



**CAPITALISING
OF GOOD PRACTICES
IN TRADE UNION
DEVELOPMENT
COOPERATION**



SOUTH AFRICA

SOCIAL DIALOGUE AS DRIVER FOR DECENT WORK



COSATU

*Congress of South African Trade Unions,
Congrès des syndicats sud-africains*

In close cooperation with their sector affiliate



SACCAWU

*South African Commercial Catering and Allied Workers Union,
Syndicat sud-africain des travailleurs des services de restauration et métiers connexes*

MAKING GENDER BASED VIOLENCE

A TRADE UNION PRIORITY:

Building organisational capacity to actively take on the fight against GBV and carry out the ILO C.190 and R.206

To implement the recent ILO Convention 190 (C.190) and Recommendation 206 (R.206), as adopted during the International Labour Conference of June 2019, COSATU invested in the development of a number of instruments to strengthen their own organisational capacity in the fight against Gender Based Violence (GBV); they:

- **adopted** a «Cosatu policy and Procedure for handling, prevention and elimination of sexual harassment»
- **developed** a COSATU Manual on Combating Sexual Harassment, giving practical cases <https://www.youtube.com/watch?v=wLN7ovTywGE>, in supporting shop-stewards to act against GBV on the work floor
- rolled out a «Male gender champions dialogue» roll-out, to build a commitment among all COSATU affiliates for male trade unionist to support GBV

Gertrude Mtsweni, National Gender Coordinator at COSATU, explained what is needed to make the protections in ILO Convention (C190) on gender based violence (GBV) and harassment a reality for working women in South-Africa.

« Most African countries does not have national legislation dealing with GBV. So we call on all African countries to ratify the ILO Convention! »

« Sexual harassment and gender-based violence at work is a reality and we've got lots of cases in South Africa that we can prove, » says Gertrude.

« Tackling gender-based violence in the world of work, should be part of our collective bargaining agreements (CBA's). In each and every workplace there should a GBV policy! »

To achieve this COSATU and her affiliates launched a national campaign and capacity building activities on GBV.

CONCRETE RESULTS

- All developed material are being shared online via de COSATU Website:

<http://mediadon.co.za/wp-content/uploads/2019/11/COSATU-Sexual-Harassment-Booklet.pdf>

<http://mediadon.co.za/wp-content/uploads/2019/11/COSATU-Manual-on-Combating-Sexual-Harassment.pdf>

- **Negotiating amendment of the Code of Good practice on harassment at NEDLAC to align with C190, resulting in;**
> Adjustment of labour legislation: Bringing gender elements through social dialogue via NEDLAC structures to be adopted into labour legislation - Cosatu parliamentary co-ordinator Matthew Parks said “These three progressive bills (Sexual Offences; Domestic Violence; and Criminal and Related Matters Amendment Bills) are part of the package of interventions committed to by the president in 2019. They are a welcome

step in the right direction to capacitate the state to tackle the violence affecting women, children, the elderly and persons with disabilities, in particular sexual offences,” said Parks.

<https://www.politicsweb.co.za/politics/adoption-of-three-gbv-bills-to-parliament-welcomed>

- **COSATU welcomes Cabinet’s approval of ILO Convention 190:** Cabinet’s approval (29 November 2021) for the submission of ILO Convention No 190 to Parliament is an important firm step in the process towards South Africa’s full ratification of ILO Convention 190.

<https://www.gov.za/speeches/minister-thulas-nxesi-submits-international-labour-organization-convention-deal-violence>

LESSONS LEARNED AND /OR RECOMMENDATIONS

- OSATU did not wait for the adoption of the ILO C.190 to start taking action, they build out a parallel, capacity building process with material/training to underline their campaign
- Not only focusing on women but also men: COSATU Male Gender Champions dialogue and workshops:
<https://www.youtube.com/watch?v=mbAcHuAONno>
- Gather online testimony: <https://mediadon.co.za/2019/09/12/cosatu-men-lead-by-example-during-the-gender-based-violence-protest-at-cosatu-house/>
- Good lobby work together with various stakeholders like the advocacy programme on GBV in collaboration with RISE Up

- Strong focus on training of COSATU gender coordinators on the Sexual Harassment policy (using the training manual) in collaboration with various allies NALEDI, LRS, CCMA and Sonke Gender Justice, with attention to Young Women leadership development training
- Built a strong team of negotiators and advocates in COSATU including young women workers
- COSATU Gender Review includes a focus on reviewing COSATU work on GBV and Harassment to require a participatory research process engaging various structures.

CONTRIBUTING TO THE SUSTAINABLE DEVELOPMENT GOALS (SDG’s)



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