

ELIMINATING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

FINANCE SECTOR WORKSHOP



Cross-sectoral Social Dialogue project “Eliminating violence and harassment in the world of work”

2021-2023

A joint European Social Dialogue project in order to present a unified voice in developing a robust and common resource to fight violence at EU level.

By developing EU Cross-sectoral guidelines on prevention and fight against violence and harassment in the world of work. The design of the project foresees:

- **3 webinars, 6 round tables, 1 research and a final conference.** The project will be concluded with a Conference in Paris.
- All meetings are dedicated to build stronger bridges in fighting inequalities and eliminating violence and harassment at work engaging as well with employer's organisations and key partners.
- The action is as well a chance to **promote gender equality and make a focus on the ILO convention C190 and its ratification process.**

PRIORITIES

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

- **Ending Violence and harassment at work /
Third-party violence**
 - **Help the C190 ratification process**
 - **Tackling Domestic violence**

SCOPE OF THE PROJECT

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

- **The Council of Europe Convention on preventing and combating violence against women and domestic violence**, better known as the **Istanbul Convention**, a human rights treaty of the Council of Europe against violence against women and domestic violence
- **The ILO Convention No. 190, Recommendation No. 206**, and the accompanying Resolution
- **The European Pillar of Social Rights** standing for equal opportunities, health protection, gender equality, work-life balance, social protection and inclusion
- The **OSH "Framework Directive"** - Directive 89/391/EEC

- The guidelines will be elaborated on the work, **expertise and good practices of the UNI Europa Equal Opportunities department** (Europe) based on the guidelines, objectives and recommendations set out by the UNI World Women's Conference and the UNI Equal Opportunities department.
- On the UNI Equal Opportunities department throughout its longstanding **“Break the Circle” campaign against violence and harassment**
- Will also take into **consideration our close collaboration with OSHA**, the lessons learned from research, good practices and campaigns
- On the HOSPEEM joint statement on the 10th anniversary of **the Multi-sectoral guidelines aiming at tackling third-party violence and harassment related to work**, guidelines which were signed a decade ago by several European Sectoral Social Partners.

OBJECTIVES

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

- Raise **capacity-building** of social partners by creating a work plan with meaningful objectives-long term strategy
- **Invite key actors** to the cross-sector webinars and activities
- Exchange on the **best strategy for the development of the Cross-sectoral guidelines** using the inputs from the actors involved in webinars, sectors round tables using all relevant policy papers + Convention/Treaty
- **Disseminate documents and best practices** on the topic and around ILO C190 at the ESSDCs
- Promote and develop discussion on **health and safety measures** (OSHA)
- Discuss **prevention of violence and harassment**. Protection of male and female workers within their work environment
- Inform affiliates and European employers on the **project development**
- Disseminate the **research results on mental health** and the project results
- **Exchange of expertise** with regards to gender equality and equal opportunities

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

PHASES

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

1) Preparatory phase June, 2021

2) Implementation June 15, 2021 to May 2023

3) Evaluation and final report May 15 to August 2023

ACTIVITIES

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

Updated dates	Action	Sectors	Remarks
15 June 2021	Brussels Preparatory meeting of the "Project steering group" – Virtual meeting	Steering group	Checked
15 December 2021	1st Webinar on violence and harassment at work: ratification process of ILO Convention C190	ALL	Checked
May 2022	2nd Webinar on TPV	ALL	Confirmed
December 2022	3rd Webinar on Domestic violence	ALL	Confirmed
30/31 March 2022	Online	Finance	Confirmed
November 2022	Berlin Round table 2	Graphical	Discussion
February 2023	Madrid Round table 3	Commerce	Confirmed
January 2023 TBC	Lisboa Round table 4	Care	CONSULT SECTOR
September 2022 TBC	Malta Round table 5	Gaming	CONSULT SECTOR
October 2022	Dublin Round table 6	ICTS	CONSULT SECTOR
May 2023	Paris Final Conference	ALL	Confirmed
June 2023	Brussels Follow-up "Project steering group" meeting	Steering group	Confirmed

6 roundtables

- ✓ One round table for the Finance sector - Rome, Italy - **25 participants**
- ✓ One round table for the Care sector - Berlin, Germany - **15 participants**
- ✓ One round table for the Graphical sector – Madrid, Spain - **15 participants**
- ✓ One round table for the Commerce sector - Lisboa, Portugal- **15 participants**
- ✓ One round table for ICTS - Dublin, Ireland - **25 participants**
- ✓ One round table for the Gaming sector - Malta - **15 participants**

Final Conference

A two-day plenary meeting will be held in Paris, France, in December 2022.

On the **first day**, the project's steering group will present the project's activities and results.

On the **second day**, the **Cross-sectoral guidelines will be officially signed and published.**

60 participants

ROLES AND RESPONSABILITIES

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UNI Europa is the applicant and is therefore leading the project together with the project steering group that represent all key actors

AMICE (Social Partner/Finance) is **co-applicant**

UniCredit AND ETNO have committed to the project as **associated partners**

UNI Europa affiliates working more in-depth on the project and representing the services sectors include **FISAC, UILCA, ANTIC, CWU, Pro Finland**, defined as **affiliated entities** in the project description and many more

RESEARCH

WEBINAR

VIOLENCE AND HARASSMENT AT WORK

Call for tender

Research on psychosocial risk factors due to the abrupt change in the workplace and the rise of teleworking

Psychosocial risk factors include the design, organization and management of work and its social environment which may cause psychological, social or physical damage to the health of workers.

The pandemic:

- **has shone a light on numerous risks for workers such as precarious health and safety measures, limited access to healthcare services and the rise of violence, gender based violence and domestic violence.**
- has left people feeling anxious and threatened at the very core of their existence from their health and life, to their economic subsistence and lifestyle. This threatening situation, added to the abrupt modification of the workplace as a result of isolation measures to stop the spread, has accelerated the impact of these factors, without being able to measure or foresee their consequences.

By investigating the impact that this sudden turn towards complete teleworking we will be able to understand its effects on the wellbeing of workers and we will be able to work on prevention and actions to eliminate them.

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The research will allow social partners to:

- Evaluate psychosocial risk factors due to remote work/ teleworking.
- Evaluate the already existing risks to worker wellbeing due to teleworking and isolation
- Evaluate the impact of the pandemic on violence and harassment on services workers

Geographical distribution: Central and Eastern Europe. Southern and Northern countries.

Thank you

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WEBINAR

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