

DC LERA chapter proposal

US and International Perspectives on Sexual Harassment in Organized and Unorganized Workplaces

LERA 76th Annual Meeting, New York, New York, June 27-30,2024

Full description:

The session will feature presentations by Anannya Bhattacharjee, International Coordinator of the Asia Floor Wage Alliance, Michelle Kaminski, Associate Professor at Michigan State University, Anna Lee Fos-Tuvera with the International Trade Union Confederation Asia Pacific, Philippines, and Dr. Olga Martin--Ortega, Professor of International Law, University of Greenwich, and Senior Advisor on Remedy, Electronics Watch.

Introducing the discussion, Anannya Bhattacharjee will describe an innovative example of reducing violence and harassment in clothing factories. The Dindigul Agreement, a first of its kind in the Asian garment industry, delivers power and support to women workers to monitor, prevent, and remediate GBVH collectively and with management. Negotiated by the Tamil Nadu Textile and Common Labour Union (TTCU), the agreement was established in response to the horrific violence and harassment that took the life of Jeyasre Kathiravel at a factory supplying to H&M. It legally holds both suppliers and fashion brands accountable to prevent such violence in their factories and has led to a remarkable 67% decrease in employee attrition rates and 98% grievance resolution rate. Secondly, Anna Lee Fos-Tuvera, with ITUC, will discuss tackling GBVH in Southeast Asia, providing a description of the challenges and some concrete examples of success by ITUC. Dr. Martin--Ortega will discuss worker-driven remedies in global supply chains: new developments in public procurement of ICT. She works with the Electronics Watch's Remedy Project seeking to develop a worker-driven remedy methodology for the supply chains of public buyers.

After these international examples, Michelle Kaminski will discuss her academic research on GBVH reduction, highlighting a paper she co-authored with Stacy Hickox questioning whether arbitration, a form of alternative dispute resolution designated in collective bargaining agreements to resolve conflicts between employers and employees, is an effective method for resolving issues of workplace harassment. Their overall finding was that arbitration can sometimes offer a resolution in such situations but only if supported by an adequate policy framework.

Overall, the panel will bring together various examples of frontline progress made to protect women in the workplace, and provided recommendations on areas of improvements, particularly highlighting the close collaboration between stakeholders such as unions, employers and international organizations required to reduce GBVH..

Brief Description

The session will feature presentations by experts and researchers on gender equality and gender based violence and harassment (GBVH) to discuss various examples of frontline progress made to protect women in the workplace, and provided recommendations on areas of improvements, particularly highlighting the close collaboration between stakeholders such as unions, employers and international organizations to reduce GBVH.

Speakers:

- [Anannya Bhattacharjee](#), International Coordinator, Asia Floor Wage Association (Delhi, India)
- [Anna-Lee Fos Tuvera](#), Director, Gender Equality Activities, ITUC Asia-Pacific (National Capital Region, Philippines)
- [Michelle Kaminski](#), Associate Professor, Michigan State University (East Lansing, Michigan)
- [Olga Martin-Ortega](#), Professor of International Law, University of Greenwich (United Kingdom)

Moderator: [Stacy A. Hickox](#), Michigan State University & University of Maryland (Washington, DC)