

## **UNI Europa Graphical & Packaging Declaration against Violence, Harassment and Discrimination in the World of Work**

The trade unions affiliated to UNI Europa Graphical & Packaging condemn all forms of workplace violence, harassment, including sexual harassment, and discrimination on the basis of age, gender, gender identity, sexual orientation, education, ability, religion or belief, race, ethnicity, socio-economic and/or cultural background, nationality, disability and family status. We strongly affirm our commitment to greater safety and equality in the world of work and pledge to continue to pursue this goal.

Violence and harassment are defined in ILO Convention C190 as "a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment."

Violence and harassment in the world of work are threats to equal opportunity and must therefore be combated simultaneously. Similarly, the world of work is not immune to the implications of domestic violence, which has increased with the spread of remote work, and must help facilitate the process for workers facing domestic violence to be safe and obtain justice.

Respectful, secure, and inclusive workplaces are critical to employee satisfaction, engagement, and empowerment, as well as to the growth, success, innovation, creativity, and sustainability of the sector. We believe that leaders and all staff should encourage policies and behaviors that promote safety, equality and inclusion as a fundamental part of the workplace culture.

UNI Europa Graphical & Packaging and its affiliated unions commit to continue engaging on this issue with the European social partners through the Sectoral Social Dialogue Committee, promote the use of collective bargaining as a tool to achieve these goals and collaborate with UNI's Equal Opportunities Department to develop policy tools to finally put an end to violence, harassment and discrimination in the world of work.