. As they also represent the printing sector, which is mostly male, this number closely reflects the proportion of women in the sector. There are 5 men and 2 women in leadership or decision-making positions. To date, there has been no outreach to increase women’s participation or leadership.

There are laws against bullying and (sexual) harassment in the workplace, including online abuse and harassment. However, they are rarely implemented due to the ‘troublesome’ courts and prosecution process. There is a reporting system and a General Discipline Board, as well as a policy for dealing with bullying and harassment complaints within the union, but no support for women members experiencing bullying and harassment at work.

Women have maternity leave for 16 weeks after childbirth. The first period of this maternity leave (8 weeks) can be used before childbirth. Also, women have breastfeeding leave for the first year. In the first 6 months, women can use this leave for 3 hours a day. In the second 6 months, women can use this leave for 1.5 hours a day. New laws offer flexible working (only on public duty) after maternity leave, so that work time is held to half until the child begins primary school.

Social cultural factors that support increasing women’s participation and access to leadership positions include the Feminist and women’s movements and affirmative action, while the sexist division of housework, lack of free childcare and men being reluctant to share duties of parenthood hinder it. In terms of combatting bullying and harassment, a lack of job security and a culture of women being accused when sexually harassed hinder the process, while the rise of awareness and the women’s movement support it. Religion and patriarchy are still very strong.

Towards a work-life balance

Measures to enable staff to combine work and family life more easily are at the core of a new collective agreement with the Coop retailer in Switzerland. The deal, which comes into force in January 2018, increases paid maternity leave to 16 weeks, and prolongs parental leave for fathers from one to three weeks. It also introduces additional child care provisions, with a Child Care programme to support single-parent families. Other improvements include better health protection also covering psychosocial risks, digital training, and easier access to trade union information.

The collective agreement brings a 1% pay rise for the majority of employees. The minimum wage varies from 3,900 Swiss Francs (£3,355) for unskilled workers to 4,100 Swiss Francs (£3,527) for staff who have completed at least three years of vocational training.

The Unia trade union, which has 4,000 members in the Coop, underlined its commitment to “improving the terms of employment of this important retailer, and supporting its members in all aspects of the employment relationship.”

https://www.etuc.org/better-work-life-balance-swiss-store-chain
Turkey

69, Share of Seats in Parliament 14.9%, Labour Participation 30.4%

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Ukraine

GII: Rank 55, Share of Seats in Parliament 12.1%, Labour Participation 52.2%.

An increasing number of attacks on journalists and media, a culture of impunity and the harassment and intimidation of journalists deemed not to be “patriotic” have caused a growing crisis for media freedom.

National Union of Ukrainian Journalists - NUJU

There are 4500 members, of which 1890 are women. There is no exact reliable industry-wide statistic, but it is estimated the proportion of women and men is 50/50 in the industry and 30/70 in leadership positions. Within the union, there are 81 men and 34 women in leadership or decision making positions. In 2017, new leadership in NUJU was elected at the union's national and regional congress congresses. The proportion of women in leadership positions was increased. NUJU are considering setting-up a working group on gender.

Gender-based violence, harassment and bullying are regulated by national and international law: the European Social Charter (Revised), signed and ratified by Ukraine, the laws of Ukraine "Against Discrimination",


The law in Ukraine provides for paid parental leave up to 3 years. This leave is used by a parent or other family member who cares for a child. The leave is reserved for the mother, but there is also the possibility of dealing with it up to 6 years if the child stays at home or is in care. A flexible schedule for working parents with children is possible, but not all media companies are ready to provide it. Only a small part of the media concludes collective bargaining agreements that include such benefits. There are no laws against online abuse or harassment, but there are national laws against bullying and harassment, including passivity of the victim. Factors hindering dealing with bullying in the media include lack of proper training, as well as the lack of clear policies or support mechanisms in place.

The unemployment rate in the country, the level of wages and the economy in the country, the level of wages and the unemployment rate.

Changes in society, new generation of opinion leaders and social change, while there are some stereotypes about the media and its role in Ukrainian society. Some professions remain closed to women. It's still difficult to combine motherhood and work.
There are 956 members in the union, of which 408 are women. This is about the same proportion as in the media. There are 91 men and 74 women in leadership or decision-making positions, with no outreach work or group designated to deal with gender issues to date. Legislative settlements, general discussion in the press and litigation have increasingly brought up the need to increase women’s participation and access to leadership positions.

There are national laws against bullying and (sexual) harassment in the workplace, including online abuse and harassment, but these are rarely implemented. There is no specific union policy in place, other than to offer legal assistance. Bullying and harassment are not included in collective bargaining agreements. Factors hindering dealing with bullying and harassment include passivity of the victim and power of the offenders.

Labour laws provide for parental leave and safeguarding of jobs when leave has finished. Collective agreements do not include parental leave or cover temporary or freelance workers. These rights have been impacted by the economy in the country, the level of wages and the unemployment rate.
Many unions may find it daunting to begin to change long-held or well entrenched attitudes and erroneous beliefs that hold gender discrimination firmly in place. Or many think that ‘gender equality’ is a luxury, like icing on a cake.

But as trade unionists, equality and justice for all members must be at the heart of what we do, not an add-on, but at the very core of our principles.

Indeed, as a fundamental human right, it is essential that we fight stereotyping, overt and systemic discrimination, lack of resources and access to decision-making positions, and above all – gender-based violence in all its forms, which continues to destroy women’s lives, health and wellbeing everywhere.

And, while women are not the only targets of high stress levels, bullying and harassment, violence, unacceptable workloads or demands and being forced to make choices between care of family or unstable or temporary work conditions, overwhelmingly it is women that suffer these risks to health and wellbeing.

Remember that your union will not be the first to face these challenges, nor the last, and that as we move towards our shared equality goals, we each add to the growing base of knowledge and skills we try.

There are a lot of things we can draw on and adapt and many are listed below.

But perhaps it is time to change the dialogue, change the perspective.

It is true that many are struggling with declining membership as impacts of the shrinking membership and job losses due to closures and downsizing measures hit. This may be a survival fear, where huge tasks as gender-based discrimination and other forms of harassment is the goal, to have a group that overlooks working group with a gender focus, it is time to change the dialogue.

But perhaps it is time to change the dialogue, change the perspective.
Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Margaret Mead

Create a council or working group (it can be small, it can be digital)

If your union does not yet have a council or working group with a gender focus, it is time to start one, even if it is only small. While many organisations use ‘mainstreaming’ as a way to integrate gender policies and actions into every decision, project, activity and decision-making group, it can also be a way for gender issues to get lost or overlooked. This is why it is important, even if mainstreaming is the goal, to have a group that overlooks gender issues and ensure they do not get lost. This group can then help to set the agenda for gender work undertaken, do research and proposes actions and draft plans to be presented to the larger councils or committees.

Get it on the agenda – literally

If there is not a regular gender agenda item...
on each and every council, working group and committee meeting, it is time to start. It focuses attention on the issues and draws all leadership members into the debate. Also, as time goes by, it will become ‘normal’ to discuss and debate the actions plans and projects focused on gender that will be created, or adapted from trade union sources.

★ Repeat, repeat, repeat (You will need a plan)

Plans of Action help to focus gender work to tackle the most urgent issues. It is important to access and research the issue within your own union. Survey the members and discuss the most pressing needs to address. It is important to initially choose only two or three issues so you do not get overwhelmed. Use the resources below to use or adapt step-by-step actions. Also, by being more inclusionary to the problems facing women members you may also help to draw more women members into the union.

★ Create and develop a declaration

Develop a declaration on an equal rights issue or gender-based violence - or adapt an existing one. Statements of intent or declaration are a powerful tool and they inform the world that you are taking these issues seriously. These should come up through the Action Plan and be part of the issues your union will focus on.

★ Use networking momentum, support members

Work with other trade unions to raise issues nationally, or on the same issues. Develop mutual activities. Increasing the number of the attention focused on gender existing campaigns on a national basis. For example, by ETUC (and the IFJ) run campaigns November (the UN Day to Eliminate Violence Against Women and Girls) International Women’s day, have campaigns that can be well as other trade unions. It is also a campaign to get an End violence in the world campaign, complete with campaign, complete with campaign material in several languages.

★ Look at working down and bottom up

When looking to create social change, it is important to look both top down and bottom up. Unions can use international agreements signed by their governments: government actions and support examples of these instruments below. By the same token, important not to only rely on these to respect grass roots desires.
...to create fact and num-

tions in your country or NGOs covering mutual projects or numbers increases under issues. Join national or interna-
tional instruments to help enforce agreements (top down), both the ITUC and campaigns on 25 Eliminate Violence and on 8 March, NGOs often supported, as currently, there is ILO Convention of work that place issue, another ITUC campaign material in

...for both top up change, it is down and bottom national instruments to help enforce support (top down), agreements are listed which is just as impor-
te instruments, but needs for

☆ Collective Bargaining Agreements or Individual Workplace Agreements

Both Collective Bargaining Agreements and Individual Workplace Agreements are considered one of the most useful tools to combat GBV in the Workplace or to improve Work/life balance and Parental rights. If your union is not able to work with Collective agreements, then Individual workplace agreements can be made. One good example below is the NUJ ‘Dignity at Work’ agreement to tackle bullying and harassment which helps to set out a good mechanism for dealing with these issues in the workplace. Other agreements could include the TUC example for dealing with Domestic violence as a workplace issue, another ITUC campaign, complete with campaign material in several languages.

☆ Collect the data: Work with University journalism classes and researchers, or create a simple system of your own

It is important when trying to effect change on long-held beliefs to have the data to show the size of the problem. Some of the existing NGOs and Labour organisations, UN, and others may already have data that you can
use (see the sources used in this Toolkit Country Snapshots). Or, for example, you can team up with a university researcher or journalism classes that are looking to do research, or there are international NGOs that may have funding to conduct research. One good example was the paper Sexual Harassment of Women As A Main Factor Impeding on Women's Career: The Study Of Current Situation In Armenia by Nvard Melkonyan & Yuliana Melkumyan, funded by USAID, which provided excellent data to help focus action.


Global Action

The ITUC believes trade unions should put pressure on and convince their governments that they have a responsibility under international human rights law to:

- take action to address the causes of domestic abuse and to improve the services on offer to the victims
- Prevent, investigate and punish acts of all forms of violence against women whether in the home, workplace, the community or society, in custody or in conflict.
- Take all measures to prevent violence against women, including legal sanctions, criminal penalties, civil remedies, preventative measures, (such as campaigns) and protective measures (such as restraining orders).
- Condemn violence against women and not invoke customs, traditions or practices in the name of religion or culture to avoid their rights being violated.
- Develop and/or utilise legislative, educational, social and other measures aimed at the prevention of violence against women.
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International instruments:

The United Nations treaties, conventions and other instruments of international law protect and workers’ rights. An array of core human rights instruments, labour rights abuses and the use of rape as a war crime. These instruments can be used to enforce governments' policies and practices. The following governments have ratified and implemented the listed international instruments:

- ILO Conventions 99,100,111 on Discrimination in Employment and Occupation
in situations of armed con-

forces to empower women.

ence against women and not
tions or practices in the
or culture to avoid their
inate violence against

institute legislative, educa-
other measures aimed at
violence against women.
ngthen laws to give ade-
nd redress to victims of

ed instruments to
government laws

ties, conventions and
address abuses of human
ights in the area of trafficking,
es and the use of rape as
nternational instruments
force government laws,
ices. Check if your govern-
or signed and adequately
isted international instru-
s 29 on Forced Labour
mination in Employment

vention on the Elimination of
ination against
the Committee on the
Forms of Discrimination

against Women adopted General
Recommendation 19 which explains that the
hibition of gender based discrimination
cludes violence. State parties to CEDAW
must take all the necessary measures to eli-
violence, including legal sanctions,
civil remedies, preventative measures, (such
as public information and education
ampaigns) and protective measures (such as
support services for victims).
http://www.un.org/womenwatch/daw/ceda
Recommendation 19:
http://www.un.org/womenwatch/daw/ceda
 recomendations/

■ DEVAW - Declaration on the Elimination of
Violence against Women was adopted by a
UN General Assembly resolution in 1993.
While the Declaration does not create legally
binding obligations for States, it does repre-
ent a clear consensus that “violence against
women constitutes a violation of the rights
and fundamental freedoms of women”. The
Declaration explains that violence against
women is “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.” The declaration emphasises the
obligation of the State to ensure prevention,
igation and punishment of all perpetra-
tors, minimising the distinction between public
and private actors. http://www.un.org/docu-
ments/ga/res/48/a48r104.htm
The Beijing Declaration and Platform for Action adopted by the Fourth World Conference on Women in 1995, calls upon governments to take action to address critical areas of concern, among them violence against women. It states, "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. The long-standing failure to protect and promote those rights and freedoms in the case of violence against women is a matter of concern to all States and should be addressed. The Beijing Platform for Action also requires all governments to develop strategies or national plans of action to implement the Platform locally. The National Plans of Action for each country outline specific activities that the national governments will undertake to improve the situation of women, including addressing violence against women. http://www.un.org/womenwatch/daw/beijing/platform/

The Millennium Development Goals and violence against women. The MDG targets will be missed if violence against women is not addressed. Preventing violence against women will contribute to achieving the MDGs which commits the international community to an action agenda which emphasizes sustainable, human development as the key to fulfilling social and economic progress. All 191 Member States of the United Nations have pledged to achieve these goals by the year 2015. http://www.mdgender.net/goals/

Tools and materials


ITUC publication: Stopping violence at work: A trade Union guide. http://www.ituc-csi.org/IMG/pdf/Harcelement_BR.pdf or order copies: equality@ituc-csi.org

ILO Conventions: http://www.ilo.org/ilolex/english/conventions/vdisp1.htm

UNIFEM links violence against women with gender inequality. Documents to raise awareness and promote action against violence against women are in various languages. http://www.unifem.org/campaigns/toolkit.php#fra

to achieve a more peaceful and prosperous 2015. Therefore, identifying and implementing goals/strategies for this is vital.

**Recommendations and Resources**

- **Towards an ILO Convention.** Support and lobbying toolkit – UNI/Global
  https://www.ituc-csi.org/ending-violence-and-harassment-18947

- **The United Nations “Protect, Respect, Remedy”: Briefing Note for Trade Unionists Framework for Business and Human Rights and the United Nations Guiding Principles for Business and Human Rights**
  https://www.ituc-csi.org/the-united-nations-protect-respect

- **Domestic violence and the workplace: A bargaining guide - CUPE/Canada**
  https://www.ituc-csi.org/domestic-violence-and-the

- **National Union of Journalists, UK and Ireland, Bullying and Harassment**

- **Dart Center**
  Maintaining Boundaries with Sources, Colleagues & Supervisors
  https://dartcenter.org/resources/maintaining-boundaries-sources-colleagues-supervisors

Development Programme (UNDP) provide information, statistics, news briefs, and updates on the situation globally. Ending violence and harassment against women and men in the world of work.

- **Recommendations for Women**
  https://www.ituc-csi.org/the-united-nations-protect-respect

- **Ending sexual harassment: A bargaining guide**
  https://www.ituc-csi.org/dl/1/12/13/12p-12pgs_end sexual harassment_Bargaining Guide.pdf

- **Campaigns/vaw/tool**
  https://www.ituc-csi.org/dl/1/12/13/12p-12pgs_end sexual harassment_Bargaining Guide.pdf

- **Agencies like UNFPA and UNICEF**
  https://www.unfpa.org/protect-child-abuse

- **Children’s rights**
  https://www.unicef.org/childrensrightsstatement

- **United Nations**

- **World Health Organization**
  https://www.who.int/mediacentre/factsheets/fs352/en/

- **International Labour Organization**

  https://www.unicef.org/newsite/sectors/child-protection

- **UN Women**
  https://www.unwomen.org/en/what-we-do/violence-against-women

- **UNESCO**

- **UN Human Rights**

- **UN Women**
  https://www.unwomen.org/en/what-we-do/violence-against-women

- **International Labour Organization**
"Five Ways to Protect Yourself Against Cyberhate and Trolls"
https://dartcenter.org/resources/five-ways-protect-yourself-against-cyberhate-and-trolls

"WACC, Global Media Monitoring Project, Who makes the News, Country reports"
http://whomakesthenews.org/gmmp

"Learning Resource Kit for Gender-Ethical Journalism and Media House Policy"
http://whomakesthenews.org/journalism-kit

"European Institute on Gender Equality (EIGE)"
Mainstreaming toolkits
http://eige.europa.eu/gender-mainstreaming/toolkits
http://eige.europa.eu/gender-mainstreaming/good-practices (check out individual countries)
Notes