

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**)
- Global Media Monitoring Project, (**GMMP**)Who Makes the News, 2015
- 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)

Country Profile

Armenia

Gender Inequality Index: Rank 61, Share of Seats in Parliament 10.7%, Labour Force Participation Rate 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 members are women. However in leadership/decision making positions in the industry, the majority consists of 6 men and 3 women. Until now, they have had no outreach or public participation, nor have they had anyone focusing on gender issues, but would like to form a women's group.

In terms of dealing with gender-based violence, harassment and bullying, there are no specific provisions in 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 or mechanisms in place to deal with gender-based violence, harassment or bullying, nor do they have any existing agreements covering any of these issues.

'Armenia is often described as a conservative society with deeply rooted gender inequality and discrimination against women, as well as tolerance towards various forms of violence. As a result, women are ashamed to speak out about sexual harassment in the workplace, nor do they speak to relevant authorities, nor speak about it to their relatives or friends.'

Work/Life Balance: Article 35 of the Armenian Constitution provides that "discrimination on the basis of maternity is prohibited. Every female employee during pregnancy and child care leave and parental leave." Pay remains at the full rate during this period (both for the mother and the father of the child, stepmother, stepfather, or any relative who in charge of the child) until the child is three years. It is prohibited to employ pregnant workers in hazardous or heavy work.

'Even though the RA legislation (and UN and EU conventions, such as CEDAW) guarantees equality between women and men, violation of women's rights and discrimination are cases of domestic violence, horizontal and vertical segregation against women in senior management and other cases. The existence of such cases requires a coordinated and coordinated action.'

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nor do they have collective bargain-

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(between 140 and 180 days) and
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women in workplace, lack of
is evidence of the need for contin-

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>

Country Profile

Azerbaijan

GI: 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.

Best Practice

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)¹³ 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

Safe at Home.

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.'

<https://www.etuc.org/documents/safe-home-safe-work-final-report#.WpK8xIJG3KJ>

Country Profile

Belarus

GII: Rank 32, Share of Seats in Parliament 29.2%, Labour Participation 54.1%

The GMMP's national report states '*Various actions/ factors (state, civil society, etc.) in Belarus, as it is based on the huge gap between the decorative rhetoric and additional 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. With 10% women's proportions in management. There are 38 members of the BAJ Council - 17 are women. FOJO Media Institute research project on gender and how inequality in the workplace has expressed interest in creating a gender working group.

Currently there are no laws against bullying and (sexual) harassment in the workplace on the issue. Article 170 of the Criminal Code 'Sexual Coercion' can be used against those which are often implemented, but none against any kind of harassment. Journalists are detained, fined and arrested covering demonstrations, reporting as freelance journalists. There is no monitoring system of violations of journalists' rights in every region, as well as a Code of Ethics.

Bosnia-Herzegovina

GII: Rank 34, Share of Seats in Parliament 19.3%, Labour Participation 54.1%

The GMMP reports '*B&H adopted the Law on Prohibition of Discrimination based on equal rights and opportunities to all persons in B&H. The B&H Law on Gender Equality guarantees equal opportunities and equal treatment of all persons in the workplace based on gender and promotes gender equality in the private sector.*

Bosnia-Herzegovina Journalists' Association - BHJA

The BHJA has 410 members with 30% women, which reflects the gender balance within the union are 50/50. There are laws against bullying and harassment. There is no specific reporting system in place, 'we support all initiatives to improve the Code of Ethics, and support all members and colleagues who are in such a situation. The Law on Social Protection provide for maternity rights and pro

5%; ILO TUD 90.5%, CBC 95.6%.

*ciety, international community) legitimise the gender policy model in
d 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,
rnalists 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

icipation 34.4%.

*rimination in 2009 which provides a framework for implementation of
aw on Gender Equality regulates, promotes and protects gender equality,
nsThe Press Council of B&H issued the Press Code that prohibits discrimi-
int media.'*

on - BHJA

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
situations in both state and international institutions.' The Labour Law and
tection.

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 (BGBl I Nr. 66/2004) and the ORF law (BGBl 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

GII: 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 68.0%, Gender Equality Index 68.0, Gender Inequality Index 32.0, EIGE Violence 21.0.

Press freedom organisations report that journalists investigating corruption and war crimes are often subjected to harassment campaigns. Defamation of "the Republic, its emblem, its national hymn or flag" is punishable by up to 10 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 relatively high percentage in the industry. There are currently 11 men and 2 women in leadership of the union. *'At one period, before the economic crisis, we had 50/50 men and women in the Executive Committee and 3 female presidents covering 12 years. The number of women in the Executive Committee has drastically decreased as has the number of TUCJ members. So, the number of women willing to accept nominations for TUCJ office has also shrunk.'* There is a possibility of organizing a women's committee, but due to limited size it has not been formally established.

There are provisions in the Labour Law and Criminal Code which deal with harassment in the workplace as well as cyber offences, however the law is not always enforced for 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 agreements include protection of workers dignity, which can sometimes be used in 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 leave. In practice, especially in private companies, mothers often have difficulties returning to their job, and/or keeping it. Labour legislation formally covers only staff working in public sector.

There are no formal or legal limitations to women's participation and representation in politics, but the traditional role of a woman as mother and central person in the family means many women do not have the opportunity to pursue political or top management careers. There is a lack of services to help parents to reconcile the needs of family with the demands of pursuing a career.

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Best Practice

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 for sexual favors or quid pro quo; and derogatory, demeaning, or hostile comments 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 anyone in the news profession, 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 listed 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 supervisors; and if reporting on foreign turf.

<https://dartcenter.org/resources/lets-talk-personal-boundaries-safety-women-in-journalism?section=2>

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’.

Country Profile

Hungary

GII: Rank 49, Share of Seats in Parliament 10.1%, Labour Participation

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 harassment of any harassment, as long list of protected qu nicity, family status Employers have an harassment against 222 of the Criminal including online bu

MUOSZ has no sp those facing harass professional civic c tantly, historically are considered a v Hungary still. Harsee is considered ju (employees) if the e The workplace env place of power an sexual harassment stereotypes which tors' narratives in this does not exist, claims, or that they for hostility. The in ing up against sex reached Hungary great yet, but at le subject of discussio harassment or bull continues to be an cussed, especially

tion 46.4%; ILO TUD 14.0%, CBC 35.4% (staff only), EIGE Violence 27.7.

Treatment and the Equal Opportunities forbids this form, including sexual harassment as it is directed toward equalities, such as gender, ethnicity, terms of employment, etc. An obligation to eliminate harassment at employees. Paragraph 10 of the code prevents harassment but it is grossly underused.

A specific support policy for harassment but refers women to external organisations. *'Most important: bullying and harassment is a valid management style in which treatment of an employee is justified (often also by other employees "deserved it"). The environment is culturally a culture of abuse of power. As for harassment there are strong myths and they strengthen the perpetrators in these cases – mostly that the victims make up the story. They have mistaken friendliness for harassment. An international wave of speaking out about sexual harassment has taken place as well. The effect is not clear. At least the issue has become a topic. As far as other forms of harassment are concerned, that is an issue that is not at all discredited by superiors con-*

tinues 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.'

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 Viliija Blinkeviciute, 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.’ <http://eige.europa.eu/gender-equality-index/2015/domain/violence/BE>

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 prevalence, motivations, impacts and risk assessment of cyber VAW. 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.

<http://eige.europa.eu/rdc/eige-publications/cyber-violence-against-women-and-girls>

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.

Country Profile

Moldova

GII: Rank 46, Share of Seats in Parliament 21.8%, Labour Participation 38.

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 our work is the lack of leadership, and decision-making roles whether in government, parliament or media.

In 2012, the Republic of Moldova adopted Law no. 121 on equality, which provides a legal framework for combating discrimination. The law prohibits discrimination in employment and other spheres of life. The principle of equal opportunities for women and men is enshrined in several normative acts, starting with the Constitution of the Republic of Moldova. Law No.5-XVI (2006) on ensuring equal opportunities for women and men. The law sets the principles in all "policies, strategies and public programs, normative acts and other legal acts".

"The issue of violence remains an obstacle to equality between women and men. They 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 lack of resources, such legal remedies. The persistence of stereotypes and the discriminatory attitudes of some authorities means that they do not consider it a serious problem. All of this leads to a high number of gate cases of domestic violence. Disabled people and Roma women are the most vulnerable in Moldova. There is no law against online abuse or harassment. The association works to fight against (all) journalists."

Legal provisions and policies originally designed to diminish the factual inequality between men and women offset the disadvantages suffered by women for their role in caring for children. In the absence of the time, women are the ones who assume childcare responsibilities. At the same time, the law 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 ensure the permanence and improve the participation of women in leadership positions. At the same time, the law provides to combat discrimination against women, challenge stereotypes and prevent women from falling into discrimination issues are crucial."

8%; ILO TUD 26.8%, CBC (NA).

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establishes the legal and institutional
the political, economic, social, cultural
and men is enshrined in Moldovan legis-
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The law states the need to include its
and financial investments ".

men. In most cases, victims do not bene-
fices for victims of violence, as well as
s poverty, victims do not have access to
attitude towards victims of violence by
makes it virtually impossible to investi-
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qualities between women and men and
children proved to be overprotected. Most
the same time, the society increasingly
are.

to promote good gender-sensitive gov-
also, an increase of policies and strate-
but an end to a lack of investigations

Poland

GII: Rank 30, Share of Seats in
Parliament 24.8%, Labour
Participation 49.1%; ILO TUD
(NA),
CBC 11.0; EIGE Violence 18.6%.

Press freedom groups claim state
media has increasingly been
turned in to a propaganda tool
and the government has tried to
financially suffocate independent
print media outlets by ordering all
state agencies to cancel their sub-
scriptions. There is growing con-
cern over grave and repeated vio-
lations of media freedom and plu-
ralism.

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 mainstre-
aming education and gender aware-
ness building among practicing
journalists and students of journal-
ism in order to overcome stereo-
typical representation of women
in the media and the lack of a
proportionate representation of
women and men in media institu-
tions as decision makers'.

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 work force 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. among the leadership, activists.

2. Provide campaign tools, e.g., on the union website, Facebook page, Twitter, etc. Promote the campaign at trade union meetings.

3. Include the Count Us In! campaign resources and activities in events and invite trade union members and activists to 'like' the Facebook page.

4. Build support mechanisms and mentorship systems to help women to stand for elections.

5. Plan an official launch event where trade union leaders can express their support for the campaign.

6. Build campaigns focusing on women's rights in law and policy, gaining agreements with employers, an angle to increase women's participation in leadership, encourage women to express their involvement in decision-making roles.'

on and building leadership

Build commitment
membership and

ools and informa-
web site, email
trade union publica-
campaign at key

s In! logo in cam-
t trade union
e union members
e Count Us In!

anisms including
encourage women

ch, an occasion
ders can express
mpaign.

ocusing on improving
and collective bar-
th a strong organis-
women's member-
n's activism and
cision-making

c-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 v
trary financial and administrative inspections. Three freedom of inform

GMMP country report states: *'Regarding gender equality issues in Se
and institutional frameworks, women are still unequal in economic, po
in political decision-making and unequal access to social resources. Pr
criminatorary treatment, stereotyped and disrespectful representation o*

Journalists Association of Serbia

The JAS has 1843 members, of which 778 are women. This is a lower
and 26 women in leadership or decision-making positions, with a wom
er, 'our representative in the working group for the Media strategy re
elected a man who had said that the women are "not able to run the
outreach to date, but they would consider setting-up a council or work

The Law on the Prevention of Harassment at the Workplace covers bul
and harassment, but only related to the workplace. The JAS doesn't h
lems and of any forms of abuse by email or telephone. Usually they c
threats. If they want, we report the bullying and harassment to the pol
associations, police and prosecutor's office on journalist safety. There

We help our members who become parents by giving them one time f
eight months pregnant (25 days before the date of the childbirth). Aft
be fired during the parental leave, even if they have agreement with a
whole period of time (before and after the childbirth). The first month
time - the state. Very often collective agreements develop more rights

n 43.4%; ILO TUD 19.0%, CBC (NA).

which are critical of government are publicly attacked and subjected to arbitration laws were but never put into effect.

rbia, the changes are taking place very slowly. Despite improved legal political and public life in general. There is unequal representation of women problems of gender-based discrimination in all areas persist, as well as discrimination of women in the media.'

proportion than the number of women in the industry. There are 34 men serving as President from 2009 to 2017. In terms of the country, however, resigned because the Government has, for a State secretary for information, country or to be in any leadership position". There has been no special working group to address gender issues.

bullying and (sexual) harassment in the workplace, including online abuse have a specific reporting system. Our members inform us about their problems, complain about bullying during doing their job, and online harassment and police or prosecutor's office, based on the agreement signed by journalists' is no separate policy for women.

financial support. Future mothers must go on parental leave when they are born after they give birth, they do not have to go to work for a year. They cannot work for a firm for indefinite time or are temporary workers. They are paid for the duration of the parental leave their firm pays them their salary, and the rest of the cost for dealing with maternity and paternity than the law.

Quotas - for better or worse?

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 is still underutilized—the number of female nomination candidates has not seen a significant change in affiliation. Some of the problems also work against the system—low leadership involvement, low nomination candidates from rural areas, lack of additional resources, lack of women's committee support, and gender training.

Rosana Sousa de Sá discussed the capitalist system of oppression, including homophobia, racism, and sexism against women. If women are not in a collective bargaining process, they are not represented because economic objectives are not met when negotiating with employers. Her union, CUT, takes time to train women around communication, participation, and leadership. Through the training, she hopes that their presence in leadership will show they need to intervene in the same way as men.

In 1993, CUT approved a quota system for women in leadership. She believed quota positions were not mentioned. Her union hopes to understand that ta

a system proved unpopular because the quotas were there was no large increase of from affiliates, or significant leadership. Structural worked against the quota system turnover prohibited new running for office and no es were allocated to the ee for leadership building g.

Deus opened by saying the depends on exclusions: m, discrimination against are absent from the collec-ocess, their interests are not use men often value eco-more than social objectives union contracts.

akes a special interest in ound issues of equality, patriarchy and capitalism. ng process, women learn e is important. They learn vene in leadership spaces

proved a 30 percent quota ership. Some women sitions are inferior, as Sally union tried to help everyone king 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 the 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 child care 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.

<https://www.solidaritycenter.org/workshop-mechanisms-for-increasing-womens-participation-in-unions-education-policies-quotas-and-budgets/>

Best Practice

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>

GII: Rank (

Turkey repre
authorities hav
hundreds of jou
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cancellation of pa

There are 400 m
which is mos
There are 5 men

There are laws
abuse and h
courts and prose
as well as a polic
no support s

Women have m
leave (8 weeks) ca
first year. In the f
months, women ca
on public duty)

Social cultural fac
positions include
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parenthood hinc
and a culture of v
rise of aware

Turkey

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

presents one of the world's worst jailers of journalists. Since the failed coup the country has used the excuse of cracking down on terrorism to sack, jail and persecute 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, passport suspensions, and seizure of assets. Censorship of online social networks has also reached unprecedented levels.

Disk Basin-Is

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 1 man and 2 women in leadership or decision-making positions. To date, there has been no outreach to increase women's participation or leadership. Policies exist against bullying and (sexual) harassment in the workplace, including online harassment. However, they are rarely implemented due to the 'troublesome' grievance resolution process. There is a reporting system and a General Discipline Board, a committee for dealing with bullying and harassment complaints within the union, but no specific support policy for women members experiencing bullying and harassment at work.

Maternity leave for 16 weeks after childbirth. The first period of this maternity leave can be used before childbirth. Also, women have breastfeeding leave for 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 after maternity leave, so that work time is held to half until the child begins primary school).

Factors that support increasing women's participation and access to leadership include the Feminist and women's movements and affirmative action, while the gender inequality, housework, lack of free childcare and men being reluctant to share duties of domestic work hinder it. In terms of combatting bullying and harassment, a lack of job security and women being accused when sexually harassed hinder the process, while the trade union and the women's movement support it. Religion and patriarchy are still very strong.

Country Profile

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",

"About Equal Rights and
"About Combating Domestic Violence"
Labour Code also contains provisions on
sexism and bullying at work.
There are no laws against on-line harassment
ment. There are few complaints to
police on these issues. There are no specific
policies nor support for such complaints.

The law in Ukraine provides for
leave up to 3 years. The law also provides
used by a parent or other person who
ly cares for a child. The law also provides
reserved for the mother. The law also provides
up to 6 years if the child is under 3 years
care. A flexible schedule for working
children is possible, but it is not clear
panies are ready to provide such benefits
part of the media companies are not
gaining with trade unions. There are
tional benefits for parents, such as
providing a day off on September 1st when
dren start the school year.

Changes in society, new gender
eration of opinion leaders, and
change, while there are still
stereotypes about the role of women
in Ukrainian society. Some
closed to women. It's still a
motherhood and work.

and Opportunities",
Domestic Violence". The
gains the prohibition of
the workplace. There
online abuse or harass-
complaints reported to
The union has no spe-
rt mechanisms in place

vides for paid parental
his possibility can be
her person who actual-
e workplace is
r up to 3 years and for
ld needs special home
le for mothers with
t not all media compa-
de it. Only a small
ludes collective bar-
ons that provides addi-
nts. For example, pro-
eptember 1 when chil-
ear.

w laws and a new gen-
ers are contributing to
so remains many
role of women and men
ome professions remain
ill difficult to combine

Independent Media Trade Union of Ukraine - IMTUU

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.

add to the growing base of
skills needed in every coun-

resources that you can
not and many are listed

the dialogue,
perspective:
economic and
issues

Unions have been strugg-
ling membership as impacts
media landscapes and lay-
offs and economic austerity
leads to economic and sur-
vival the idea of taking on such
to order equality and challeng-
ing and violence seem too

time to change the dialogue,
change the perspective.
and accessing your union
with them more women-friendly
meeting times or providing
during meetings run by vol-
unteers only be low cost and fairly
priced, but may also attract those
unions desperately need.
always new opportunities in

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 deci-
sion-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 agen-
da for gender work undertaken, do research
and proposes actions and draft plans to be
presented to the larger councils or commit-
tees.

★ 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 inclusive 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, supporters

Work with other trade unions to raise issues nationally, on the same issues. Develop more activities. Increasing the number of the attention focused on gender existing campaigns on a national basis. For example, both ETUC (and the IFJ) run campaigns in November (the UN Day to End Violence Against Women and Girls) and International Women's day. Many have campaigns that can be shared with other trade unions. There is also a campaign to get an end to violence in the world. This could make a huge difference. Campaign against journalists, and a campaign, complete with campaigns 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 to influence government actions and support. See examples of these instruments below. By the same token, it is important not to only rely on these instruments to respect grass roots desires.

to create
t and num-

ns in your country
- NGOs covering
mutual projects or
members increases
nder issues. Join
tional or interna-
both the ITUC and
ampaigns on 25
Eliminate Violence
and on 8 March,
NGOs often
e supported, as
Currently, there is
ILO Convention
d of work that
nce to combat vio-
another ITUC cam-
aign material in

both top
up

cial change, it is
down and bottom
tional instruments
s to help enforce
upport (top down),
nts are listed
t is just as impor-
se instruments, but
es and needs for

change, such as developed through your
Action Plans.

★ 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

Recommendations and Resources

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 Impending 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

www.yasu.am/files/Nvard%20Melkonyan%20and%20Yuliana%20Melkumyan-eng.pdf

Another good example is the recent IFJ Survey on GBV <http://www.ifj.org/nc/news-single-view/backpid/238/article/ifj-survey-one-in-two-women-journalists-suffer-gender-based-violence-at-work/>

Resources

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 soci-

ety, in custody or conflict.

- Take all measures to prevent violence
- Condemn violence that is used to invoke customs, traditions or the name of religion as a justification for obligations to eliminate violence against women.
- Develop and/or strengthen legal, institutional, social and cultural measures for the prevention of violence
- introduce or strengthen measures to provide adequate protection of women from domestic abuse.

International Instruments to enforce government

The United Nations and other instruments of international law and workers' rights have been used to address labour rights abuses that have been a war crime. These instruments can be used to enforce government policies and practices. The government has ratified and implemented the following instruments:

■ **ILO Convention 102 on Minimum Standards for Social Security and 111 on Discrimination in Employment and Occupation**

■ **CEDAW - Convention on the Elimination of All Forms of Discrimination Against Women. In 1992, the United States ratified the Convention on the Elimination of All**

in situations of armed con-
flict to empower women.
measures against women and not
customs or traditions or practices in the
domestic culture to avoid their
perpetuate violence against

States should utilise legislative, educa-
tional and other measures aimed at
preventing violence against women.
Strengthen laws to give ade-
quate and redress to victims of

International instruments to strengthen government laws

Check if your country has treaties, conventions and
other instruments that address abuses of human
rights in the area of trafficking,
forced labour and the use of rape as
a weapon of war. The international instruments
should be used to enforce government laws,
policies and practices. Check if your govern-
ment has signed and adequately
implemented international instru-

**Convention: 29 on Forced Labour
and Abolition of Slavery
and Forced or Compulsory
Employment**

**Convention on the Elimination of
All Forms of Discrimination
against Women
and the Committee on the
Elimination of
Discrimination
against Women**

**Convention: 19 on Violence
against Women** adopted General
Recommendation 19 which explains that the
prohibition of gender based discrimination
includes violence. State parties to CEDAW
must take all the necessary measures to elimi-
nate violence, including legal sanctions,
civil remedies, preventative measures, (such
as public information and education
campaigns) and protective measures (such as
support services for victims).

<http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>

Recommendation 19:

<http://www.un.org/womenwatch/daw/cedaw/recommendations/>

■ **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-
sent 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,
investigation 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](http://www.un.org/documents/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/women-watch/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 these goals by the year 2015.
<http://www.mdgender.net/>

Tools and material

■ **DecentWork, Decent Life Campaign:** <http://www.ituc-csi.org/spip.php?rubrique19>

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

■ **ILO Conventions:**
<http://www.ilo.org/ilolex/e/eng/conv/1.htm>

■ **UNIFEM** links violence against women and gender inequality. Documenting violence against women are in various languages.
<http://www.unifem.org/campaigns/kit.php#fra>

• Other United Nations agencies include UNIFEM, the United Nations Population Fund (UNFPA), the World Health Organization (WHO), the United Nations Children's Fund (UNICEF), and the United Nations

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for Women

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against women to
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:various lan-

ncampaigns/vaw/tool

encies like
s Population Fund
Organization
Children's
ited Nations

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.

■ *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*
<https://www.nuj.org.uk/rights/health-and-safety/bullying-and-harassment/>

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

Recommendations and Resources

■ ***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/toolkits/gender-institutional-transformation/step-13-monitoring-and-steering-organisational-change>

<http://eige.europa.eu/gender-mainstreaming/good-practices> (check out individual countries)

Notes



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