

Implementing our mandates

Organizing together, fighting together and winning together



International Symposium “Human Rights in Practice – Equality in Tourism”



Utrecht, June 27, 2019

Officially adopted!

ILO Convention and Recommendation



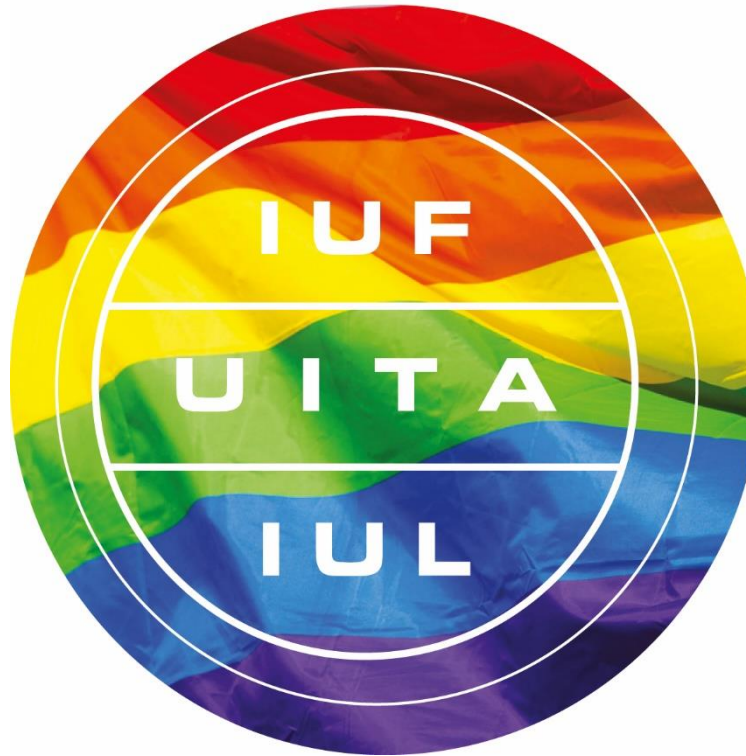
Elimination of violence and harassment in the world of work



IDWFED.ORG

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Executive Committee

Geneva, April 23-24, 2015

Organize, Fight and Win: IUF & LGBT Equality

- be it resolved that the **IUF** shall add its voice, collective power and resources to the movement for full LGBT equality for all workers and their families; and be it further;
- Resolved, the **IUF** will support LGBT workers across the globe and educate their members on the importance of LGBT equality in our collective struggle for justice in the workplace and in our communities and be it further;
- Resolved, the **IUF** will provide opportunities for LGBT workers and their allies to meet at IUF meetings to discuss how to organize – fight – win on LGBT/union issues. And be it;
- Resolved, finally that the **IUF** commits to speak out against injustice against LGBT workers across the globe.



Utrecht, June 27, 2019

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**Sleep with
the right
people.**



FairHotel.org



Utrecht, June 27, 2019



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More women, more power! Breaking down barriers.



IUF ACTION PROGRAM FOR EQUALITY

Since 1980, IUF Congresses have unanimously adopted resolutions reaffirming the principles of equal opportunities for men and women:

- Equal right and access to decent employment, training and professional advancement;
- Equal pay for work of equal value;
- The right to combine work and family responsibilities;
- Fair representation of women in decision-making bodies at all levels of trade unions (local, national, regional, international) according to the rules of the IUF;
- The right to be Safe at work, Safe at home.

And calling for the active promotion of equality at the workplace, in the trade union movement and in society.

However, the gender gap has persisted and in some cases deepened over the last 20 years. Women are overrepresented in informal employment and have higher rates of unemployment or under-employment than men.

They continue to spend many more hours carrying out unpaid work due to the unequal division of family responsibilities. The lack of access to affordable child care considerably reduces the incomes of women. There is increasing gender segregation by sector and occupational group.

Equal pay for work of equal value is still far from being achieved. On the contrary, the gender pay gap – the difference between the full-time earnings of women and men – has increased from 20% to 30% on average. Women receive lower pensions than men and a high proportion of women workers lack social protection.



Health and safety conditions for women and men are deteriorating due to the general increase in the use of hazardous chemical substances, including agro-toxins, and high line speeds in the food industry. However, women, by the nature of the work they perform, are more exposed to harmful working conditions and therefore more at risk.

In all sectors of the IUF, including the hotel and restaurant sectors, long hours and stress and repetitive strain injuries seriously affect women.



IUF ACTION PROGRAM FOR EQUALITY 2017-2022

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Millions of women in the IUF sectors are forced to work outside their home country. Women migrant workers are in a more vulnerable situation than their male colleagues since they are discriminated against not only as migrants but also as women. There is evidence that forced labour, child labour and trafficking of women have dramatically increased.

Rural women workers, who contribute enormously to building union strength and developing the visibility of rural women, are still often denied the right to food security education, housing, health systems, credit and social security.

The persistent economic crisis has worsened the situation of women and increased their responsibilities, particularly in the areas of care for the elderly, victims of HIV/AIDS, and childcare, resulting in even greater stress on their work/life balance.

These realities fall short of the expectations of women workers who have been struggling for recognition of the enormous contribution they make through their labour as workers, as trade unionists, within the family and in society.

There can be no further argument to continue with the same patient attitude that has marked IUF work towards equality over the past decades. These are urgent matters and must be tackled accordingly by the IUF and its affiliates.

Campaigns to recruit, organize and protect migrant women workers in all sectors should be intensified and agreements on equal treatment and conditions for all should be negotiated and signed with employers. The level of trade union organisation among women is generally lower than among men. This might be related to precarious forms of employment and/or the fact that women do not always see how unions can help to improve their living and working conditions. There is also a fear of reprisals by employers. Unions still have a lot to do to enable men and women to combine family life with trade union work. There are too few women both at the negotiating table and as leaders at all levels in many of the unions.

The precarious employment status of so many women workers has also increased the incidence of bullying, sexual harassment and violence against women, particularly in the agricultural, hotel, restaurant, and food processing sectors and for domestic and home-based workers. Women are forced to give sexual favours as a condition of continued employment. An action plan against bullying and sexual harassment should be negotiated and implemented in all workplaces and displayed on notice boards. There should be scope for systems to allow domestic workers to lodge complaints concerning sexual harassment.

Maternity discrimination, sexual harassment, national discrimination, and sexual harassment. Further, reliable, quality public information should be made available for women to record their own life.

The HIV/AIDS epidemic has more than any disaster revealed the persisting inequalities between men and women at all levels in society. Women are more vulnerable to the infection than men for biological reasons but also because they lack power over their own bodies and lives.

Menstruation is used as a pretext for discrimination against women. In many countries, menstruating women are excluded in the work place or cannot attend school because of lack of facilities and general ignorance.

An action plan against gender-based violence could be negotiated and implemented in all workplaces and displayed on notice boards

AN ACTION PLAN AGAINST GENDER-BASED VIOLENCE SHOULD BE NEGOTIATED AND IMPLEMENTED IN ALL WORKPLACES AND DISPLAYED ON NOTICE BOARDS.



IUF ACTION PROGRAM FOR EQUALITY 2017-2022

HRCT
Hotel, Restaurant, Catering & Tourism

Utrecht, June 27, 2019

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MELIÁ

- Signed an agreement to protect workers against Sexual Harassment on January 17, 2019

AccorInvest

- Committed to sign an agreement to protect workers against Sexual Harassment

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Definition

- Harassment is defined as “**any physical, verbal or non-verbal conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient; and a person’s rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person’s job**”.

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Declaration of intent

- **Sexual harassment is a form of physical or verbal violence which disproportionately affects women in their places of work.** However, we must ensure that **sexual harassment against men or harassment because of sexual orientation are also taken into account and dealt with in the same way**, regardless of the managerial positions of the workers or the nature of their contractual relationship with Meliá, bearing in mind that harassment can take place in different environments, including involving the customers themselves or suppliers.

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Principles, procedures and processes for putting an end to sexual harassment in the workplace

The procedures agreed between Meliá and the IUF are based on the following principles:

- **sexual harassment is the subject of zero tolerance by Meliá and the IUF and its affiliated organisations;**
- sexual harassment is an offence which, if proven, will result in the maximum disciplinary sanctions in accordance with the relevant local regulations;
- in cases of sexual harassment, when the perpetrator is a Meliá staff member, it is the perpetrator who will, where necessary, be redeployed or subject to any other penalty, including dismissal from the company, in accordance with the legislation of the country, and this irrespective of his/her position in the company;

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Meliá recognises the importance of establishing a local procedure regarding sexual harassment in the workplace, known by the employees, and specific to each country, in order to report incidents of sexual harassment and allow them to be investigated and treated with confidentiality and neutrality. Information collected under this procedure will be handled by persons of confidence with specific training in this area, so that they can carry out a reliable and fair investigation of reported cases.

Next steps

To ensure effective measures to prevent sexual harassment in the workplace based in each country and to ensure that the above principles are known, **the parties shall agree regular review procedures to evaluate the progress of their actions** (annual meeting).

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More information

www.iuf.org

- Work areas & sectors
 - Women workers
 - LGBTI Workers' rights

THANK YOU

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Utrecht, June 21, 2019