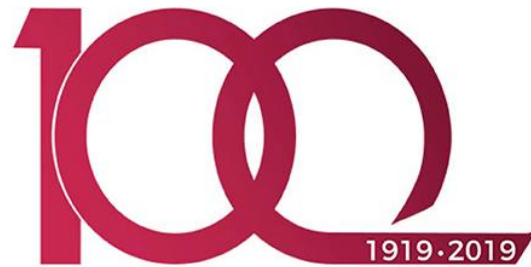


# New ILO Convention and Recommendation on Violence and Harassment in the World of Work

*David Joyce / Clare Moore*  
*ICTU*





SOCIAL JUSTICE  
DECENT WORK



# Significance?

- Many of the most vulnerable workers across the world,
- mainly (but not exclusively) women
- For the first time at a global level we now have a new right – the right to a world of work free from violence and harassment.

# Significance ctd

- recognise that the world of work is wider than just a particular workplace – and encompasses where you eat, sleep, and the technology we use for work.

# Significance ctd

- incorporate your commute to work, particularly those who do night work, or in particularly remote areas – by putting some onus on the state and employers to ensure workers are safe no matter where they are – in both public and private spaces

# Significance ctd

- Particularly significant for those who work in the informal economy – for example, women forced to exchange sexual favours in order to procure places to set up their vending stalls.

# Significance ctd

- recognise that we need to deal with the impacts of domestic violence on the world of work – these situations follow women to work and we need policies and procedures in work to mitigate those risks – including leave from work and making sure the woman (mainly) and her co-workers are safe.



# FREE THE WORLD OF WORK FROM VIOLENCE AND HARASSMENT

An illustration of eight diverse people representing various professions: a female doctor in a white coat, a male construction worker in overalls, a female teacher with a book, a woman in a hijab holding a brick, a male construction worker with a sign, a female worker with a wrench, a male police officer, and a female worker. They are standing in front of a city skyline.

and their physical, mental and sexual integrity and dignity.

# Irish involvement

Violence and harassment in the world of  
Work



# Only first phase !

- Ireland has just ratified and and now down to implementation in national law and practice.
- We must use opportunity to refocus on the issue of violence and harassment in workplaces on this island

# Making ILO Convention 190 a reality in our unions and workplaces

Reputational risk

Sexual harassment experience

Domestic violence

# Reputational risk

## Major Transport Union to be Told to Make Sweeping Changes After Inquiry Into Sexism

Josiah Mortimer  
8 February 2023



The TSSA union is in talks to merge with mega-union GMB, which in 2020 was also found to have been institutionally sexist. Photo: Richard Baker/Alamy

**‘When you raise concerns about sexism in your union, you get “the right-wing press will get hold of this”. We’ve heard it so many times’, one whistle-blower told *Byline Times***



# Sexual harassment experience



ICTU Survey Reveals Shockingly High Levels of Under-Reporting of Sexual Harassment at Work



# Sexual harassment experience

- Four out of five workers experiencing sexual harassment at work do not report the incident to their employer;
- only one in four of the minority who did report such incidents felt it was taken seriously and dealt with satisfactorily

# Sexual harassment experience

- One in five sexual harassment incidents reported had taken place at a work-related social event.
- One in seven had taken place on the phone, by email or online
- 23 % received unwanted messages with material of a sexual nature by email, text or over social media from colleagues.



# Domestic violence – a workplace issue

Historically, domestic violence was relegated as a “private” issue, with no connection to work;

now acknowledged as having real consequences for workers, enterprises and society at large;

# Domestic violence – a workplace issue

Instruments recognise these negative consequences as well as the positive contribution that work can make towards improving the well-being of victims of domestic violence.



# Domestic violence – workplace policies

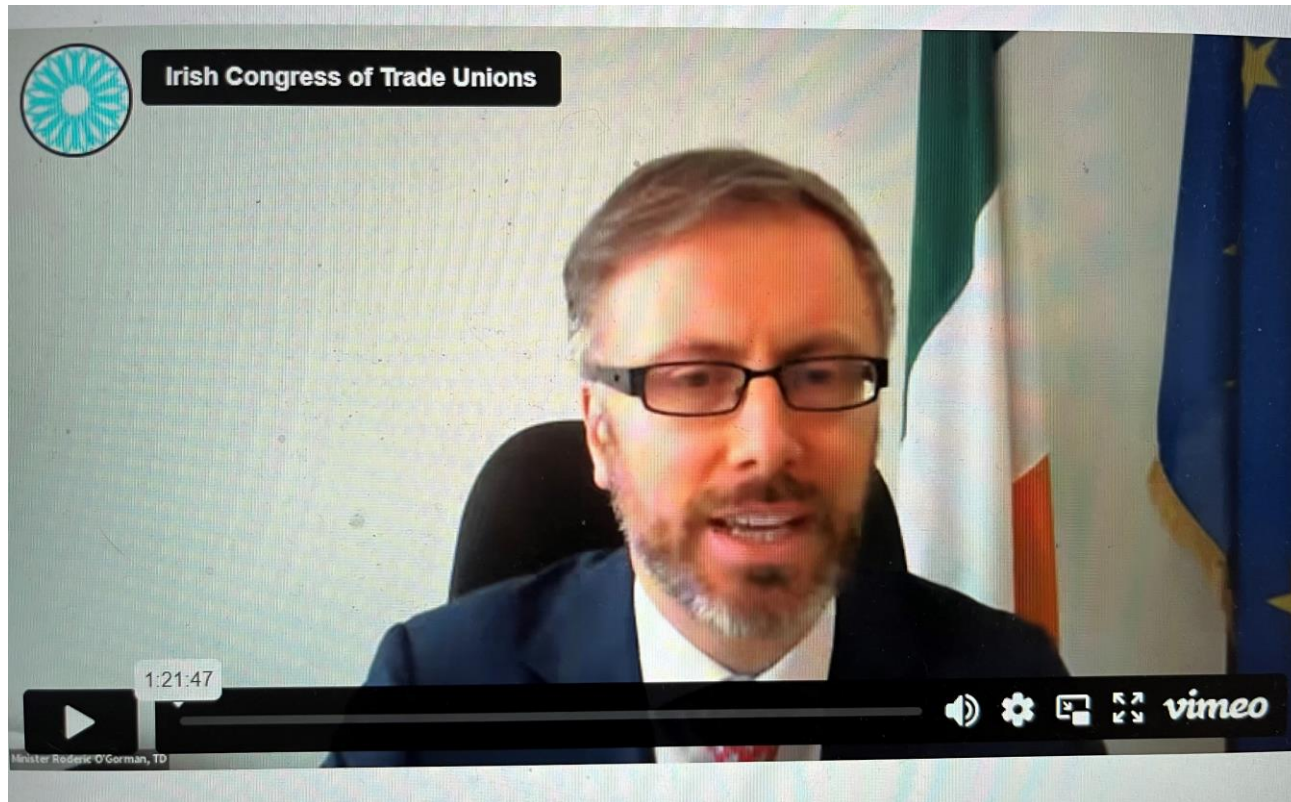
Domestic  
Abuse:  
Support for  
our Colleagues  
Policy

Danske Bank:  
We need to talk about  
Domestic Abuse





# Domestic violence – statutory right to paid leave



# DV Leave work

Consultation and submission;

Domestic Violence Leave Report  
approved by Government;

Work Life Balance Bill – debates in  
Oireachtas / participation in Committee  
stages

# DV Leave – imminent..

Final stage in Dáil (next week?);

Five days...not 10;

Issue of pay – not dealt with in primary legislation but “Minister may make regulations for purpose of prescribing the daily rate of domestic violence leave pay”;

# DV Leave – role for unions?

Minister shall have regard to the following matters:

“the views of employer representative bodies and trade unions;”

Collective bargaining –

- workplace policies;
- full pay;
- 10 days



# Thanks

- [David.joyce@ictu.ie](mailto:David.joyce@ictu.ie)
- @djoyce18 on Twitter

# In Northern Ireland

- The UK Government ratified the treaty in 2022, after consistent campaigning by trade unions and civil society
- One of the major initiatives the UK Government is considering legislating for is the 'Worker Protection Bill'

# The Worker Protection Bill

- The proposed changes include imposing a duty on employers to proactively “take all reasonable steps” to prevent employees experiencing sexual harassment in the workplace
- In addition, the bill would make employers explicitly liable for failing to take reasonable steps to protect workers from third-party harassment (such as customers, suppliers, consultants, agents etc.)

# Domestic Abuse (safe leave) Act

- This was passed on the last sitting day of the NI Assembly in May 2022 and has now Received Royal Assent
- Makes provision for:
  - 10 days paid leave for all workers
  - Available as a day one right
  - No loss of earnings
  - Able to take a claim to Industrial Tribunal for failure to comply with regulations

# Sexual harassment

- Northern Ireland Sexual harassment survey results very similar to RoI
- The results clearly indicated the scale of the problem with 3 out of 4 (75 %) of respondents indicating that they did not report the unwanted sexual behaviour to their employer, while of those who did report, 62% felt that it was not dealt with satisfactorily and in some instances reported that they had been treated less favourably as a result of reporting sexual harassment.

# Sexual harassment

- provide greater protection for employees against harassment on grounds of sex by a third party such as a customer or client – ECNI
- Sexual harassment guidance being developed by ICTU and LRA
- Roll out of training based on the guidance.