

UNIT INAUGURATION

CWAY Food and Beverages Company Limited (Shagamu Unit), was inaugurated with a loud ovation on Thursday, 26th October 2023 at Shagamu, Ogun State.



Comrade Jimoh presented a copy of Collective Agreement to the Management.

The CWC members, Management and Cway Shagamu members.

FOBTOB WOMEN CONFERENCE *(Continued from September Edition, Issue No. 15)*

FOBTOB WOMEN INAUGURAL CONFERENCE AND CAPACITY BUILDING WORKSHOP
THEME: CONCEPTUALISING GENDER-BASED VIOLENCE (GBV) AS AN OCCUPATIONAL SAFETY AND HEALTH ISSUE: A HOLISTIC APPROACH TO UNDERSTANDING CAUSES AND ERADICATION IN NIGERIA'S FOOD, BEVERAGE, AND TOBACCO SECTOR



The paper titled *Conceptualising Sexual/Gender-Based Violence: The Role of Trade Unions in Promoting its Integration in the Workplace Policy in Nigeria* was presented by **Comrade Solomon Adebosin**, *Executive Secretary, FOBTOB.*

Comrade Solomon Adebosin in his presentation defined Gender Violence as one of the most prevalent human rights violations in the world of work with no social, or economic boundaries. He explained that according to the United Nations Population Fund (UNFPA), worldwide, one in three will experience physical or sexual abuse in their lifetime. He expatiated on provisions of ILO Convention 190 on Violence and Harassment 2019 and Violence Against Persons (Prohibition) VAPP Act 2015.

He highlighted some of the contexts in which Gender-based Violence can occur as abuse of power, promise of a reward, threat of reprisal and this can be experienced by any worker regardless of their gender, identity, or sexual orientation. Comrade Adebosin said that the victims rarely report sexual abuse because of fear of retaliation, rejection, victim blaming, and stigmatisation.

He further explained that sexual harassment is more severe towards women than men because of power play while that of men is on a minimal level. Hence, this limits the power of women in the workplace as they will either put up with it, live with the frustration

(depression, mental health-associated issues), or quit the job or appeal to God.

Comrade Adebosin dwelt on the provisions of the Constitution of the Federal Republic of Nigeria (Third Alteration) Act No 3, of 2010 which he said, gives the National Industrial Court of Nigeria exclusive jurisdiction over workplace discrimination, sexual harassment, unfair labour practice or international best practice in labour, employment, and industrial relations matters and international convention related to labour rights. He added that this decision has brought about a balanced approach that offered a common platform for the victims to get justice in their favour. He later mentioned some related cases where the victims got judgment in their favour with huge compensation.

The Executive Secretary went further to posit that if we want to make women's rights a union right then it has become necessary to look at the issue of maternity leave and its link with annual leave which is a noticeable gender-based discrimination that needed urgent attention.

He concluded his presentation by emphasising that the major role the trade union must play in addressing gender-based violence in the world of work was to make women rights union rights and ensure that there was continuous advocacy, and awareness of the need to have a workplace policy in line with the C190 and R206 and adapt it to institutional practices.



The Head of Human Resources - Food, Flour Mills of Nigeria Plc, Mrs. Lara Yeku, delivered the paper titled **"Attitude, Practice and Social Norms against Women: Key Gender Equality Issues in Food, Beverage and Tobacco Industry in Nigeria"**. She addressed the topic by taking a historical perspective of Trade Unions. She traced the genesis of trade unionism in

Nigeria linking it with the perceived injustice meted out to workers by the white colonial masters.

She said that the objectives of the Trade Union were not limited to negotiation with employers of labour for better working conditions but also to interface with the Government on socio-economic policies. She posited that Trade Unions have functions such as militancy, politics, fraternity, social, and ancillary and that right from the onset, the unions did not restrict their activities to what was happening in the offices and other workplaces alone.

In wrapping up the presentation, she provided the participants with a checklist of some biases against Women's rights such as emotional being, personal



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mistakes, wrong steps, boss wanting what you cannot give, or promotion, just to mention a few. Looking at the biases mentioned, Mrs. Yeku submitted the most notable approach to overcoming the biases and making women effective in defending their members' interests is awareness of the bias, ability to confront the situation and make the necessary changes.

SUMMARY OF ILO CONVENTION NO. 190

History was made on the 21st of June 2019 as the International Labour Organisation (ILO) adopted a new Labour Standard to combat Violence and Harassment in the workplace. The Violence and Harassment Convention 2019 (C190) and the Violence and Harassment Recommendation 2019 (R206) were adopted by delegates representing the Governments, Employers and Workers Organisations at the Centenary ILO Convention. It was made clear that violence and harassment in the world of work is a human rights issue that would not be tolerated.

C190 and R206 are the first International Labour Standards to provide a common framework to prevent, remedy, and eliminate violence and harassment in the world of work, including gender-based violence and harassment.

The Convention 190 took a pragmatic approach to define violence and harassment as a range of unacceptable behaviours and practices that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm. This potentially covers physical abuse, verbal abuse, bullying and mobbing, sexual harassment, threats, and stalking, among other things.

The Convention includes the specific recognition, for the first time in international law, of the right of everyone to a world of work free from violence and harassment and sets out the obligation to respect, promote, and realize this right [Art.4(1)]. It also represents a historic opportunity to shape a future of work based on dignity and respect for all.

The Convention covers the workers in the formal and informal Sectors, and third-party employees and it behoves the government to adopt laws and regulations to define, prohibit, and prevent violence and harassment in the world of work, including gender-based violence and harassment. This would assist in making sure the workplace is free from any form of harassment.

The Convention was a groundbreaking one with a specific focus on Gender-Based Violence (GBV). It also recognises the effect of domestic violence on the world of work, acknowledging that gender-based violence and harassment disproportionately affect women and girls and establishing the obligation of the state to develop policies with an inclusive, integrated, intersectional approach, which is critical

to addressing multiple forms of discrimination and unequal gender-based power relation.

ILO Convention No. 190 provides that employers of labour's obligations to respect, promote, and realise the fundamental rights and principles at work, comprising freedom of association and the effective recognition of collective bargaining rights, elimination of all forms of forced or compulsory labour, effective abolition of child labour, elimination of discrimination in respect of employment and occupation, and promotion of decent work.

What can organisations, and trade unions do to accelerate and ensure the implementation of the Convention?

- Raise awareness and make available easily digestible education and information about the Convention to members and society at large.
- Collectively mobilise and actively campaign around the issue of violence and harassment in the world of work and ratification of C190 in each country.
- Build alliances with like-minded organisations, institutions, movements and unions to develop structures for advocating for the elimination of workplace violence and harassment.

SUMMARY OF ILO RECOMMENDATIONS NO. 206

ILO Recommendations are regarded as non-binding guidelines. Recommendation 206 provided for the appropriate measures to mitigate the impact of domestic violence in the world of work referred to in Article 10(f) of the Convention as follows:

- leave for victims of domestic violence;
- flexible work arrangements and protection for victims of domestic violence;
- temporary protection against dismissal for victims of domestic violence, as appropriate, except on grounds unrelated to domestic violence and its consequences;
- the inclusion of domestic violence in workplace risk assessments;
- a referral system to public mitigation measures for domestic violence, where they exist; and
- awareness-raising about the effects of domestic violence.

Recommendation 206 on protection and prevention

Adoption of appropriate measures for sectors or occupations and work arrangements in which exposure to violence and harassment may be more likely, such as night work, work in isolation, health, hospitality, social services, emergency services, domestic work, transport, education or entertainment.



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It should ensure that measures to prevent violence and harassment do not result in the restriction of the participation in specific jobs, sectors, or occupations, or their exclusion therefrom, of women and the groups referred to in Article 6 of the Convention.

CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), adopted by the United Nations Assembly in 1979 is the bedrock upon which C190 and R206 are resting. The CEDAW is described as the International Bill of Rights for Women, which itemised a comprehensive set of rights for women in civil, political, economic, social and cultural fields.

It is also the only human rights treaty which affirms that women's reproductive rights target culture and tradition as influential forces in shaping gender roles and family relations. It established the women's rights to acquire, change, or retain their nationality and the nationality of their children.

The CEDAW is built on three (3) foundational principles as follows:

1. Non-discrimination
2. State Obligation
3. Substantive Equality.

Non-discrimination is integral to the concept of equality. The Convention seeks to eliminate discrimination against women in all fields and spheres and holds both state and non-state actors in the case of violation of rights.

State obligation embodies the elements that are respect, protection, promotion, and fulfilment of human rights. It also upholds the concept of due diligence, which demands ensuring the prevention, investigation, and sanctioning of private acts of discrimination. The legislature, executive, and judiciary organs of government are responsible for the fulfilment of all the state obligations.

Substantive equality is acknowledged as a product of negative female stereotypes and consequently seeks to eliminate discrimination at the individual, institutional, and systemic levels through corrective and positive measures, including enabling conditions and affirmative actions. It seeks to correct the imbalance and focuses on achieving "equality of outcomes" by ensuring equal opportunities, access, and benefits for women.

FOBTob WOMEN CONFERENCE PHOTO GALLERY



NOTICE

Zonal Meetings

The Third Zonal meetings of the Association, for the year, 2023 are scheduled as follows:

Eastern Zone – Life Flour Mills Limited, Sapele, Delta State on Saturday 4th November, 2023.

Northern Zone – Seven-Up Bottling Company Plc, Abuja Plant on Saturday 11th November, 2023.

Western Zone – Cway Foods & Beverage Company Limited, Ota, Ogun State on Saturday 18th November, 2023.

World Gender-based Violence Day

The World Gender Based Violence Day has been scheduled to hold its 16 Days Activism against Women and Girls on 25th November, 2023.