WORKPLACE MOBBING

Workplace mobbing (from the English term "mob": to attack with violence) refers to the action on one individual by one or many individuals intended to cause fear or terror in the workplace.

The victim of workplace mobbing is systematically and frequently subjected to psychological violence through negative activities by co-workers, subordinates, or superiors over a long period of time.

These activities, which are intended to harass, intimidate or disturb the victim forcing him or her out of the workplace.

VIOLENCE IN THE WORKPLACE

SEXUAL HARASSMENT

The socially and culturally built hierarchy between the genders holds certain power relationships. Any power relationship is asymmetrical by definition, i.e. one of the subjects of the relationship has power and the other one does not.

Usually, men are socially regarded as being of higher value. This asymmetrical situation is present in many areas of social life and can lead to violence (physical, verbal, or psychological).

Sexual harassment is a form of violence that through a show of power intimidates, humiliates, and affects another person’s dignity. This behavior is sexual in nature (physical contacts, sexual advances, comments and jokes with sexual content, exhibiting pornographic material or making inappropriate comments) and undesired, it is perceived by the victim as a condition to keep the job, or as one that creates a hostile, intimidating, and humiliating work environment.

HOW DO WE DO IT?

Campaigns
- Break the Circle!

Activities
- 16 days of activism
- Observance of the International Day against Violence against Women with activities

Political and regulatory influence
- United Nations Commission on the Status of Women
- ILO Governing Body

Work with other GUF’s
- ETUC Project

Manuals and Guidelines
- Information for workers experiencing domestic violence
- Policies for UNI Affiliated Unions
- Domestic Violence is a Workplace Issue

UNI EUROPA WOMEN’S COMMITTEE
UNI ASIA-PACIFIC WOMEN’S COMMITTEE
UNI AFRICA WOMEN’S COMMITTEE
UNI AMERICAS WOMEN’S COMMITTEE
UNI WORLD WOMEN’S COMMITTEE

HOW DOES EQUAL OPPORTUNITIES WORK?

Since women are considered to be the largest minority within the different sectors (they represent 50% of the workers represented by UNI), they are the group in which UNI EOD focuses most of its work.

In order to be able to reach women workers around the world, UNI EOD (Women), is structured the following way:

The President of the World Women’s Committee is elected by the women members to the World Committee, who in turn have been elected to occupy these seats by their own regional committees.

All the activities, campaigns and programs are coordinated by the Head of the Equal Opportunities who is based in Nyon HQ, and are implemented throughout the regions by the regional heads of UNI Women.

Furthermore, regional and national women’s networks and liaison councils help in the implementation and development of new campaigns, strategies, activities and programs that help train and empower women.
WHICH ISSUES DO WE ADDRESS?

INCREASE GENDER REPRESENTATION/ GENDER BALANCE

In order to truly achieve sustainable development and true social justice for everyone, we need gender equality. For this purpose, the Equal Opportunities Department carries out programmes, campaigns and other activities in order to fulfill this goal, both within the organization and among our affiliates.

EMPOWERMENT AND LEADERSHIP

Women represent 50% of the total existing labour force, but their participation in unions, especially in leadership or decision making positions is still very low. This situation applies particularly to young women who suffer discrimination twice: because of their gender and because of their age.

The lack of participation of women, particularly young women, results in women having little power to include and negotiate on those issues that directly affect them. It creates an imbalance between the magnitude of youth problems and the extent of trade union attention to them; and it results in the waste of one of the largest resources of the global workforce: women.

UNI Global Women and UNI Global Youth we have been working to encourage all affiliates to prepare women and young women to take over leadership roles in the future, by giving them experience and sharing information. Women and young women’s involvement in trade unions must be encouraged and supported at local, national and regional levels. Trade unions should invest in the development of women and young women to further strengthen trade union movements and security. The voice of women and youth should be heard and be reflected in the trade union activities.

HOW DO WE DO IT?

Campaigns
- 40for40 Campaign
- That’s Why Campaign
- Mentoring Program

Activities
- Women’s Networks
- Gender workshops
- Leadership workshops and seminars
- International seminars and projects on gender mainstreaming
- Seminars and projects on women empowerment
- Observance of key dates: 8 of March – International Women’s Day

WORK - LIFE BALANCE

Globalization of the economy has brought about changes in the labour market structure and labour organization, which had remained stable throughout the 20th century. The traditional model of sexual division of labour had placed productive tasks (supporting and providing for the family) in the hands of men and reproductive ones in the hands of women (caring for children and the elderly, housekeeping chores.)

Today, women increasingly share the provider role with men. However, there has not been a similar change in the distribution of domestic work. For that reason, women with both roles (productive and reproductive) work more hours than men, get less rest, and are burdened with a heavy workload that puts their health at risk and limits their chances of developing a professional career.

We must then reflect upon these issues and devise policies intended to balance work and family life to overcome gender inequalities, so that both men and women may have access to a full family life and a professional career.

THE WAGE GAP

Women and men have the right to receive equal remuneration for work of equal value. Not only should men and women get equal pay for doing the same or a similar job, but also when they do work that is completely different but which, based on objective criteria, is of equal value. Equal Pay is a recognized human right to which all men and women are entitled.

Unfortunately, a study by the International Labour Organization in 2013 shows that the global wage gap is still at 23%. The reason for this lies in different forms of discrimination, whether it is job segregation, lack of access to education or cultural stereotypes.

For this reason, UNI has pledged to work to make ILO Convention 100 requiring equal remuneration for men and women workers for work of equal value effective in every work site.

HOW DO WE DO IT?

Campaigns
- Equal Pay campaign

Activities
- Information sessions in conferences and seminars
- Raise awareness through events/observance days
- Participation in international projects

Booklets, Manuals and Guides
- Gender Equality: Practical guide for delegates
- Equality in Union Culture: Practical Guide to Establish Equality Policies in Union Organization
- Equality in Union Culture: Booklet on Good Practices in Gender Equality in Union Organizations