



ENDING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK OF PUBLIC SERVICES: DECENT WORK NOW AND IN THE FUTURE

Final declaration of the unions affiliated to ISP Interamerica, participants in the regional seminar held in Santiago de Chile from November 5 to 7 2018

We assume with conviction and pride that in the current moment women of the international trade union movement have undertaken to create an instrument that addresses gender-based violence. The current moment is the synthesis of struggle that has led to debate and the possible adoption of a Convention and Recommendation to address Violence and Harassment in the World of Work at the International Labour Organization (ILO). These efforts are premised on the notion that violence is a transversal and systemic factor in the world of work.

The debate about violence in all its varied manifestations has expanded in form and content to the point where it has transcended its status as a 'gender issue' to become a priority for the entire union movement. This is in addition to the fact that we are active and connected in national and international political contexts of attacks on our rights against which we have fought continuously and even lost lives.

The historic responsibility of making this instrument a reality in normative terms within the framework of the ILO's Centennial (2019) debates puts us before the International Trade Union Confederation (ITUC), the ILO and the rest of the world as the Workers' Group, as Global Unions and as PSI. We have an excellent opportunity to recover the political initiative and move to the counter-offensive in the debates about the world of work while maintaining our capacity for both dialogue and mobilization.

The international trade union movement accepts this challenge and will fight for ratification at the 2019 Conference on the following terms:

- The form of the instrument should be a Convention bounded by a Recommendation
- The scope should be extended to the *world of work* and not only the *workplace*
- The understanding that violence and harassment in the world of work affect the quality of public and private services
- The explicit inclusion of violence and harassment based on gender, as one of the most prevalent and systematic forms of violence in the world of work
- The understanding that domestic violence affects the world of work
- The relevance of the ILO's Declaration on Fundamental Principles and Rights at Work as essential aspects to combating violence: Freedom of association and collective bargaining; as well as other tripartite spaces of social dialogue

- The inclusion of the concept of "third parties" in the characterization of victims and perpetrators of violence in the world of work is essential. Public sector workers are increasingly exposed to the risk of violence from service recipients because of intensification of work and the hierarchical organization of work processes. These risks are increased by austerity measures, privatization and the dismantling of the public sector.

Despite gains consolidated at the first session, some additional key aspects are fundamental for the second round of discussions including:

- The concept of the worker and of the denomination of public and private. This specification of the public sector hasn't appeared in previous fundamental agreements
- A specific list of workers who are vulnerable due to conditions of social, cultural and power abuse and discriminatory structures including; young and older (elderly); pregnant women; migrants, afro-descendants and indigenous people, LGBTI
- Public sector workers as complainants. As a group of workers that are particularly at risk for acts of violence in the regular execution of their duties at work, this group also has access to confidential information and can denounce acts of corruption

This process includes the different tripartite actors. Consequently, we will have gains and losses. It is our ethical responsibility to balance these gains and losses and as Public Services International, stand together with and develop joint strategy with the international trade union movement. Negative aspects of the process to date include:

- The disappearance of the concept on the employer in the current text of the Convention is important gain for the Employers' Group, in partnership with some governments
- The inclusion of employers not only as subjects, but as victims of violence and harassment in the workplace. In addition to employers' representatives and workers. This inclusion is linked to ongoing (since 2014) efforts by the employer's group at the ILO to limit the right of workers to strike and to remove it from international labour standards.

We will engage the 2019 International Labour Conference with the historical responsibility and will stand firm in that:

- The right to strike is not a topic of discussion in this discussion. As a Workers' group, we will continue to defend the right to strike in the relevant forums within the ILO
- Workers in the public sector must be explicitly mentioned in the text of the Convention to achieve a milestone that no other international instrument of a general nature has achieved in the history of the ILO
- Include an explicit list of vulnerable groups
- Include objective violence as a factor of increased vulnerability for public workers whose job it is to defend the common good on behalf of the State

THERE ARE NO VICTORIES WITHOUT STRUGGLE!!!!!!

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