



The IUF Platform for Equality

Agreements which protect workers
from sexual harassment

IUF LGBTI Workers and Allies Committee, Barcelona, November 13-14,
2019

Equality, Dignity, Safety



IUF Agreements



- Chiquita 2013
- Unilever 2016
- Sodexo 2017
- Melia 2019
- AccorInvest 2019
- Arla Foods 2019

Context of Agreements



- Protection against sexual harassment a component of our work on equality
- Agreements are negotiated with companies to promote and protect human rights
- One of many company agreements or an appendix to an International Framework Agreement (IFA)
- Should we neogotiate stand alone SH agreements with companies?

Policy Framework



- Sexual harassment is a form of gender based violence
- ILO Convention 190 is an important instrument
- Sexual harassment is a form of discrimination
- A health and safety issue
- Predominately but not exclusively men harassing women
- Workers can be harassed on the basis of their sexual orientation

Sexual harassment agreements include



- Reference to Rights
- Definition
- Procedures
- Training and awareness raising
- Application to contractors, customers
- Provision for local negotiation and implementation

Implementation



- Affiliate implementation slower than expected
- Workplace norms and peer pressure
- Training of union representatives and managers
- Victim support. Working with other agencies.

A hashtag is not enough

