ELIMINATING VIOLENCE AND HARASSMENT IN THE WORLD OF WORK
by advocacy and action to ratify and implement ILO Convention No.190.

ACTION 1
MORE STATES AND REGIONAL ACTORS RATIFY INTERNATIONAL AND REGIONAL CONVENTIONS AND PUBLIC AND PRIVATE SECTOR INSTITUTIONS STRENGTHEN, IMPLEMENT AND FINANCE EVIDENCE-BASED LAWS, POLICIES AND ACTION PLANS TO END GENDER-BASED VIOLENCE AGAINST WOMEN AND GIRLS IN ALL THEIR DIVERSITY

In so doing, 550 million more women and girls will live in countries with laws and policies prohibiting all forms of gender-based violence against women and girls by 2026.

LAW AND POLICY
Advocate for and ratification of implementation of international and regional conventions to address gender-based violence against women and girls in all their diversity. Strengthen and implement laws and policies in both public and private sectors and reinforce related accountability and redress mechanisms to enhance rule of law and ensure access to justice for survivors of GBV.

GBV AC Targets
* Increase by 25% the number of countries that ratify international and regional conventions on GBV against women and girls by 2026.
* 4000 private sector organisations adopt and implement GBV policies by 2026.

WHAT
We, the leaders and commitment makers of the Action Coalitions on Gender Based Violence and Economic Justice and Rights, commit to prevent and eliminate gender-based violence and harassment against women in all their diversity in the world of work, incorporating an inclusive, integrated and gender-transformative approach that applies to all sectors, whether private or public, both in the formal and informal economy, and in urban or rural areas; through one or more of the following:

a. Advocacy for the ratification and implementation of ILO Convention No.190;

b. Ratification of ILO Convention No.190, and its effective implementation in line with ILO Recommendation No. 206;

c. Adoption and implementation of gender transformative work-related policies and programmes in line with the provisions of ILO C190 and R206;

d. Create safe and healthy work environments that recognise the right of everyone to a world free of violence and harassment.

HOW
Due to the multi-stakeholder nature of this collective commitment, we are aware that not all stakeholders will be able to engage in all parts a, b, c and d of the commitment. Based on your specific entity, you are required to contribute to at least one part of the commitment as stated above. However, if your entity is able, we recommend committing to all four parts of the commitment.

In your commitment submission, please indicate which parts of the commitment your entity will directly contribute to.

WHY
The right to a world of work free from gender-based violence and harassment (GBV/H) must be prioritised. GBV against women in all their diversity is a human rights abuse, to which no country, sector or occupation is immune. It is difficult to capture a complete picture of gender-based violence committed in the world of work, because only a small percentage of survivors report the abuse. For example, while up to 80% of women report experiencing sexual harassment at work, however only 25% tell anyone, and only 5% complain formally[1] Since the outbreak of COVID-19, emerging data and reports from those on the front lines, have shown that all types of violence against women and girls, particularly domestic violence, has intensified. The pandemic has also further highlighted gender inequalities that disadvantage women in the world of work. As the world retreated into the home, working from home has raised additional implications for survivors and for employers. The ILO’s Violence and Harassment Convention, 2019 (No. 190) (C190) and its accompanying Recommendation No. 206 (R206) enshrines the right of everyone to a world free from violence and harassment, including gender-based-violence and harassment. C190 and R206 are strong and inclusive in scope, covering all workers regardless of their contractual status, including those employed in the informal sector; and wherever they work. The instruments also recognise the impact that domestic violence has on the world of work, such as physical or psychological abuse and controlling behaviour that inhibits women from being able to carry out their work and calls for measures to address this persistent problem. The wide ratification and effective implementation of C190 and R206, accompanied by the necessary relevant national reforms, will help to eradicate GBV/H from the world of work.

WHO
Anyone is invited to join this collective commitment. Multiple leaders from the GBV and EJR Action Coalitions are committing to this collective commitment, inclusive of civil society, governments and the private sector.