

As South Africa, we are guided by our Constitution Chapter 2 which implores the government to ensure the protection of the individual rights of all. At the same time, we are guided by the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW) as well as other conventions/ protocols at continental and regional level namely: the African Convention on People's Human Rights (ACPHR) that enshrines the principle of non-discrimination and also make reference to the Violence Against women as a Human Rights Violation and the SADC Protocol on Gender Equality.

What is Violence & Harassment in the World of Work?

- Is an Abuse of power affects all workers
- Despite Workers experience violence & harassment in their places of work, they also become more vulnerable when travelling to and from work, more especially when there is no safe transport provided after working late shifts or expected to knock off early morning shifts.
- Third Party Abuse - Workers also abused by clients, patients, passengers; e.g. hotels, hospitals, retailers, corporate institutions, etc

What COSATU and her trade unions can do to make positive changes in the workplace to protect workers from Violence and harassments:-

- Continuous awareness raising
- Continue to place Sexual harassment and violence in collective bargaining agreements
- Ensure that each workplace has policies on violence and harassment

DON'T BE A VICTIM! KNOW YOUR RIGHTS! SPEAK OUT! BREAK THE SILENCE! DON'T BE A PERPETRATOR ACT AGAINST ABUSE! COUNT YOURSELF IN BY BREAKING THE SILENCE! DO NOT LOOK AWAY! LEND A HAND!

COSATU UNIONS UNITED IN "ENDING HARASSMENT AND VIOLENCE IN THE WORLD OF WORK"! COSATU UNIONS UNITED IN ACTION TOWARDS SA GOVERNMENT AND EMPLOYERS RATIFYING THE CONVENTION AND RECOMMENDATION ON "ENDING HARASSMENT AND VIOLENCE IN THE WORLD OF WORK" IN SOUTH AFRICA!



COSATU

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COSATU

**16 DAYS OF ACTIVISM
AGAINST GENDER BASED VIOLENCE**

**ENDING VIOLENCE
AND HARASSMENT
IN THE WORLD OF WORK**

What is Gender Based Violence?

Gender based violence is a scourge of violence that is prevalent in many families, communities and societies. Gender-based violence affects mostly women and girls, but it does affect men and boys to a lesser extent. It includes any act or threat that imposes physical, sexual or psychological harm on the person because of their gender, gender identity and sexual orientation. Those affected either experience violence directly and/or have to deal with the consequences of some form of gender based violence in their families and lifetime.

Gender based violence manifests itself in different and varying forms such as: -

- Domestic violence
- Sexual Abuse, Child Abuse and killing of children
- Rape and Murder
- Sexual Slavery
- Traditional, cultural and religious practices harmful to women and children
- Female Genital Mutilation
- Violence in armed conflict areas
- Bullying and abusive language
- Forced marriages
- Trafficking of women and girls for prostitution
- Sexual Harassment
- Emotional and Physical Abuse

Gender Based Violence occurs in both Public and Private spaces and it does not only occur in the family and in the community but involves a wide variety of perpetrators from family members, intimate partners, strangers, cultures, traditional beliefs, norms and social institutions legitimize role players such as police, teachers, and officials of the justice system.

The state can also perpetuate gender based violence through adopting policies that are unconstitutional, discriminatory and oppressive or by the actions of agents of the state such as the police and the judiciary. This can take the form of secondary verbal harassment, sexual harassment and even rape as well as trivialization of serious cases of violence against women and children by the justice system.

Gender Based violence happens in all societies, across all social classes, and the impact is harsher on women and children especially the working class and the poor.

ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK!

What is Abuse?

Any form of behaviour that causes:

- Fear
- Bodily Harm
- A person forced to do things against their will
- Financial and confidence loss
- Depression and high level of stress
- Psychosocial and Physical Risks

What is 16 days of activism?

The 16 Days of Activism Against Gender Based Violence (GBV) is an international campaign that starts on 25 November, International Day for the Eradication of Violence against Women and ends on 10 December, which is International Human Rights Day.

The campaign aims:

- To raise awareness on gender-based violence as a human rights violation
- To raise awareness on the negative impact that GBV and harassment has on the individual, workplace, family, community and the society as whole
- To oppose GBV and mobilise the community towards the elimination of GBV and harassment in the workplace
- Mobilise all sectors to adopt the ILO convention on ending violence and harassment @ work

Key Days for observing the campaign

- 25 November – International day of no violence against women
- 29 November – International women Human rights defenders day
- 1st December – World Aids Day
- 3rd December – International day for the Disabled
- 10 December – International Human Rights Day

Gender based violence and sexual harassment in the world of work

At the global level trade unions have put the issue of **Violence and Harassment in the World of Work** on the agenda of the International Labour Organisations (ILO). The discussions have elicited draft conclusions in the form of a draft Convention and a draft Recommendation on “Ending Violence and Harassment in the world of work”. These drafts are highly contested by employers and African governments who do not want the issue of Lesbian, Gay, Bisexual, Transgender Queer and Intersex (LGBTQI) or gender non- conforming workers to be recognised nor mentioned.