



CHANGING OUR CULTURE

16 KEY RECOMMENDATIONS FOR INDUSTRIALL AFFILIATES TO BUILD A CULTURE OF RESPECT AND EQUALITY

- 1 Establish and enforce a zero-tolerance policy for preventing and addressing GBVH (gender-based violence and harassment).
- 2 Create a reliable internal complaints system with a fair, effective process for handling complaints.
- 3 Designate anti-harassment contacts if no internal mechanisms exist, to provide support on sexual harassment and sexism issues.
- 4 Commit to fostering culture change and raising awareness about the harm caused by GBVH, misogyny and sexism.
- 5 Lead efforts to raise awareness and actively negotiate collective agreements and workplace policies with employers.
- 6 Renew commitment to the IndustriALL pledge: "Not in our workplaces, not in our unions," and develop an implementation plan.
- 7 Launch union-wide campaigns and initiatives to make clear that GBVH, misogyny, and sexism have "no place in our union."
- 8 Conduct a gender-responsive risk assessment to proactively identify and prevent GBVH, misogyny and sexism.
- 9 Evaluate union values, policies and structures to uncover and address institutional sexism and misogyny.
- 10 Self-assess the union's progress in combating GBVH, misogyny and sexism, identifying areas for policy or process improvement.
- 11 Provide training for union members, officers, and leaders to understand and address GBVH, misogyny and sexism.
- 12 Organize awareness activities on 25 November and during the 16 Days of Activism against Violence Against Women.
- 13 Train leaders and staff to actively support the zero-tolerance policy by speaking out and intervening as needed.
- 14 Equip anti-harassment contacts with training to provide confidential support and resources for survivors of GBVH, misogyny and sexism.
- 15 Share experiences, good practices, and resources with other affiliates, fostering solidarity in addressing GBVH, misogyny and sexism.
- 16 Conduct a participatory gender audit to examine how internal policies, management, budgeting and staffing support gender equality and address sexism.

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