

# **Eliminating violence and harassment in the world of work Spanish Finance Sector**

UNI Europa Equal Opportunities  
30-31 March 2022

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CCOO CONTRA EL

**ACO  
SO  
SEX  
UAL**

EN EL TRABAJO

**25N** 2021

DÍA INTERNACIONAL DE LA ELIMINACIÓN  
DE LA VIOLENCIA CONTRA LAS MUJERES

EL ACOSO  
SEXUAL  
TAMBIÉN ES  
VIOLENCIA  
MACHISTA

#TRABAJOSLIBRESDEACOSOSEXUAL

**CCOO**



ABRE LOS OJOS. ¡ACTÚA!

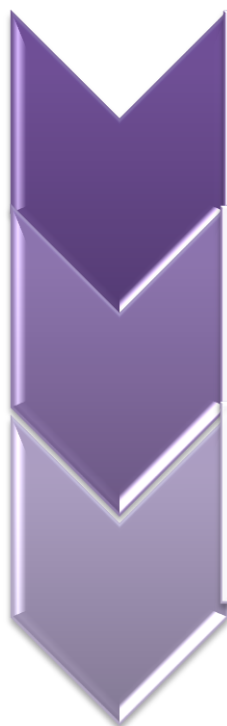
TODAS LAS VIOLENCIAS DUELEN



**CCOO** #25N VIOLENCIAS

DÍA INTERNACIONAL  
CONTRA LAS VIOLENCIAS MACHISTAS  
**25N** 2020

# **DATA ON VIOLENCE AND HARASSMENT**



- According to the EU Agency for Fundamental Rights, 90% of sexual harassment affects women.
- *According to the Macro-survey on Violence against Women, 1 in 5 women who have suffered sexual harassment have experienced it in the workplace.*
- The same source indicates that 98.2% of sex offenders have been men.

**It is therefore clear that violence is gendered:  
women are the victims and men are the  
aggressors.**

# what are we doing at ccoo?



**In the face of criminal labour behaviour, such as violence and harassment at work, the women and men of CCOO act through COLLECTIVE BARGAINING and UNION ACTION.**

# **COLLECTIVE BARGAINING-Sectors**



# **COLLECTIVE BARGAINING-Sectors**

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CONVENIO COLECTIVO DE BANCA  
2019-2023

**CCOO** **servicios**  
s. financiero

CONVENIO COLECTIVO DE LAS CAJAS Y  
ENTIDADES FINANCIERAS DE AHORRO  
2019-2023

**CCOO** **servicios**  
s. financiero

CONVENIO COLECTIVO DE LAS ENTIDADES DE SEGUROS,  
REASEGUROS Y MUTUAS COLABORADORAS CON LA  
SEGURIDAD SOCIAL

**CCOO** **servicios**  
s. financiero

XXII CONVENIO COLECTIVO DE  
COOPERATIVAS DE CRÉDITO

**CCOO** **servicios**  
s. financiero

CONVENIO COLECTIVO DE LOS ESTABLECIMIENTOS  
FINANCIEROS DE CRÉDITO

**CCOO** **servicios**  
s. financiero

# **NEGOCIACIÓN COLECTIVA-Sectores**

**Harassment**

**LABOUR**

**SEXUAL**

**ON GROUNDS OF  
SEX**

**VERY SERIOUS MISCONDUCT**



# **COLLECTIVE BARGAINING-Sectors**

• **Protocols for the prevention of and measures against sexual harassment / harassment on the grounds of sex**

• **Protocols for the prevention of and measures against harassment at work**

# **COLLECTIVE BARGAINING-Companies**

## **Protocols for prevention and measures against violence and harassment**

- Statement of principles, objectives and scope of application.
- Definitions and examples of harassment situations.
- Principles and safeguards Rights and obligations of management, the union reps and employees.
- General measures and procedures for communication, counselling, reporting, action and resolution.
- Monitoring and evaluation Information and awareness-raising.
- Misconduct and sanctions.
- Complaint forms.



**With the participation of trade union reps**

# **COLLECTIVE BARGAINING-Companies**

## **Protection against gender-based violence**

- ✓ Change of work station while maintaining former post in reserve.
- ✓ Temporary suspension of contract.
- ✓ Pay advances.
- ✓ Temporary suspension of payment of instalments on existing loans.
- ✓ Flexible working hours.
- ✓ Guarantees of privacy in internal databases.
- ✓ Reduction of working hours without reduction of salary.

# **UNION ACTION**



**women's networks for equality**

# **UNION ACTION**

**What do CCOO delegates do when victims ask for our intervention?**

**LISTEN**

**ACCOMPANY**

**ADVICE**

**SUPPORT**

# **UNION ACTION**

**In the workplace, CCOO says**

**¡NO**

**SEXUAL  
HARASSMENT!**

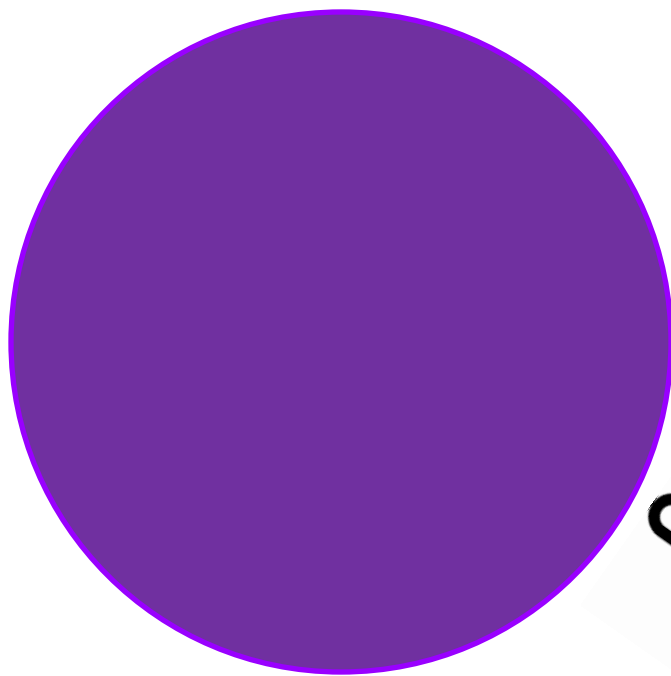
**¡NO**

**TO THE MALE  
VIOLENCE!**

**No one should go to work in fear!**

# **UNION ACTION**

**WE ARE VIOLET DOTS**





**servicios**  
s. financiero



# #WORKSFREE OF HARASSMENT AND VIOLENCE

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