

UNITED FOR A JUST FUTURE

IndustriALL Global Union 3rd Congress
14-15 September 2021

Resolution Calling for an End to Inequalities, Sexism, Misogyny and Gender-Based Violence in IndustriALL, among affiliates and in the World of Work

We have witnessed with great concern and shame the attitude of IndustriALL Global Union Executive Committee members who repeatedly made sexist and misogynistic remarks, including at IndustriALL Executive Committee meetings and most recently at the Women Miners Network meeting.

Considering that these unacceptable comments are incompatible with decent work, and that they negate the important and progressive work that has been carried out in and by IndustriALL to eliminate inequality and all forms of oppression of women and of gender-based violence in our unions and workplaces;

Recognizing that open, constructive, and respectful debates on issues that may be seen as controversial within IndustriALL are healthy and necessary for democracy and balance, and the proper functioning of a trade union, such as IndustriALL, which seeks above all to promote debates on the plurality of its representations and the democratic construction of its union strategies;

Believing however, that debates and differences must not give rise to comments, behaviours and practices which are in total contradiction with the principles and values of respect, equality, non-sexism, non-violence, democracy and solidarity which IndustriALL defends, as an inclusive organisation;

Shocked by the unacceptable position of trade union leaders who question and dismiss gender equality and proposals to increase representation of women in leadership structures and processes, especially because of what the women workers represent as strength of work and social and political representation in the strengthening of the “union power” thrust of our organization;

Outraged by the attack and offense against women workers and trade unionists present in a network meeting for women in mining, when a male colleague questioned the legitimacy of the presence of women in mines, claiming that women have no place in this sector;

Recalling that the elimination of discrimination in respect of employment and occupation, as provided by the ILO Convention 111, is a core labour standard, and that consequently, trade unions, should be, and are, working for the promotion of equal opportunities and treatment in respect of employment and occupation, with a view to eliminate any discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, as stated in ILO C111.

Acknowledging that violence and harassment in the world of work affects a person's health, well-being, productivity, advancement, and family and social life, that are affirmed by various United Nations instruments and International Labour Organization conventions ensuring human, civil, political, economic, social and cultural rights, irrespective one's race, creed or sex;

Affirming that such sexist and misogynistic comments are neither innocent jokes nor valid arguments, but that they are forms of violence and harassment against women; and that by allowing such comments to be repeatedly uttered creates an unwelcoming, insulting, and toxic environment for women trade unionists, and gives the impression that they are tolerated by IndustriALL;

Recalling that in November 2017, IndustriALL's Executive Committee adopted the pledge against violence and harassment against women "*Not in our Workplace, not in our Union*"; that in December 2018, it adopted an anti-sexual harassment policy in IndustriALL activities; and that in November 2019, it endorsed a new Campaign for the promotion and the ratification of the ILO Violence and Harassment Convention (n°190);

Therefore:

We call on the IndustriALL Global Union Congress to send, once again, a clear message, that to deny equality in rights, dignity, treatment, and opportunities, and to lack respect to other persons, because they are women, is a denial of women's human rights, in contradiction to its stated commitment to defend human, worker and trade union rights;

We urge the Congress delegates to resolve that IndustriALL and its affiliates have the responsibility, and shall take the necessary steps, to prevent and address gender-based violence in the world of work and in our trade unions; to ensure that all are clear on what IndustriALL principles and values mean; that there are limits that shall not be crossed; and that there will be Zero Tolerance to any form of sexism and gender based violence, or any other form of human and women rights violations in our organisations and activities;

We fervently call, again, for an end to inequalities, discrimination, sexism, misogyny, harassment, and all forms of gender-based violence in IndustriALL, its affiliates and the world of work, and for our actions and practices as trade unions to reflect what we stand for, with the aim of achieving a society based on respect, freedom, social justice, and equality.

