

# ITF ACTION GUIDE ON Violence Against Women





## Dedication



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**On 9 October 2012 in Swat Valley, Pakistan,** 14 year-old Malala Yousafzai (photo) was shot in the head. She had dared to challenge the Taliban's policy that girls should not be educated.

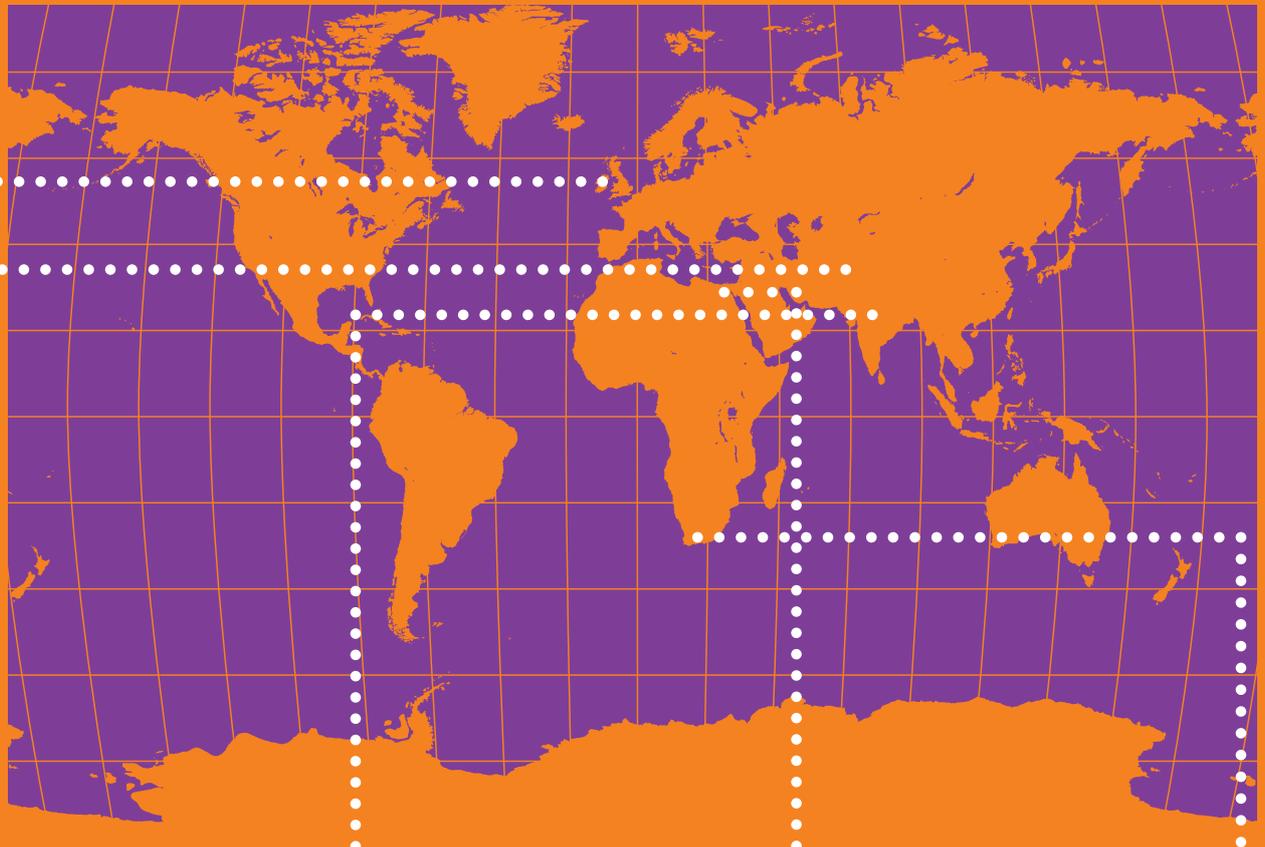


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**On 28 October 2012 in Galway, Ireland** 31 year-old dentist Savita Halappanavar died of septicaemia arising from complications during pregnancy. Doctors had refused to perform a termination that might have saved her life, for fear of breaking anti-abortion laws.

**T**hese horrific events have become international symbols of the violence that women face on a daily basis; a violence that runs through every thread of daily life, and through every society on our planet.

This ITF Action Guide on Violence Against Women is dedicated to the millions of women around the globe who experience gender-related violence. The work of ITF affiliates will

be instrumental in delivering a world where women are safe from violence on all forms of transport, in workplaces and in the home. We honour those affiliates who are prioritising this issue and taking the often difficult and courageous steps needed to make a difference. Our thanks to those sisters and brothers who took the time to contribute their strategies and successes to this action guide in order to provide ideas and inspiration to others.



**On 16 December 2012**, six men brutally beat and raped a 23 year-old trainee physiotherapist on a bus in Delhi, India. She died 13 days later from her injuries.



**On 25 January 2013**, date of the second anniversary of the Egyptian revolution, dozens of women's rights activists were beaten and sexually assaulted; at least two of them were cut with blades on their genitals.



**On 2 February 2013**, 17 year-old Anene Booysen was gang-raped and disembowelled at a construction site in Bredasdorp, South Africa.



Diana Holland and Alison McGarry,  
pictured left to right

**DIANA HOLLAND, CHAIR OF ITF WOMEN'S COMMITTEE AND  
ALISON MCGARRY, ITF WOMEN TRANSPORT WORKERS' COORDINATOR**

## Introduction

**Dear friends,**

We are proud to introduce this ITF guide for unions who want to play their part in ending the scourge of violence against women. Many ITF sisters and brothers are already deeply engaged in the struggle against what is currently a growing global problem. We hope to inspire more union action by highlighting some of their successes here, and by sharing fresh ideas, information and resources to support your campaigning.

Millions of women worldwide today face physical and mental aggression and brutality – domestic violence and abuse, sexual assault, sexual harassment, violence at work, economic violence and human trafficking.

This is a denial of their human rights and fundamental freedoms. They need to know that unions believe women's rights are human rights, and that trade unionists stand together against violence against women.

ITF women have a proud record of acting to ensure women transport workers are involved, informed and in leadership at all levels. The ITF stands firm for equality and social justice, and ITF women and men together have supported action around the world on 25 November, the International Day for the Elimination of Violence against Women. We can all play our part.

**In unity,**

**Diana Holland**, chair of ITF women's committee, assistant general secretary (transport/equalities/food), UNITE, UK

### **1. Violence against women is a trade union issue.**

Transport workers are often at the forefront of workplace violence – something which has been exacerbated by deteriorating public transport services, precarious contracts and the hardships for many of having to work away from home for long periods. Tensions created by the global economic crisis and the subsequent rise in poverty have placed further pressure, making the situation even worse.

Many women transport workers also have to deal with sexual harassment and gender-based violence, both in the workplace and in the community. The impact on women's lives is devastating – personally, economically and for the whole community. In many communities, for example, gender-based violence is a major cause of HIV/AIDS infection among women.

Every ITF affiliate union exists in a society where women suffer violence, often with terrible consequences. It is our responsibility to every woman transport worker to be part of the struggle for change.

Violence against women is a trade union issue and trade unions can and do make a difference, as this guide shows – supporting women, raising awareness, negotiating policies with the employer and campaigning with others to strengthen legal rights.

**Violence against women and girls (VAW) is the most wide-spread form of abuse worldwide, affecting one third of all women in their lifetime.**

'Ending violence against women',  
secretary-general's study, UN, 2005

**In May 2013, the ITF women's committee passed a resolution that won the unanimous support of the executive board, to urge general secretaries of all ITF affiliates to lead and implement the ITF campaign against all forms of violence against women and to support the UN International Day for the Elimination of Violence against Women on 25 November. The resolution also calls on general secretaries to raise awareness using ITF campaigns in all sectors and regions, and to bring to the attention of their governments, and seek ratification of, the UNCSW 57th agreement on violence against women and girls.**

## **2. Improving legislation on violence against women is important but not enough**

Trade unions ensure working men and women have legal rights that are enforced and built on. In preventing and dealing with violence against women, the role of trade unions can be very important.

For many women it is fear of not being believed, or of the situation being made worse that means they do not even report what has happened. Even in countries where laws have been passed to prohibit acts of violence, where complaint procedures have been created, and where police have been trained to process cases of violence against women – still localised social pressures and practices can make it difficult for women to report violence and seek justice and protection.

Tackling the barriers that exist within communities is therefore critical to the success of interventions at other levels, and trade unions can play a vital part here.

The media in developed countries often focuses on violence against women and children in countries with hostile political climates, or where women's rights are known to have a low priority in society. But violence against women occurs across the world – rape conviction statistics are generally very low, and violence and abuse against women in the home is still often viewed as a domestic issue not a criminal one. By recognising violence against women as a trade union issue, this can change.

## **3. Men and women must act together – say No to violence against women and Yes to women's empowerment**

Although women and girls are most commonly described as victims of violence, it is essential that women's empowerment is at the heart of solutions. This needs to be supported through an active commitment by the men and women of ITF-affiliated unions.

This issue is not a women's problem but a union problem and society's problem. And there is plenty of evidence – as illustrated by the many inspirational case studies you will read here – that union and wider community action on violence against women works.

By acting to raise awareness, we can bring this often-silent issue into the open and challenge existing attitudes and behaviours that normalise violence, sexism and discrimination. By implementing effective, union-led prevention and response mechanisms we can make a big impact on the pace of change.

Union education – assisting members in their understanding of the issues around violence, their rights as workers and the steps needed to develop strategies for change – is key. Adequate, clear and efficient reporting systems in the workplace, the inclusion of confidential procedures and strong enforcement mechanisms, are critical.

The ITF women's committee and women's department are working with affiliates to develop this crucial work. We hope this guide will assist you and your union colleagues to take the next step. Please email if you would like to discuss your campaigns or ideas, or if you would like our assistance.

**In solidarity,**

**Alison McGarry**, ITF women transport workers' co-ordinator

## **VOICES FOR CHANGE**

**“There is one universal truth, applicable to all countries, cultures and communities: violence against women is never acceptable, never excusable, never tolerable.”**

UN secretary-general Ban Ki-moon



## **Foreword**

**Dear friends,**

Violence against women touches every society on earth and therefore every ITF affiliate union, and this guide has been produced at a time when the global spotlight is on a number of countries where women are facing increasing levels of the most atrocious forms of violence.

The evidence is clear that where poverty is increasing, so is violence against women. In countries where political revolution is taking place or there is mass civil unrest, a sometimes overwhelming majority of women are being subjected to violence in the street, at work or at home. However in countries with a relatively stable political and economic climate, violence against women in various forms is still a part of the fabric of society.

All women transport workers deserve workplaces, homes and societies where they are free from violence. We believe it is crucial that the ITF supports affiliate unions to:

- **encourage women members to talk safely about the issues**
- **run campaigns that challenge the perceptions and actions of men and women**
- **strive to hold employers and governments accountable to deliver collective agreements, legislation and other frameworks on prevention and justice.**

**Yours in solidarity,**

**Stephen Cotton**

ITF acting general secretary



### **What is an act of violence?**

**Violence and abuse can be understood as behaviour intended to establish power and control over family, household members, intimate partners, colleagues or groups. Violence and abuse may occur only once, it can involve various tactics of subtle manipulation or it may occur frequently while escalating over a period of months or years. In any form, violence and abuse is wrong and can profoundly affect individual health and wellbeing.**

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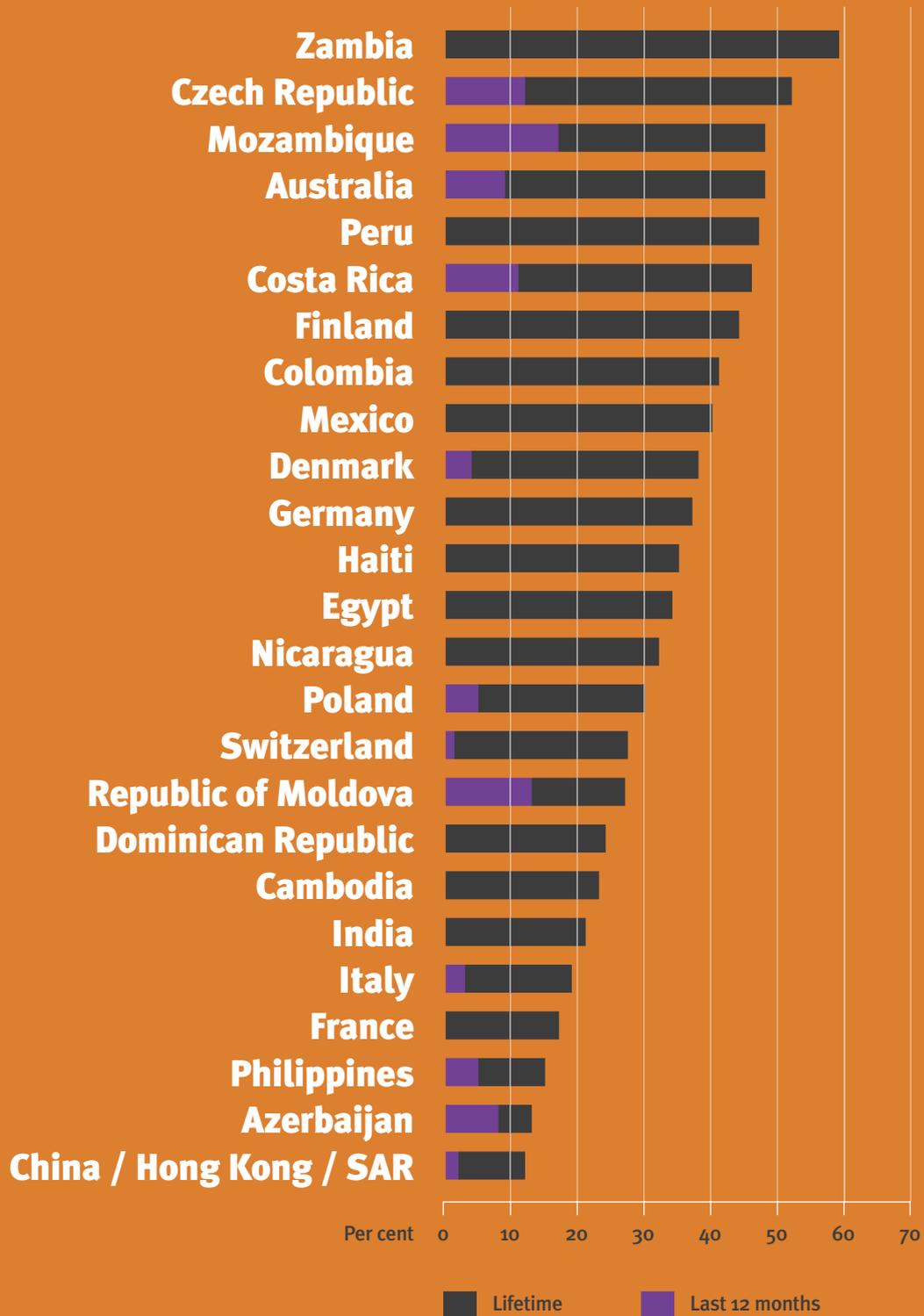
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# Gender-based violence: a global picture

The proportion of women experiencing violence varies dramatically depending on where they live.



Proportion of women experiencing physical violence (irrespective of the perpetrator) at least once in their lifetime and in the last 12 months, 1995-2006 (latest available)

## Unions in action



**ITF** affiliates are using a variety of strategies to engage members, the wider community, employers and various levels of government. This work is vital in exposing the extent of violence against women in society, ensuring the issues are debated and strategies for change are implemented and enforced.

In this section, some of our affiliated unions tell their success stories and outline the challenges that remain. You will also find details of ITF international campaign activity and how to get involved.

## Unions in action

# Africa



### Angola

Organising to bring down barriers

Despite having recorded some achievements on the rights of women, we have to do a lot of organising as well as fighting those who impede the progress and success of women.

It has been noticed in our branches that whenever there are claims, demands and protests for dealing with workers' issues and advocating for women's rights, women do not participate fully in the action for fear of being dismissed.

The federation and the union branches have undertaken to work together to support the rights of women against violence in the following ways:

- Professional technical assistance and capacity-building to unionised women;
- Training of (women) coordinators;
- Putting in place a reliable information and communication system;



## VOICES FOR CHANGE

“Women don’t want to work on night rosters because they don’t feel safe and they have family responsibilities. So to avoid night rosters they have to ‘give’ themselves to their bosses for sex. Women need the right to have family responsibilities taken into account when night rosters are drawn up. They should not be forced to have sex to be able to look after their families and stay safe.”

Christina Njekwa Nkomo, Zimbabwe Amalgamated Railway Workers’ Union, Zimbabwe



### Kenya

Women dockworkers:  
More jobs, less violence.

- Promotion of awareness campaigns to increase the number of women in unions;
- Mobilisation of women and sensitising them on the importance of trade unionism and solidarity;
- Strengthening of union work against gender violence in the workplace and combatting sexual harassment through union committees and branches.

Ernesto Manuel António, leadership committee coordinator, Federacao dos Sindicatos dos Trabalhadores dos Transportes e Comunicacoes de Angola (FSTTCA)

The Kenya Dock Workers’ Union campaigns on a range of issues including gender sensitisation, child abuse and women’s rights protection. The union’s work has helped to open up job opportunities to women that were once male-dominated. Violence against women in the workplace has dramatically decreased.



### Uganda

Targeting the violence that helps spread HIV

The Amalgamated Transport and General Workers’ Union (ATGWU) of Uganda supports education on sexual, gender-based violence (SGBV) through union-led task teams, made up of commercial sex workers, truckers, local council representatives, police, and health workers.

The teams meet once a month to help the union develop its work on SGBV, particularly in relation to its HIV-AIDS programme. A local non-government organisation, Raising Voices, has supported ATGWU in training its peer HIV educators on SGBV. This means that they in turn can help their fellow transport workers understand the links between sexual violence and HIV transmission.

## VOICES FOR CHANGE

“ATGWU has to challenge male violence - it is a major reason for rising levels of HIV infection. We have increased the focus on sexual gender-based violence in our HIV prevention strategy because a growing number of cases of sexually-related violence are being reported by our peer educators and recorded at Ugandan police stations. Violence in sex is frequently the result of disagreement on condom use, fees for the service of a sex worker, loss of property while in bars/lodges, or the encroachment of a sex workers’ client.”

John Mark Mwanika, HIV/AIDS co-ordinator, Amalgamated Transport and General Workers Union (ATGWU-Uganda)



## Unions in action

# Europe



### Bulgaria

Public transport: Developing a long-term campaign

**“The initial campaign has been expanding and has been transformed into one of the most important policies of FTTUB”**

On 25 November 2009, the Federation of Transport Trade Unions in Bulgaria (FTTUB) initiated a campaign marking the 10th anniversary of the International Day for the Elimination of Violence against Women.

The campaign started with a round table discussion where we reached agreement for joint actions on the prevention of work-related harassment and violence against women in the urban public transport companies of Sofia. The agreement, which was signed by the mayor of Sofia and the president of FTTUB, supported plans for research, campaigning and practical workplace measures.

The FTTUB then commissioned a survey of all urban public transport companies in Sofia, which gathered and analysed crucial information about the violence women face every day at work. The survey encouraged women and union activists to talk about violence. It gave us a strong basis for including the



## VOICES FOR CHANGE

“The more insecure people become the more violence becomes an issue ... In the Netherlands we work together as unions to deal with violence and harassment on a national level. We have worked to change legislation in order to get all employers bound by the law. Our union educates shop stewards to be confident advocates. We changed the law on violence at home and are now in the process to protect workers against violence by the public ...”  
Brigitta Paas, FNV Bondgenoten, the Netherlands

“Violence is growing because poverty is growing”  
Adele Pellegrini, Federazione Italiana Lavoratori Trasporti FILT-CGIL, Italy

issue in collective bargaining and enabled us to make a convincing case to Sofia City Council’s commission of transport and employers.

Following FTTUB recommendations, a database on violence against women in the workplace was created. The conclusions of the report were published on the FTTUB website and a special newsletter was distributed among workers. The campaign was widely reported in the media. The data we obtained helped our union develop policies and strategies to tackle this problem, and pushed the social partners to conclude an innovative collective agreement on the prevention of workplace violence.

Inspired by the agreement for joint action and the activities that followed (organised by FTTUB), the Mayor of Sofia initiated a self-defence course for women. Participants gave great feedback, taking away a greater sense of self-confidence and security.

When these campaign activities were reported to the open women’s committee meeting in January 2011, those attending demanded that the campaign should be spread all over the country to all transport sectors. That is how the initial campaign has been expanding and has been transformed into one of the most important policies of FTTUB.

Daniela Zlatkova, Federation of transport trade unions in Bulgaria



### Spain 10 years of training and campaigning

ITF affiliate Federación de Servicios a la Ciudadanía de CCOO (FSC), has been providing training courses on gender-based violence for more than 10 years through its “social intervention to stop violence against children and women” programme. The union’s work on violence has included the publication of a document entitled *Violence against women: a political Issue*. It also publicises men’s participation in initiatives to promote equality. Every year, on 25 November, FSC campaigns against gender-based violence, producing a poster, publishing a manifesto and organising a talk or conference.



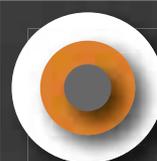
### United Kingdom Lobbying leads to political progress

Nautilus was extensively involved in lobbying authorities following the unexplained deaths of two women at sea: Rebecca Coriam, a British national working onboard a passenger ship, and Akhona Gevaza, a South African working onboard a UK-flagged containership. As well as using these cases to highlight the problem of violence against women, Nautilus campaigned for full and transparent investigations of both cases. One direct positive result was the UK government’s decision to table proposals at the International Maritime Organization for new measures that seek to improve the investigation of crimes at sea.

### Bulgaria statistics

#### Sources of violence

- Manager 16.6%
- Colleague 33.3%
- Passenger 53.3%



#### Types of violence

- Unwanted physical contact 30
- Sexual comments 27
- Physical violence 36
- Physical threat 36
- Verbal threats 46
- Psychological pressure 37
- Rude gestures 50



## Unions in action

# Arab World

**“During these days women are encouraged to find ways to defend themselves, and to come forward to report any acts of violence against them – significant steps given that this subject remains somewhat taboo in Arab Muslim society.”**

Khelladi Fatiha, UGTA, Algeria



**Algeria**  
Solidarity and support overcome taboos

Our work to tackle violence against women in the workplace, including sexual harassment, involves the organisation of awareness days for women. During these days women are encouraged to find ways to defend themselves, and to come forward to report any acts of violence against them – significant steps given that this subject remains somewhat taboo in Arab Muslim society.

These awareness days aim to strengthen understanding and solidarity among unionists, to promote the discussion of cases, and to inform and remind women about their rights and the national regulations that can protect them.

A national 24-hour monitoring centre for women victims of violence is operating closely with women's groups to help bring the needed support for women in distress.

**Khelladi Fatiha, UGTA, Algeria**



**Tunisia**  
Assertive action in response to rising violence

The revolution of 14 January 2011 weakened the Tunisian state and institutions, which is no longer able to control everything that goes on.

People can express themselves more, but often things get taken too far and there is violence and aggression. Front-line public service workers, especially those working in the transport sector, have suffered assaults at ticket offices, on buses, trains and stations.

Women workers are the most vulnerable and there have been more cases of violence against women. One such case occurred a few months ago when a number of passengers who wanted free train tickets attacked women ticket sales staff, broke the counter windows and caused chaos. Fortunately, there were some railway workers present who came to the women's rescue and gave them moral support.

The union reacted quickly. First we reassured the women who had been attacked, then we called meetings with the company management and the authorities to ask them to provide safe conditions. We asked for more security staff and strengthening of the installations. We also started a campaign to raise public awareness, using direct contact, posters and mass media. We continuously monitored all sales points and a trade union member was there at all times. This had a rapid impact and we noted there was a reduction in violent incidents and illegal public behaviour.  
**Kalthoum Barkallah, National Union of Tunisian Railways**



## Unions in action

# The Americas



### Canada

#### Women's advocacy programme: a ground-breaking initiative

On December 6th, 1989 a lone gunman entered L'Ecole Polytechnique University in Montreal, Quebec, Canada. He separated the women from the men and systematically murdered 14 female engineering students solely because they were women.

In the wake of what is now known as the Montreal Massacre – there was a lot of dialogue taking place both inside and outside of the labour movement. Activists were demanding that governments, employers and society address gender-based violence and engage as they never had before.

CAW Activists and leadership gathered to discuss and strategise around what role the union could play to assist our members facing violence in their personal lives, at home or in the workplace. As a union we understood that legislatively we needed to continue to lead the fight on ending gender-based violence by pushing for enhanced legislation on issues like gun control, child care and affordable housing – all programmes that provide women with the means to leave a violent relationship.



## VOICES FOR CHANGE

“Companies are usually unwilling to adequately deal with violence where the perpetrator is in fact a paying customer. We have been much more successful in negotiating progressive and effective language when the abuser is a co-worker or member of management.

“This inconsistent approach to dealing with the issue speaks volumes to management’s commitment on the issue. When the message is sent to the public in a meaningful way that violence of any sort will not be tolerated, only then will women find true justice.”

Leslie Dias, Canadian Auto Workers National Representative, Canada

But we knew we needed to do more – to use our collective strength at the bargaining table as a vehicle to create change. Thus, the concept of the women’s advocate programme was born – a programme that would see the creation of a workplace leadership position to assist women facing violence in their lives.

We envisioned the women’s advocate programme as a referral programme, with specially trained workplace representatives who could assist women with concerns of workplace harassment, intimate partner violence or abuse. Not counsellors, but rather women who would provide information on workplace supports and the community resources women require to leave a violent relationship. Workplaces present a unique opportunity for women to get information on how to access domestic violence services in privacy, without the immediate fear of retaliation from their abusive partner.

In the early years of the program the union began to understand the value of the women’s advocate programme

## VOICES FOR CHANGE



“I liked that I was given options and not advice, and that I was not judged. Because of the support I received and quick referral to counselling I was strong enough to carry on when I was in a hard time of my life; being at work was my only place of sanity and support – when there was nowhere else to turn, my advocate was there”

One of the thousands of women helped by their CAW Women’s Advocate.

and so did our members. It was through connecting with their workplace women’s advocate that women found they were not alone, that it was their right to be free from violence, and it was where they sought out support and community resources they needed to leave a violent relationship.

Women who have found support through their workplace women’s advocate often go on to live a life free from violence rather than becoming another statistic.

Initial negotiations in 1993 resulted in 27 women’s advocate positions; today we have negotiated 262 women’s advocates across the country in every sector of the economy. And our priority has not only been bargaining for more advocates, but negotiating an employer-paid training fund too. The CAW women’s department offers a 40-hour basic training programme to all new advocates, as well as a three-day annual update training programme to assist the advocate in her role.

Outside organisations working in the area of gender-based violence now recognise the quality of the work done by our women’s advocate programme to help thousands of vulnerable women.

However the CAW clearly understands that this programme cannot begin to address the root causes of gender-based violence in society. We know that violence against women persists as a result of women’s



**Mexico**  
 A joint working opportunity for unions



**Barbados**  
 Hanging abuse out to dry

economic, social and political inequality.

Ending violence against women means ending inequality – fighting for issues like gun control, reproductive justice and child care are just a few of the other ways our union works to address the issue. Like most things in our society, this too is about political will. I believe that our union has contributed to breaking the silence around gender-based violence, but until governments make this, one of our society's greatest tragedies, a national priority it will never be enough.

We continue to work with the Canadian Labour Congress, our coalition partners and civil society to push our federal government to commit to a national action plan that involves territorial, provincial and aboriginal governments. We want a national action plan that includes legislation, as well as specific resources, strategies and timelines, which have measurable results and display real progress for women in Canada.

**Julie White, director of women's department, Canadian Auto Workers Union**

The Alianza de Tranviarios de México participates in ITF campaigns every year. We use all the ITF materials, and participate in forums, conferences, workshops and roundtables along with other unions affiliated to the national workers' federation (UNT). We inform and educate workers about the importance of eliminating violence against women and taking measures to “break the silence”. We regularly publish leaflets explaining the seriousness of violence and encouraging victims to come forward and lodge a complaint – the union also gives personal support to women who request help and advice on this issue.

**Alianza de Tranviarios de México, Mexico**

After receiving complaints from a number of women workers regarding sexual harassment in their workplace, the gender equality committee of the Barbados Workers' Union (BWU) used International Women's Day to raise awareness about the issue and indicate ways that it could be tackled. Several other related activities followed which kept the issue in the spotlight.

There was first a panel discussion which drew large numbers of women workers, including a number of women with disabilities who were experiencing similar problems. The audience heard from: a psychologist; a police sergeant; a member of a local non-governmental organisation that ran a shelter for abused women and their children; the director of the government's Bureau of Gender Affairs and a union officer who dealt with violence at work.

The next step was the staging of a “clothesline” event. Members of the gender equality committee, women who had experienced various forms of abuse, and men who came out to lend support – all wrote slogans about their experiences and/or their feelings on

ILO Sectoral Fact Sheet – “Transport: Sector-specific information on violence and stress”, October 2003 <http://ilo-mirror.library.cornell.edu/public/english/dialogue/sector/themes/violence/transp.htm>

### VOICES FOR CHANGE

“Women are at much greater risk of certain types of victimisation at work. ... A British union has found that women train drivers have experienced constant sexual harassment, making their lives ‘a misery’. It has also been reported that women road transport workers in Latin America often face employers who try to force them to have sexual relations, while those who refuse are forced to work night or very early morning shifts or in distant locations from home. Other reports claim that in South Africa and Mexico (among other countries), rape of women road transport workers is very common.”



#### Argentina Joint action through alliances

items of clothes, bed sheets and curtains, and hung these items on the union’s lawn for all to see.

This activity drew much public attention and was covered by all media, including print and television; their reports featured interviews with committee members and participating members.

There followed a march against violence attended by many union members who had been victims of harassment. The march took place at lunchtime in the suburbs of Bridgetown, where marchers were joined by a number of members of the public. It ended at the Ministry of Labour, where a written petition calling for legislation against sexual harassment was presented to the permanent secretary.

At the union’s annual delegates’ conference five months later, a resolution calling once again for legislation was moved by members of the gender equality committee and carried by acclaim. The contents of the resolution were later sent to the Cabinet of Barbados for action. According to the minister, legislation is to be proclaimed

sometime in 2013. As we have heard somewhat similar comments before, we, along with other women’s organisations, are continuing to keep the issue alive.

**Wilma Clement, The Barbados Workers’ Union, Barbados**  
*(The “clothesline” event is pictured above)*



Argentinean transport unions have taken joint action to address violence against women, including building our profile through marking commemorative days against violence and gender discrimination. There have been a number of workshops to strengthen our unions in their capacity to help eradicate violence. These have involved workers, employees and professionals skilled in dealing with harassment and abuse education.

Our secretary general, Comrade Ricardo Frecia, reaffirming one of the objectives of the Association of Aeronavegantes Argentina, signed in early 2011 a document of commitment to the struggle for the eradication of gender violence, along with 100 other men whose work could impact on this issue.

**Asociacion Argentina de Aeronavegantes**

# Asia Pacific



## Australia

A male-led campaign to prevent male violence against women.

The MUA says that violence against women – whether it occurs in or beyond the workplace – impacts on the health and safety of women at work, their wellbeing and their productivity. It may also impact negatively on the reputation of the organisation and the bottom-line. The White Ribbon workplace programme in Australia aims to support workplaces to prevent and respond to violence against women. It works to promote safe workplaces for women by helping to increase knowledge, understanding and skills among staff and management and by recognising any proactive or innovative steps already being taken. The aim is to help adapt organisational culture, practices and procedures by these means.

The White Ribbon workplace accreditation programme model aims to recognise and accredit workplaces that are taking active and effective steps to stop men's violence against women. For more details of the programme visit: <http://www.whiteribbon.org.au/programmes/workplaces/register-interest>



## VOICES FOR CHANGE

“There are 50 million fewer women in South Asia today than there should be – girl babies are killed before birth through sex-selective abortions, or die prematurely through violence and neglect.”

‘Towards ending violence against women in South Asia’,  
Oxfam briefing paper

“In Singapore violence against women is a hidden issue. What we need is for the government to keep and publish statistics, to show that it’s a real problem”

Mary Liew, Singapore Maritime Officers’ Union, Singapore



### Indonesia

Freedom message inspires 100 years on

In April 2009 the Indonesian Railway Workers’ Union (SPKA) organised its activities for ITF Railway Workers’ Action Day to commemorate 100 years since the death of Kartini Day – an Indonesian heroine who fought for women’s emancipation. The commemoration ceremony was organised entirely by the women workers and included activities such as a stage play and quiz. During the day the ITF survey on workplace sexual harassment and violence for women workers in rail was distributed. In his address to the event, the president director stated that women workers should be given the same opportunity to be elected as the union’s highest officials.



### India

Union wins the creation of a joint union and management committee to investigate sexual harassment complaints

The Transport and Dock Workers Union of Kandla in India has been successful in setting up a women’s sexual harassment committee in Kandla Port, which includes a union representative. It has also developed a successful social partner initiative in the port, ensuring that the employer provides suitable training courses for all workers.

Seema Mohan, secretary of the union, says: “If sexual harassment is an issue, individuals can approach the port sexual harassment committee with a complaint. I represent the unions on the port committee. We try to reach a mutual understanding, but some severe cases have led to suspensions. Management has also been trying to organise awareness-raising programmes for women, and we have seminars on harassment. The union is very supportive.”

Growing union pressure wins state-level women workers’ committee

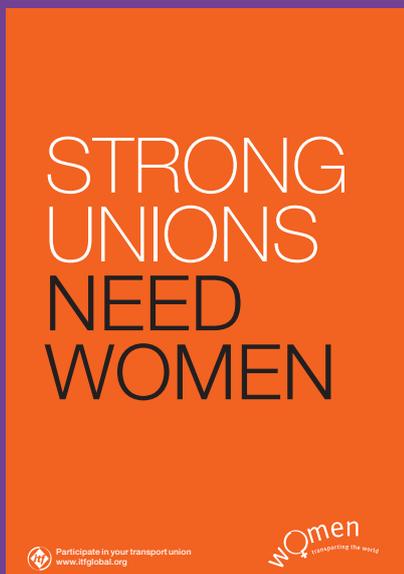
Women members of the Indian road passenger transport union, Maharashtra State Transport Kamgar Shanghatna, have been encouraged to become more active in the struggle to improve their working conditions. They were frequently the target of sexual harassment by passengers as well as male colleagues, and were denied the use of appropriate facilities, including toilets.

However, following an education programme for women, which sought to raise awareness of women’s rights, women became more vocal. Through the union, they demanded that management look into their problems. After four years of lobbying, the managing director and president of the corporation agreed to establish a state-level committee of women road transport workers. The committee has visited various depots, workshops and offices, where it has been dealing with the practical problems faced by the women workers.

# ITF international campaigns



## International Women's Day



The ITF women's committee has been championing International Women's Day on 8 March every year since 2001. For the ITF and ITF-affiliated unions, this campaign day presents an opportunity to highlight key issues for women transport workers and the ongoing campaigns to improve their rights; it also offers a chance to increase women's visibility and participation in the union movement.

Here is a small sample of the huge variety of activities undertaken around the world for International Women's Day by ITF-affiliated unions.

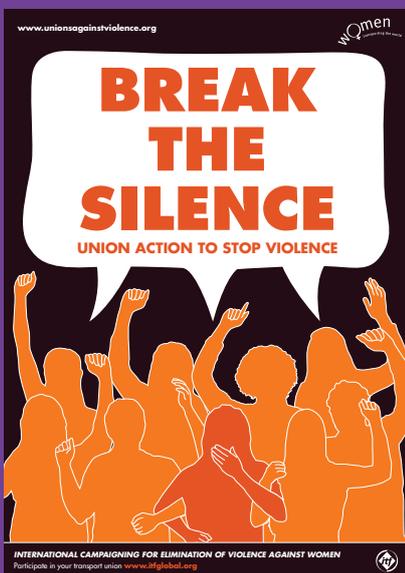
- In 2011 in the Democratic Republic of Congo, unionists from the Centrale des Travailleurs du Transport et Communication lobbied the government for decent work and equal opportunities for women.
- In 2012 in Turkey, a play was sponsored by Hava-Is, the civil aviation union, about the tragedy that took place in September 2011 when 11 women workers died during several days of flooding in Istanbul.
- In 2013 in Thailand, around 1,000 workers joined a rally in Bangkok, organised by the Women Workers' Unity Group (WWUG), the State Enterprises Workers' Relation Confederation (SERC), and the Friends of Women Foundation, with the slogan of "Working women with secured lives and sustainable families".

- Sign up to the campaign or find out more by visiting [www.itfglobal.org/women/Campaign-Work.cfm](http://www.itfglobal.org/women/Campaign-Work.cfm)

The International Women's Day website [www.internationalwomensday.com](http://www.internationalwomensday.com) contains a variety of campaign materials from globally diverse sources, and stories of inspirational activity from around the world.



## United Nations Day for the Elimination of Violence against Women



**Other ITF international days or weeks of action include –**

- Road Transport Action Week
- Railway Workers’ Action Day

See the ITF website for more information on how you can use these focal points to progress the agenda for reducing violence against women.

ITF affiliates have been reporting an increase in the level of violence that women transport workers are experiencing in the workplace and at home. United Nations research points to one in three women experiencing violence in their lifetime.

To raise awareness of this alarming statistic, and ensure that increasing pressure is felt by employers and governments to take action, the ITF encourages and supports affiliates to mark the United Nations Day for the Elimination of Violence against Women on 25 November.

The ITF’s approach to this campaign day is not just to highlight the issue of violence against women in the workplace, but also to emphasize the role trade unionists have in developing a collective response to the issue.

Over the years, activists have tackled workplace violence head on. They have found ways of helping women who have been affected, for example by offering medical support and counseling, placing an emphasis on maintaining

confidentiality, and urging employers to handle sympathetically all requests for time off following a violent incident.

In a recent initiative by the Maritime Union of Australia, activists distributed t-shirts and flags bearing the slogan “Not silent, not violent” and collaborated with the White Ribbon Foundation, an organisation that campaigns to help change attitudes and behaviours that support or excuse violence against women.

Trade unionists from the South African Transport and Allied Workers’ Union built an anti-violence campaign around the case of Akhona Geveza, a seafarer cadet who lost her life in 2010 after she made a rape allegation; the initiative included 16 days of activism against violence against women and children.

Sign up to the campaign or find out more by visiting:

[www.unionsagainstviolence.org](http://www.unionsagainstviolence.org)

**VOICES FOR CHANGE**  
**“Combating the violence that denies women their fundamental human rights, and the structural gender imbalances reinforcing it, is a priority for the trade union movement.”**  
 ITUC general secretary Sharan Burrow



## United Nations Commission on the Status of Women, 57th Session of (UNCSW)

**2013 theme:  
“Elimination and  
prevention of all  
forms of violence  
against women  
and girls”**

### **New UNCSW agreement calls for international action**

The session took place in New York, USA from 4-15 March 2013. ITF women were represented in the trade union delegation, which, working alongside progressive NGOs, helped shape a number of “agreed conclusions”. These conclusions were then referred as “matters calling for action” to the UN’s Economic and Social Council.

The trade union delegation was made up of 90 women from all over the world, including ITF representatives. The delegation’s joint statement, entitled *Trade unions say: No compromise on women’s rights, zero tolerance for violence against women and girls*, is posted on <http://unioncsw.world-psi.org/news/no-compromise-women%E2%80%99s-rights-zero-tolerance-violence-against-women-and-girls>

Trade union delegates made a number of interventions in the general debate and panel sessions as well as in a number of side-events and parallel workshops. The delegation worked closely with the International Labour Organization’s Gender Bureau and New York office.

Given the failure of the 56th UNCSW to agree on any conclusion last year, the agreements reached this year by governments must be seen a positive development. However the theme for this 57th CSW, the “elimination and prevention of all forms of violence against women and girls” proved to be as controversial as it was important.

### **TOUGH TALKING**

The lobby of the trade union delegation, together with other progressive NGOs, helped get a positive outcome. The key role played by the chair of the negotiations and by some governments including the EU, Norway, Canada, US, Australia and Brazil, among others, must also be acknowledged. However conservative delegations including from the Holy See, Iran, Syria, Russia, Egypt, Poland, Malta and Saudi Arabia tried to derail the process by questioning the legitimacy of gender equality and of previous agreements and by opposing provisions on sexual and reproductive rights. This led the ITUC to launch an e-action against the Vatican.



**Key areas of agreement**

The “agreed conclusions” urged all governments to strongly condemn violence against women and girls, reaffirm previous commitments on women’s (reproductive) rights and gender equality, insist on states’ obligations to exercise due diligence to prevent, investigate, prosecute and punish the perpetrators of violence and demand that governments refrain from invoking any custom, tradition or religious consideration to avoid their obligations.

Following the introductory part, the Conclusions called upon all states and stakeholders including unions to take action in four areas:

- **Strengthening the implementation of legal and policy frameworks and accountability**
- **Addressing structural and underlying causes and risk factors so as to prevent violence against women and girls**
- **Strengthening multi-sectoral services, programmes and responses to violence against women and girls**
- **Improving the evidence base (data research and analysis)**

**WINNING INFLUENCE CLAUSE BY CLAUSE**

Through its lobby, the trade union delegation managed to strengthen a number of paragraphs of the “agreed conclusions”. In section (B) paragraph (yy) was substantially strengthened and now reads: “Take measures to ensure that all workplaces are free from discrimination and exploitation, violence against women, and girls as appropriate, through measures such as regulatory and oversight frameworks and reforms, collective agreements, codes of conduct...; as well as through awareness-raising and capacity-building, in collaboration with employers, unions, workers, including workplace services and flexibility for victims and survivors;”

Paragraphs 19, 21 and paragraph (hh) and (dd) in section (B) insist on the importance of women’s economic empowerment, their full integration into the formal economy and their access to full employment and decent work. A new paragraph (bbb) in section (B) referring to women migrant workers was added inviting states to “provide fair labour conditions and as

appropriate facilitate the productive employment and decent work as well as integration into the labour force”.

Other paragraphs of interest are: measures to stop discrimination (paragraphs 18,29, A(a), (h), (i), (o) and B(ee)), recognition of the economic and social harm caused by violence (paragraph 11), measures to share family responsibilities (paragraphs B(oo)), the right to and provisions for education (paragraph 17, B(cc) and (rr)), actions to stop trafficking of women and girls (paragraphs A(r), (s) and (t)) and protecting women human rights defenders (A (Z)).

The priority theme for the 58th UNCSW next year will focus on the “Challenges and achievements in the implementation of the Millennium Development Goals for women and girls”. It is important to note that the UNCSW’s priority theme in 2016 will be ‘Women’s economic empowerment and sustainable development’.

Further information, including the complete “agreed conclusions” document can be found at <http://www.un.org/womenwatch/daw/csw/57sess.htm>



## ITF women's committee: Urging union leaders to step up the campaign

At its meeting in Berlin on 20-21 May 2013, the ITF women's committee passed the following resolution on violence against women:

- The recent high profile in the media of some horrific cases around the world, may have created a short-term increased awareness of the issue of violence against women – however violence against women continues to increase in every country, in every region.
- Violence against women is a cultural problem, perpetuated by political policies and the economic crisis, that affects all women including transport workers.
- We therefore call on the executive board to urge senior union leaders of all affiliates to lead and implement the ITF campaign on all forms of violence against women and the UN day of action on 25 November to eliminate violence against women.
- The committee calls on the senior union leaders of ITF affiliated unions to raise awareness using ITF campaigns in all sectors and regions.
- We also urge the senior leaders of all ITF affiliate unions to bring to the attention of their governments and to seek ratification of the UNCSW 57th agreement on violence against women and girls and notify the ITF of action taken.

# Issues in focus

## Spotlight on trafficking

**H**uman trafficking is often most prevalent in societies where gender equality is least in evidence. In 1997 the UN estimated that trafficking in human beings was more lucrative than the international trade in illicit weapons. Some victims are likely to have travelled, often cross-border, in vehicles driven by workers in the transport industry who may have been unaware that their passengers were being trafficked.

Transport unions have an important education role to campaign against trafficking and ensure that members know how to respond to suspected incidents.

Traffickers transport people, using deception, coercion and threats in order to keep them in forced labour, slavery or servitude, often in a variety of sectors of the informal economy, including prostitution, domestic work, agriculture, the garment industry or street begging. While exact data is hard to come by, estimates range from 500,000 to two million trafficked people per year.

### VOICES FOR CHANGE

“Human trafficking signifies grave violations of human rights. Violations of human rights are both a cause and a consequence of human trafficking. Gender inequality is an important contributing cause of human trafficking.... human trafficking for sexual exploitation (is) incompatible with the dignity and worth of the human person.”

European Conference on Human Trafficking, Stockholm 2009

Although women, men, girls and boys can become victims of trafficking, the majority of victims are female. Anecdotal evidence suggests that trafficking, particularly in women and in children, has increased in scope and magnitude, especially for prostitution and other forms of sexual exploitation.

The European Conference on Human Trafficking resolution argued that traffickers are largely motivated by the profit that can be generated from exploiting the victims of forced labour or women and girls trafficked for sexual purposes. Violence against women is implicit in both the trafficking itself and in the sexual activity to which the trafficked women are subjected. Without the demand for the non-consensual sexual services that the victims are forced to provide, the market for human trafficking would decline.

The ITF supports the conclusions of the European Conference on Human Trafficking and is committed to intensifying its campaign to end the evil of human trafficking.

## KEY FACTS: TRAFFICKING<sup>z</sup>

### Who is most at risk?

- The majority of trafficking victims are between 18 and 24 years of age
- Many trafficking victims have at least middle-level education
- Women living in countries in conflict or crisis, where the institutions are weak
- Women who are vulnerable such as migrants, internally displaced persons, refugees, ethnic minorities

### What do traffickers look like?

- 52% of those recruiting victims are men, 42% are women and 6% are both men and women
- In 54% of cases the recruiter was a stranger to the victim, 46% of cases the recruiter was known to victim
- The majority of suspects involved in the trafficking process are nationals of the country where the trafficking process is occurring

### Where does trafficking take place?

- 161 countries are reported to be affected by being a source, transit or destination country

### How effective are our laws at punishing this crime?

- In 2006 there were only 5,808 prosecutions and 3,160 convictions throughout the world
- This means that for every 800 people trafficked, only one person was convicted in 2006

<sup>z</sup>Sources: United Nations Office on Drugs and Crime, International Organization for Migration, Counter-Trafficking Database, 78 Countries, 1999-2006 (1999), US State Department, Trafficking in Persons Report (2007) p.36

Since 2006, the ITF has been campaigning to support women and child sex workers, who are found on all long-distance transport routes used by transport workers, to help ensure their wellbeing and to safeguard them from violence and discrimination. Children who are exploited in this way are exposed not only to physical and psychological abuse, in which violence is usually involved, but also to unwanted pregnancy and HIV/AIDS. The issue of women and child sex workers is frequently linked to people trafficking.



### CASE STUDY: UNITED KINGDOM CAMPAIGNING FOR LEGISLATION TO PROTECT TRAFFICKED WORKERS.

UK's Unite union has a long history of working with migrant domestic worker organisations against trafficking and the abuse of domestic workers and others. Two of Unite's five campaign strategies on women for 2010 to 2012 concern violence and trafficking, including a listening support network. The union supports trafficked and migrant domestic workers facing abuse through regularly lobbying the government on UK legislation and regulations. On International Women's Day 2011 the union highlighted the connection between violence and trafficking at a well-attended meeting at the TUC Women's Conference.



### CASE STUDY: USA HOW TRUCKERS CAN HELP FIGHT TRAFFICKING WITH A PHONE CALL

The illegal, multi-billion-dollar trade in human beings relies on all forms of transport to move its victims across or between international borders.

The buyers and sellers, who see these people as goods to be used for forced labour or commercial sex, go to great lengths to avoid detection during their transit. But transport workers who know what to look out for are in a unique position to stop trafficking, literally in its tracks.

In the US, where some 17,500 people are trafficked each year, mostly by road, a non-profit organisation called Truckers Against Trafficking (TAT), works to enlist truck drivers in the fight against this huge-scale crime. Its awareness-raising and training resources encourage truckers to report any suspicious sightings to the National Human Trafficking Resource Center (NHTRC) 24-hour hotline. NHTRC staff pass information on to law enforcement as well as storing and analysing data to build up a picture of trends. The message on the TAT website to truckers is this:

"As the eyes and ears of our nation's highways, you are in a unique position to make a difference and close loopholes to traffickers who seek to exploit our transportation system for their personal gain."

And the message seems to be striking a chord among

many truckers in the country, who are calling the hotline, in growing numbers. In a recent interview with ClassADrivers.com, TAT's executive director Kendis Paris, said:

"The NHTRC now ranks the trucking industry seventh in the nation in reporting potential sex-trafficking tips. The trucking industry was recognised on the Congressional floor in February, and the United Nations just recognised this work among their 100 Best Practices to Combat Human Trafficking on a global scale.

"But of course, it's when you read the stories of girls and women being rescued off of lots, and pimps being arrested because of the direct intervention of members of the trucking industry that you know the impact is significant."

The tell-tale signs truckers are asked to look for include:

- Young girls approaching drivers at truck stops
- Three or four girls getting out of a single car and moving along rows of trucks
- A parked car or individual man appearing to watch over girls as they go from truck to truck

Wallet cards, training videos, posters and more information are available at <http://truckersagainstafficking.org>

# Workplace violence

In country after country, women transport workers are shown to be particularly vulnerable to high levels of workplace violence in the sector.

Socio-economic pressures in the last few years have exacerbated numerous already tense situations. For example:

- **Customers direct their frustrations at falling service standards on frontline employees;**
- **Employees react to the stresses of insecure employment, short-staffing and poorer working conditions;**
- **Public taxi services in some countries have become a battleground between rival employer factions, where workers compete aggressively for passengers and routes.**

Both male and female transport workers suffer from the violence that arises from these tensions, but women's vulnerability is heightened by key factors:

- **Their limited capacity to defend themselves against (most often) male physical aggression;**
- **Their large numbers in public-facing jobs (such as in customer service and ticketing desks and as cabin crew);**
- **Persistent lack of gender respect and equality in society and at work; and the continuing, related challenges of sexual harassment and sexual violence.**

**“Workers are facing different dangers including precarious work, HIV/AIDS and violence at work – in particular women workers [because of] sexual harassment.”**

(STTRS, Senegal)

A 2009 ITF survey of road and rail transport workers in a broad range of occupations found almost half had experienced (sometimes numerous) violent incidents at work. That same year, as part of an ITF anti-violence seminar, the Southern Railway Mazdoor Union carried out its own survey of workers at a number of local railway stations in the Chennai region of India.

The survey found female workers were especially vulnerable whenever

violence erupted in response to service problems. More positively, however, the union was quickly able to turn the issues identified by its survey into the basis of a campaign.

In 2008, an ITF report on women workers' experiences of health and safety in road transport published ample evidence of the link between gender inequality and the persistence of violence and oppression against women. One coach attendant interviewed for the report, *Women on the road to a safe and healthy working environment*, said: “Women cabin attendants have to continue working on the long distance runs too long in their pregnancies. We tried to fight for two pregnant ladies to be given a place in the office. Our arguments were not listened to, and both women lost their babies.”

In this instance, it was encouraging to hear that the women concerned had the support of male colleagues, if not of management: “The men drivers in the union were sympathetic – they are fathers and husbands. As men, they did also raise it in the union and with management.”

However, there are too many instances of women being prevented from raising their concerns because of a lack of interest or respect from male counterparts and bosses, something which only helps perpetuate violence against women. A taxi driver in South Africa, which has one of the highest incidences of rape in the world, and where taxi driving has become an extremely violent and dangerous occupation, said:

“The men don't want us to stand up and speak. They say that women are not ‘fit’ to attend meetings. If you try to speak, they say ‘Shut up, you don't know what you are talking about’.”

Indeed, with low conviction rates and high risks of repercussions, speaking out is something women victims of violence find very hard to do. And where

women's voices cannot be heard, the cycle of violence is fed by silence. Women transport workers who have complained of being forced into sexual relations with their employers, for example (see also page 17), may choose not to resist, for fear of being forced to work very late or early shifts or at distant locations – all of which offer further heightened risks of violence.

Despite these daunting realities, violence in the workplace must be overcome – and women transport workers must be able to count on their unions to work for this goal. An ITF booklet, film and set of case studies on the issues of violence in the workplace (including gender violence) can be downloaded from the ITF website to help unions in their work to find solutions. Visit <http://www.itfglobal.org/urban-transport/notoviolence.cfm>

*Women on the road to a safe and healthy working environment* can be downloaded at <http://www.itfglobal.org/files/publications/7402/RTWomen.pdf>



# Female genital mutilation

## KEY FACTS: FEMALE GENITAL MUTILATION

Female genital mutilation (FGM) includes procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons.

- The procedure has no health benefits for girls and women.
- Procedures can cause severe bleeding and problems urinating, and later cysts, infections, infertility as well as complications in childbirth and an increased risk of newborn deaths.
- About 140 million girls and women worldwide are currently living with the consequences of FGM.
- FGM is mostly carried out on young girls sometime between infancy and age 15.
- In Africa an estimated 101 million girls aged 10 and above have undergone FGM.
- FGM is a violation of the human rights of girls and women.
- The practice is mostly carried out by traditional circumcisers, who often play other central roles in communities, such as attending childbirths. However, more than 18% of all FGM is performed by health care providers, and this trend is increasing.

## Campaign tools

**In this section, you will find a variety of approaches that can be used to help you assess current situations and risk factors, then go on to plan and implement your campaign. These campaign tools will help you to:**



- Consider women's own attitudes and how to encourage women's safe participation in campaign activity
- Make a quick assessment of current activity and procedures; and
- Identify the elements of running successful campaigns on violence against women
- Consider theoretical models on abuse and change
- Maximise the impact of media
- Consider the role of men and boys in the solution



# Gauging women's attitudes and safety

## Apathy or action? Sisters, it's up to us.

When it happens to you, your sister, your friend, your mother and her mother before her, then it can even be an expected part of your future. When the men committing violence have their friends and family members as fellow perpetrators, when complaint procedures are disabling or inadequate – then for millions of women around the world, change can seem impossible.

Today, individual women need encouragement and support to find the strength and security to improve their own personal safety and that of their children. This work is crucial, but resource intensive, and often it has little or no impact on changing the culture of violence against women in society. When, as a union movement, we take on the challenge together and attack the root causes, there is hope that women of the future might face a different reality.

**Statistics from around the world show that often women view domestic violence as the woman's fault and an acceptable punishment for poor behaviour.**

ICRW, survey for India 2000/  
Oxfam Briefing Paper 2004

### **History shows us that change is possible**

With courage, planning, collective action and determination, there have been many instances in the worldwide history of the human race when human rights abuses have been overcome. They include examples of abuse that had become normalised in society, with many enjoying the freedom to perpetrate the abuse, while countless victims endured with little hope of change. If we can achieve the abolition of slavery and crush Apartheid in South Africa, we can beat violence against women too.

### **Where do we start?**

While we must ultimately challenge the perceptions and behaviour of men and boys, this work begins with changing the perceptions and behaviour of women.

## **CAUTION!**

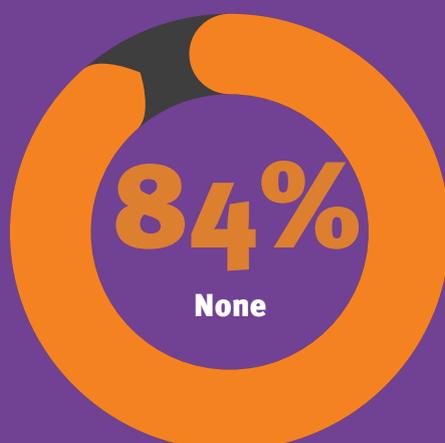
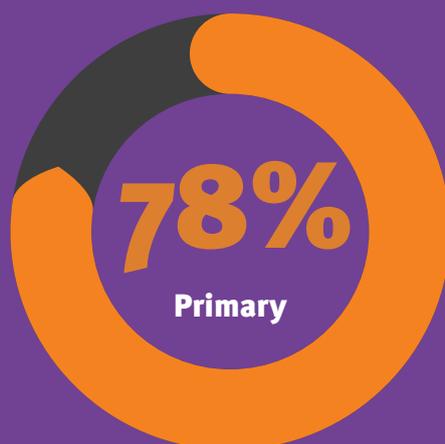
**For survivors of violence against women and their advocates, even discussing violence against women may carry dangerous risks, as perpetrators may feel threatened and react with more violence. Careful steps must be taken to prevent harm.**

The UN Women guide, *Campaigns to end violence against women and girls*, December 2011, includes a section on “guiding principles”, where affiliates can consider the risks for women and how to maximise their safety. <http://www.endvawnow.org/uploads/modules/pdf/1342724232.pdf>

The check-list: “Are we doing enough to make a difference?” on page 34 provides a quick tool to help you define opportunities for your union to improve its capacity to understand what motivates women to get involved, and what barriers they face to doing so.

# Attitudes and education

Percentage of women at different levels of education who agree that a husband is justified in hitting or beating his wife for burning the food



The level of a woman's education directly relates to her acceptance of violence. The table shows a decrease in the acceptance of violence with increasing levels of education is consistent around the world (as these statistics from Jordan show).

Source: Table 6D. Women's attitudes to wife beating. Statistical Annex, UN 'The world's women 2010 – trends and statistics'.

# Initial assessments

## Are we doing enough to make a difference?

It could take only five minutes to compile a snapshot assessment – How active is your union on the issue of women's violence?

Use the following checklist to help assess what your union is doing well and what additional steps could be taken to decrease violence against women.

### Union activity checklist

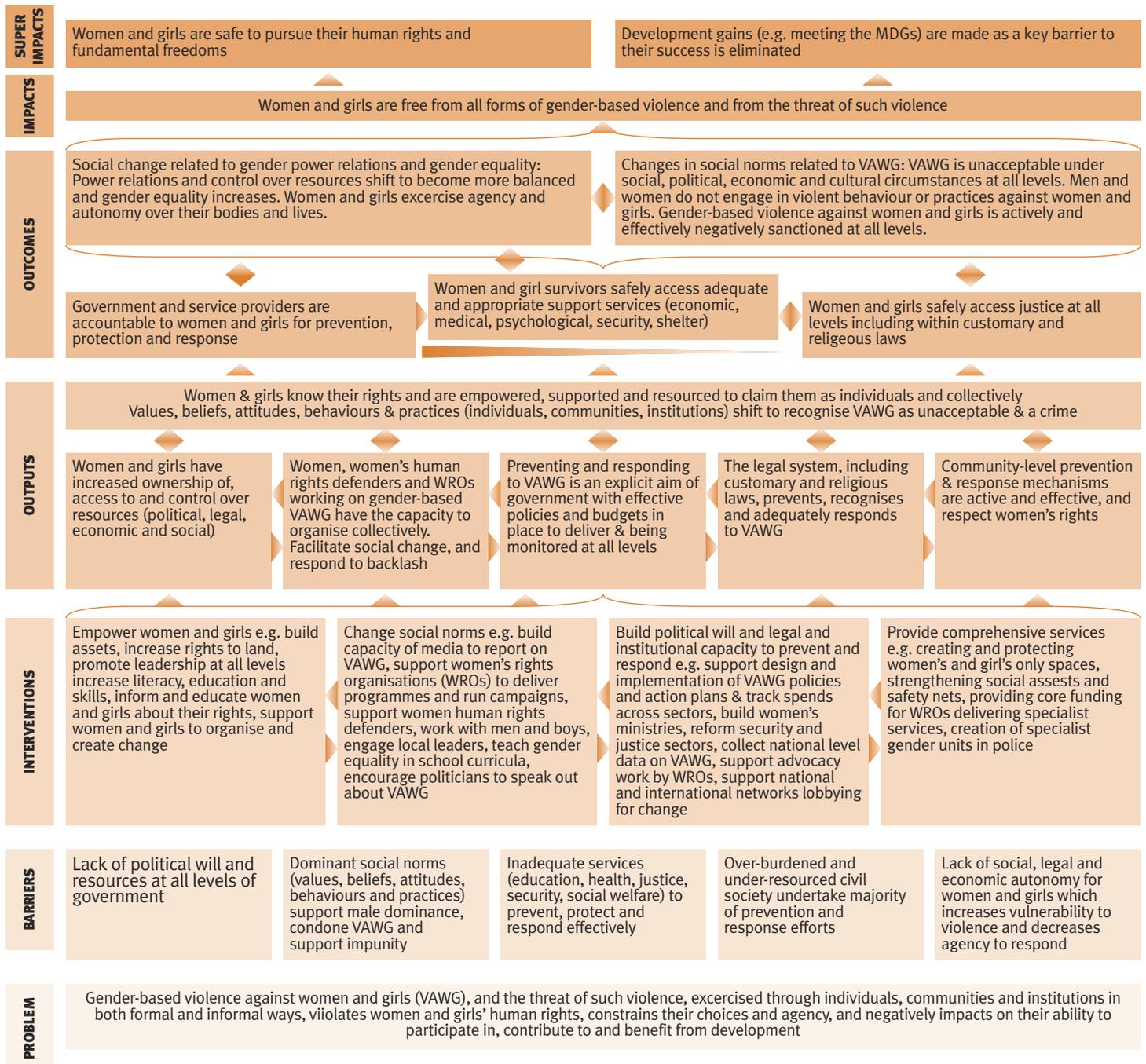
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- 1. Does your union have an accurate understanding of the workplaces or scenarios where women are most vulnerable?
- 2. Are women members encouraged to report violence they suffer or witness?
- 3. Do they know they can, and how to do it?
- 4. Are procedures confidential?
- 5. Have members been asked whether they would feel comfortable to report violence?
- 6. Does your union have members trained as listening support or advocates?
- 7. Are union and management statistics accurate?
- 8. Do you have meaningful engagement with management where issues are addressed?
- 9. Do you have a women's committee?
- 10. Do you engage men on this issue?
- 11. Do branch or workplace representatives have access to training courses on violence against women?
- 12. Do you have any campaigns on violence suffered by members?
- 13. Are you using union publicity and the media to raise awareness of the issues and challenge social barriers to positive change?
- 14. Are you recruiting new members to the union around this issue?
- 15. Are you encouraging members to increase their union activity by raising the profile of violence against women and campaigning for change?
- 16. Are you using existing legislation to support the union's efforts?
- 17. Is new legislation required to reduce violence against women?
- 18. Are you using international legislation and social progression to support your work?

# Violence and the web of relationships

The UK government’s Department for International Development (DFID) has produced *A practical guide on community programming on violence against women and girls* (see footnote to download).

This features the following useful diagram: *Theory of change in tracking violence against women and girls*.



# Understanding partner abuse

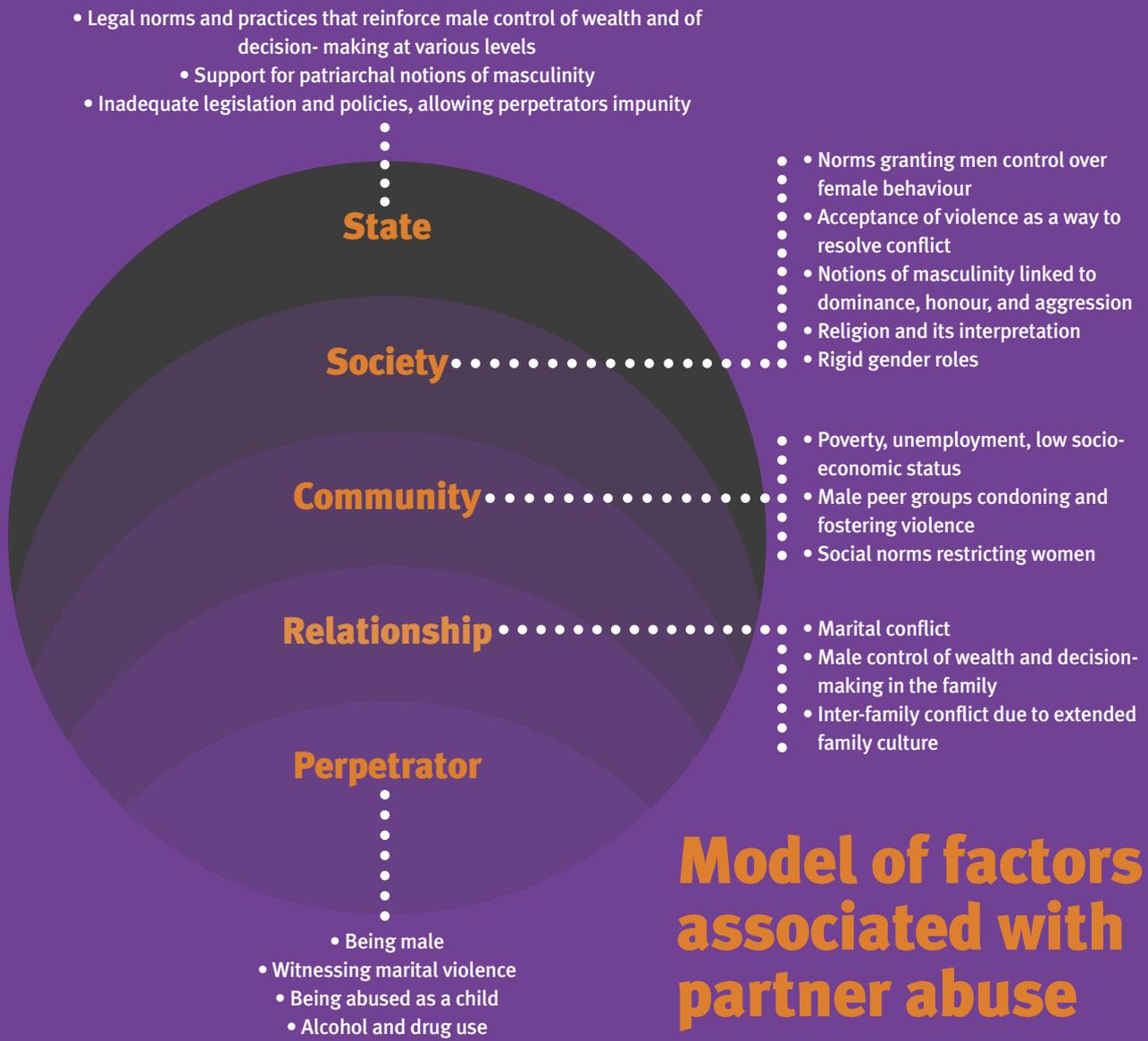
## Factors to consider

The following model is an extract from a 2004 briefing paper published by Oxfam International – a confederation of 17 organisations working together in approximately 90 countries to find lasting solutions to poverty and injustice.

The model, reproduced below, and now often used by researchers, provides an understanding of the links between personal, situational and socio-cultural factors that combine to cause partner abuse. There is also research-based analysis of the range of issues that must be addressed, and the current role of the state in sustaining gender inequalities and male dominance and violence. Although the research in this instance is in South Asia, the information provides a valuable insight into many challenges applicable to women in every society.

**“For many women who are murdered, the face of their killer is known to them. In the United States, one-third of women murdered each year are killed by intimate partners. In South Africa, a woman is killed every 6 hours by an intimate partner. In India, 22 women were killed each day in dowry-related murders in 2007.”**

[http://www.unifem.org/gender\\_issues/violence\\_against\\_women/facts\\_figures.html](http://www.unifem.org/gender_issues/violence_against_women/facts_figures.html)



## Model of factors associated with partner abuse

Developed on the basis of a wide range of studies, several factors at each of the levels in the figure above are found to increase the likelihood that a man will abuse his partner.

- **At the individual level:** factors include being abused as a child or witnessing marital violence in the home, having an absent or rejecting father, and the frequent use of alcohol and drugs.
- **At the level of the family and the relationship:** cross-cultural studies have cited male control of wealth and decision-making within the family and marital conflict as strong predictors of abuse.
- **At the community level:** women’s isolation and lack of social support, together with male peer groups which condone and legitimise men’s violence, predict higher rates of violence.

- **At the level of society:** studies around the world have found that violence against women is most common where gender roles are rigidly defined and enforced and where the concept of masculinity is linked to toughness, male honour, or dominance. Other cultural norms associated with abuse include the tolerance of the physical punishment of women and children, acceptance of violence as a means to settle interpersonal disputes, and the perception that men have ‘ownership’ of women.
- **At the level of the State:** studies have found that inadequate legislation and policies to prevent and punish acts of violence, as well as low levels of sensitivity and awareness among law enforcement agencies and social services, are linked to a higher incidence of violence.

This model is extracted from ‘Towards ending violence against women in South Asia’, Oxfam briefing paper (p9&10). August 2004

# Working with men and boys to change perceptions and behaviour

With the overwhelming percentage of violent crime against women committed by men, it is critical that we engage men as part of the solution.



## CASE STUDY

### WORKING WITH YOUNG MEN: PROJECT OUTLINE, BRAZIL AND BEYOND

Instituto Promundo ([www.promundo.org.br/en](http://www.promundo.org.br/en)) is a Brazilian NGO working to promote gender-equitable attitudes and action among young men in Brazil itself and elsewhere. Its community education programme to engage young men in gender equality – Programme H – has now expanded to India, Tanzania, Croatia, Vietnam and countries in Central America.

#### Approach

Using a small-group format and a no-words cartoon video, Programme H encourages boys and young men to question traditional views of what it means to be a man. Trained facilitators serve as mentors and take participants through a participatory curriculum.

Group education is implemented through regular sessions over four to six months. This is combined with advocacy and social marketing techniques aimed at changing community norms. In some settings, the programme includes a parallel programme aimed at young women.

#### Impact

After participating in activities, young men report a reduction in their use of violence against women and girls.

#### Lessons

Lessons emerging from evaluations of existing interventions on engaging men and boys include:

- Programmes are more effective when they are gender-transformative (i.e. seeking to change gender roles and promote more gender-equitable behaviour) than programmes that merely acknowledge gender norms and roles.
- It is important to reach boys and young men when their attitudes about gender and sexuality are developing and before the first perpetuation of violence. Research has shown that adolescence is a time when many boys and young men first experiment with their beliefs about roles in intimate relationships. It is also when intimate partner violence starts to manifest itself.
- Integrated programmes and programmes with community outreach, mobilisation and mass-media campaigns generally prove more effective in producing behaviour change. This highlights the importance of reaching beyond the individual level to the social context, including relationships, social institutions, gatekeepers and community leaders.

This case study is taken from 'A practical guide on community programming on violence against women and girls' (DFID, May 2012), section 5.5. Download at [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/67335/How-to-note-VAWG-2-community-prog.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67335/How-to-note-VAWG-2-community-prog.pdf)

In recent decades there has been growing interest in programmes to engage men and boys in addressing men’s violent behaviour and driving changes in their personal and inter-personal relationships. The focus has been on changing the attitudes and behaviour of individual men through educational responses that give men information, skills and space to better understand how gender shapes their own lives and relationships.

As ITF affiliate unions – with equality as a fundamental principle – and high levels of male membership, we have huge potential to use our existing structures to engage men as well as women. Unions can gain valuable insights from the experiences of other organisations – two of which are shared in the following case studies.



### CASE STUDY

#### WORKING WITH MEN: CHALLENGES AND LESSONS LEARNED, LIBERIA

An evaluation by the International Rescue Committee (IRC) of a male involvement project in Liberia identified challenges with engaging men in the prevention of violence, as well as steps to manage these challenges. The project formed men’s action groups in nine communities where women’s action groups had already been established.

Over the two years of the project, the following challenges emerged:

- **Losing sight of women and girls:** some men’s groups lost sight of the purpose of the groups – ie ending violence against women and girls. They focused on the problems facing men and justified men’s violence as part of a process of change. Dealing with these challenges requires that staff have the skills to facilitate processes where men are not allowed to abdicate responsibility for their behaviour as part of the change process.
- **Men taking charge:** When men became involved in mixed groups with women they assumed leadership positions and advised women on what they should do to end violence. This reinforced unequal gender power relations. IRC staff mitigated this by encouraging men to listen to women and creating spaces for women to speak.
- **Rushing towards mixed-gender groups:** The merging of men’s and women’s groups often happened quickly, without

any real assessment of whether the men’s groups were far enough along in the change process for this to be done safely or whether women were comfortable with merging. Leaders need guidance on how to assess the safety risks involved in bringing women and men together to talk about violence. Clear mechanisms are needed for women to choose if and when to participate in mixed groups.

- **Narrow understanding of violence:** It proved difficult to broaden men’s understanding of violence, beyond individual acts of violence, to include other forms of violence against women and girls that women were talking about: abandonment, forced and early marriage or exclusion from control over household finances.
- **Motivations for participation are not always benign:** Commitment to ending violence against women and girls is not the only motivation for participating in programmes to end violence against women and girls. Men were also driven by the fear of losing control over women and girls, the opportunity to influence community decision-making, and perceived access to resources. A key challenge lies in ensuring that men who are participating buy-in to programme goals.

For more information visit: <http://www.rescue.org/domestic-violence-info>

This case study is taken from ‘A practical guide on community programming on violence against women and girls’ (DFID, May 2012), section 5.5.

## CAUTION!

**There are challenges and risks associated with this work, including to women’s safety. This makes it essential that high standards are applied when planning your programme.**

Guiding principles for supporting work with men and boys to end violence against women and girls.

**The following checklist is designed to assist leaders in making decisions when developing programmes to deliver the best results.**

- **Men and boys can be the targets and allies of programmes to prevent violence against women and girls, but women and girls are the primary beneficiaries.**
- **The safety of women and girls is the paramount consideration.**
- **Women's rights and empowerment must remain central. Programmes should explicitly seek to challenge discriminatory gender norms and unequal power relations between women and men.**
- **Programmes should be developed and implemented in partnership with women's committees rather than by men's groups working autonomously. This ensures transparency and accountability.**
- **Activities that engage men are an ideal opportunity to promote women's leadership opportunities.**
- **Women-only spaces must be created and protected.**
- **Programmes must be continually evaluated to guard against becoming male-dominated, and checks and balances should be built into projects to ensure they remain women-centred (i.e. focused on the rights of women and girls).**
- **Programmes should go beyond small-scale educational interventions that target individual changes in attitudes and behaviour, and should mobilise men's support for wider societal changes, e.g. by enlisting men as allies in women's rights campaigns to challenge discriminatory laws and policies. (This is important because men are typically the people who make decisions and they need to be making them in women's interests.)**
- **Programme evaluations must seek out the perspectives not only of male participants but also of the women in these men's lives, in order to validate self-reported changes. All necessary steps must be taken to ensure the confidentiality and safety of those consulted.**

Reproduced with the kind permission of International Rescue Committee. <http://www.rescue-uk.org>. Also available in DFID practice paper 'Violence against women and girls', which can be seen at [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/67335/How-to-note-VAWG-2-community-prog.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67335/How-to-note-VAWG-2-community-prog.pdf)

# Working with media

## Maximising media impact



The media plays an influential role. It can shape the way a crime and its victim are perceived through the way it tells the story. It can be very powerful both in challenging or perpetuating society's attitudes towards violence against women. Armed with the right techniques, trade unions can greatly strengthen our campaigns for change by using the right techniques to create and engage effectively with media opportunities that arise.

The Scottish charity Zero Tolerance has produced a thorough guide for journalists that would be equally valuable for anyone writing a leaflet or an article for a union publication – or working with a journalist on a story for the general public.

Some of the content is Scotland-specific. However many aspects of the guide provide easy-to-use tools, applicable to any country, which could help improve the impact of a union campaign. The guide has short and precise sections including definitions, language and recommendations, and permission to copy any of the material for reproduction.

A copy of the guide, 'Handle with care: a guide to responsible media reporting of violence against women' can be downloaded from <http://www.zerotolerance.org.uk/projects/MediaGuide>

The website has many other resources including guides for teachers and young people. These resources may provide you with additional ideas when producing your own materials, which reflect your priority issues and your culture.

## **Resources**

### **Organisations**

**Many organisations have a wealth of expertise and materials that can save unions time, money and potential strategic errors.**

**Throughout this guide there are examples of where international**

#### **Amnesty International**

Amnesty has an online toolkit which includes guides and packs on gender awareness, building campaigns, violence against women in armed conflict, human rights for young people and women's rights for people working in the media. <http://www.amnesty.org/en/womens-rights/activist-toolkit>

#### **Department for International Development (DFID), UK**

DfID, The UK government's Department for International Development has produced a document entitled: A Practical Guide on Community Programming on Violence against Women and Girls: <http://www.dfid.gov.uk/Documents/publications1/How-to-note-VAWG-2-community-prog.pdf>

#### **International Labour Organization (ILO)**

The ILO has produced a resource on gender-based violence in the world of work. This tool aims to contribute to policy development at national level, especially with entry points for responses and prevention of workplace gender-based violence. <http://www.ilo.org/global/lang-en/index.htm#a4>

Many ILO field offices conduct training courses for governments, employers and worker organisations – on sexual harassment provisions in legislation and specific policies, as well as workshops on codes of practice and other strategies. Capacity-building courses on gender equality and violence-related issues are also conducted by the Turin-based International Training Centre (ITC-ILO).

**organisations have made significant progress on violence against women, in a variety of cultures on every continent.**

**This section provides a ready reference to valuable information and resources offered by these and other organisations.**

## ITUC

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### **ILO Bureau for Gender Equality (GENDER)**

The Bureau aims to contribute to policy development at national and sectoral levels, enhance knowledge-sharing on how to eliminate gender-based violence, and serve as an information resource for capacity building of governments and the social partners worldwide.

[www.ilo.org/gender/](http://www.ilo.org/gender/)

### **ILO Special Action Programme to Combat Forced Labour**

This programme continues to implement a range of field-based technical cooperation projects that address, among other issues, the forced labour and exploitation suffered by victims of human trafficking.

[www.ilo.org/sapfl/](http://www.ilo.org/sapfl/)

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The ITUC has produced a brochure providing tools and guidelines to strengthen and reinforce trade union policies and actions to STOP Violence Against Women.

<http://www.ituc-csi.org/trade-unions-say-no-to-violence.html?lang=en>

## Oxfam

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Oxfam has a broad range of campaigns and resources for the empowerment of women. A detailed list providing links to many Oxfam publications on gender justice work is available at:

<http://policy-practice.oxfam.org.uk/our-work/gender-justice>

For affiliates working in South Asia, details of Oxfam's regional campaign to end violence against women "WE CAN" can be found at:

<http://www.wecanendvaw.org/>

Oxfam's briefing paper: *Towards ending violence against women in South Asia* is at:

[http://www.wecanendvaw.org/sites/default/files/Campaign%20Briefing%20Paper\\_1.pdf](http://www.wecanendvaw.org/sites/default/files/Campaign%20Briefing%20Paper_1.pdf)

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## Promundo

Brazil-based NGO Promundo's website provides a range of educational materials, research, and information on its international programmes. The organisation works to promote caring, non-violent and equitable masculinities and gender relations in Brazil and internationally.  
[www.promundo.org.br/en/](http://www.promundo.org.br/en/)

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## The United Nations' Trust Fund to End Violence against Women

This fund supports effective initiatives that work systematically to address, reduce and, with persistence, eliminate violence against women and girls – for example by strengthening the implementation of laws. To date, the UN Trust Fund has delivered more than USD 86 million to 351 initiatives (including some union-run) in 128 countries and territories.  
<http://www.unwomen.org/how-we-work/un-trust-fund/>

The annual grant-making process is highly competitive. For instructions on how to apply, consult the Application Guidelines. If you have questions, please contact the UN Trust Fund Secretariat.

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## UNiTE – a global campaign to end violence against women

Launched in 2008, UN Secretary-General Ban Ki-moon's UNiTE to End Violence against Women campaign is a multi-year effort aimed at preventing and eliminating violence against women and girls in all parts of the world.

UNiTE calls on governments, civil society, women's organisations, young people, the private sector, the media and the entire UN system to join forces in addressing the global pandemic of violence against women and girls.  
<http://www.un.org/en/women/endviolence/>

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## UN Women

UN Women has a large volume of information on its website <http://www.unwomen.org> and in a variety of publications, many of which are available in a number of languages.

There are numerous in-depth case studies from countries on every continent detailing evidence-based strategies, challenges faced and overcome, along with monitoring mechanisms and outcomes. Documents available range from advice on budget preparation to training resource and fact sheets.

They include a very comprehensive guide on campaigns to end violence against women and girls, which can be downloaded at:  
<http://www.endvawnow.org/uploads/modules/pdf/1342724232.pdf>

It includes a section on finance offering advice on donors, fundraising, planning and budgeting.

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## UN Secretary-General's database on violence against women

In 2006, the United Nations Secretary-General launched an in-depth study on all forms of violence against women. In response to this study, the General Assembly adopted resolution 61/143 of 19 December 2006, calling upon member states and the United Nations system to intensify their efforts to eliminate all forms of violence against women.

The Secretary-General's database was launched on 5 March 2009 at United Nations Headquarters in New York.  
<http://sgdatabase.unwomen.org/home.action>

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## World Health Organisation

The website provides a range of information from fact sheets, statistics and publications, to information on WHO's programmes, activities and region-specific work.  
[http://www.who.int/topics/gender\\_based\\_violence/en/index.html](http://www.who.int/topics/gender_based_violence/en/index.html)

The WHO Multi-Country Study on Women's Health and Domestic Violence Against Women is a ground-breaking research initiative. The study has gathered comparable data on the prevalence and frequency of different forms of violence, its effect on women's lives and health, and risk factors for domestic violence from eight countries around the world.  
[http://www.who.int/gender/violence/who\\_multicountry\\_study/en/](http://www.who.int/gender/violence/who_multicountry_study/en/)

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## Zero Tolerance

The Scottish charity Zero Tolerance has produced: *Handle with care: a guide to responsible media reporting of violence against women*.  
<http://www.zerotolerance.org.uk/projects/MediaGuide>

# Model agreements

## The Canadian Auto Workers (CAW) and the ITUC offer best practice templates to assist unions with negotiations with employers.

Canadian Auto Workers Anti-Harassment Committee  
<http://www.caw.ca/en/10854.htm>

Canadian Auto Workers Workplace Harassment  
<http://www.caw.ca/en/7911.htm>

ITUC Sample sexual harassment clause  
<http://www.ituc-csi.org/stopping-sexual-harassment-at-work> (page 9)

ITUC Model procedure for dealing with complaints of sexual harassment  
<http://www.ituc-csi.org/stopping-sexual-harassment-at-work> (page 9)

# International conventions and statements on violence against women

**International conventions and statements can add weight to union argument and campaigns. This section provides an introduction to a number of these agreements related to VAW.**

## **57th Session of the United Nations Commission on the Status of Women (UNCSW). 2013 theme 'Elimination and prevention of all forms of violence against women and girls'.**

The session took place in New York, United States of America from 4-15 March 2013. ITF women were represented in the trade union delegation which, working alongside progressive NGO's, helped deliver improved outcomes.

The joint statement entitled 'Trade unions say: No compromise on women's rights, zero tolerance for violence against women and girls' is posted on <http://unioncsw.world-psi.org/news/no-compromise-women%E2%80%99s-rights-zero-tolerance-violence-against-women-and-girls>

Further information including the complete document 'agreed conclusions' can be found at <http://www.un.org/womenwatch/daw/csw/57sess.htm>

## **Beijing Declaration and Platform for Action**

Adopted by the Fourth World Conference on Women in 1995, the Declaration calls upon governments to take action to address critical areas of concern, among them violence against women. 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/womenwatch/daw/beijing/pdf/BDPfA%20E.pdf>

## **CEDAW – Convention on the Elimination of All Forms of Discrimination against Women**

In 1992, the Committee on the Elimination of All Forms of Discrimination 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 eliminate 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.cedaw2013.org>

## **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 represent 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 perpetrators, minimising the distinction between public and private actors. <http://www.un.org/documents/ga/res/48/a48r104.htm>

## **European Commission code of practice on sexual harassment**

In 1991, the European Commission (EC) adopted a resolution on the protection of the dignity of men and women at work. A code of practice to combat sexual harassment is linked to the resolution, and gives practical guidance to employers, trade unions and employees. It does not have the force of law but member states are encouraged to implement the Recommendations at national level.

[http://europa.eu/legislation\\_summaries/employment\\_and\\_social\\_policy/equality\\_between\\_men\\_and\\_women/c10917b\\_en.htm](http://europa.eu/legislation_summaries/employment_and_social_policy/equality_between_men_and_women/c10917b_en.htm)

## VOICES FOR CHANGE

“Violence against women has little to do with the man being aggravated and even less to do with what the victim has done. Instead, its roots lie in the man’s desire to exert control and power over a woman and would occur no matter what she did or did not to.”

Zimbabwe Amalgamated Railwaymen’s Union

Recommendations to employers

- **Employers should issue a policy stating that sexual harassment will not be permitted.**
- **The policy must be communicated effectively to all employees.**
- **There should be training for managers and supervisors to deal with sexual harassment.**
- **Clear and precise procedures should be developed to deal with sexual harassment.**

Recommendations to trade unions

- **Formulate policy statements on sexual harassment.**
- **Raise awareness of the problem of sexual harassment in the workplace.**
- **Raise the issue with employers and encourage the adoption of policies.**
- **Provide clear guidance to members as to what they should do if they are harassed.**
- **Consider specially trained officials to advise and counsel members.**

### **ILO Conventions and Memorandum of Understanding**

ILO convention 29 on Forced Labour:

[http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100\\_ILO\\_CODE:C029](http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C029)

ILO convention 111 on Discrimination in Employment and Occupation:

[http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100\\_ILO\\_CODE:C111](http://www.ilo.org/dyn/normlex/en/f?p=1000:12100:0::NO::P12100_ILO_CODE:C111)

UN Women Memorandum of Understanding with the International Labour Organization (ILO) 2011 includes combating gender-based violence at work:

<http://www.ilo.org/public/english/bureau/leg/download/un-women-mou.pdf>

### **ITUC and global union statement on violence against women**

<http://www.ituc-csi.org/IMG/pdf/women.pdf>

### **UN documents**

- UN Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriage:  
[http://treaties.un.org/Pages/ViewDetails.aspx?mtdsg\\_no=XVI-3&chapter=16&lang=en](http://treaties.un.org/Pages/ViewDetails.aspx?mtdsg_no=XVI-3&chapter=16&lang=en)
- UNHCR Guidelines on the Protection of Refugee Women:  
<http://www.unhcr.org/3d4f915e4.html>
- UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children:  
[http://treaties.un.org/Pages/ViewDetails.aspx?mtdsg\\_no=XVIII-12-a&chapter=18&lang=en](http://treaties.un.org/Pages/ViewDetails.aspx?mtdsg_no=XVIII-12-a&chapter=18&lang=en)
- UN Resolution 1325 on Women, Peace and Security:  
[http://www.un.org/events/res\\_1325e.pdf](http://www.un.org/events/res_1325e.pdf)

### **UN Millennium Development Goals and violence against women**

The MDG targets will be missed if violence against women is not addressed. Preventing violence against women in this context commits the international community to an action agenda, which emphasises sustainable human development as the key to fulfilling social and economic progress. All 191 Member States of the United Nations have pledged to achieve these goals by the year 2015.

<http://www.un.org/en/development/desa/millennium-development-goals.html>

## **What is an act of violence?**

**Violence and abuse can be understood as behaviour intended to establish power and control over family, household members, intimate partners, colleagues or groups. Violence and abuse may occur only once, it can involve various tactics of subtle manipulation or it may occur frequently while escalating over a period of months or years. In any form, violence and abuse is wrong and can profoundly affect individual health and wellbeing.**

## Resources

The following list provides affiliates with a detailed but not exhaustive list of the numerous and varied forms that violence against women can take.

### Physical Violence

Physical violence occurs when someone uses a part of their body or an object to control your actions. Physical violence includes, but is not limited to, the following:

- pushing;
- pinning or holding a person down;
- confinement;
- pinching;
- hair-pulling;
- slapping;
- punching;
- arm twisting;
- kicking;
- biting;
- choking;
- burning;
- overmedication;
- assault or threats with an object or weapon;
- stabbing; and
- murder.

### Sexual Violence

Sexual violence occurs when someone forces you to take part in sexual activity when you do not want to. Sexual violence includes, but is not limited to, the following:

- touching you in a sexual manner against your will (i.e. kissing, grabbing, fondling);
- forced sexual intercourse;
- forcing you to perform sexual acts you find degrading or painful;
- use of a weapon to make you comply with a sexual act;
- beating sexual parts of your body;
- exhibitionism (need to expose body parts to others);
- denial of a woman's sexuality;
- humiliating, criticizing or trying to control a woman's sexuality;
- denial of sexual information and education (i.e. birth control);
- withholding sexual affection;
- exposure to HIV or other sexually transmitted infections;
- forced abortion or sterilisation;
- forced prostitution; and
- unfounded allegations of promiscuity and/or infidelity.

### Emotional Violence

Emotional violence occurs when someone says or does something to make you feel stupid or worthless. Emotional violence includes, but is not limited to, the following:

- name calling;
- destruction of your personal property;
- constant criticism;
- blaming all relationship problems on you;
- humiliating or belittling you in front of others;
- confinement to the home;
- using silent treatment;
- jealousy; and
- intimidation.

### Psychological Violence

Psychological violence occurs when someone uses threats and causes fear in you to gain control. Psychological violence includes, but is not limited to, the following:

- threatening to harm you, your children or your family if you leave;
- threats of violence;
- threats of abandonment;
- social isolation from your family and friends;
- threatening to take the children;
- stalking;
- verbal aggression and
- threatening to harm themselves.

### Spiritual Violence

Spiritual violence occurs when someone uses your religious or spiritual beliefs to manipulate, dominate, or control you. Spiritual violence includes, but is not limited to, the following:

- trying to prevent you from practicing your religious or spiritual beliefs;
- making fun of your religious or spiritual beliefs;
- forcing you to raise your children in another religion or spiritual choice; and
- using your religious or spiritual beliefs to manipulate, dominate or control you.

### Cultural Violence

Cultural violence occurs when you are harmed as a result of practices condoned by your culture, religion or tradition. Cultural violence includes, but is not limited to, the following:

- female circumcision;
- early marriage (under the age of 18)
- marital rape;
- dowry murder;
- sexual slavery; and
- honour crimes.

### Financial Abuse

Financial abuse occurs when someone controls your financial resources without your consent. Financial abuse includes, but is not limited to, the following:

- destruction of your personal property;
- not allowing you to attend school;
- refusing to let you work outside the home;
- controlling your choice of occupation;
- forbidding you to have access to the family income and bank accounts;
- giving you an allowance and requiring justification for all money spent;
- taking money needed for the care of the family;
- refusal to contribute financially to family; and
- denying access to basic needs such as food and health care.

### Neglect

Neglect occurs when someone has the responsibility to provide care or assistance for you but does not. Neglect includes, but is not limited to, the following:

- not paying your bills; and
- not providing needed medication, food, shelter or clean clothing..

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