



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 EVIDENCEDRIVEN 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.

LAWS AND POLICIES

Advocate for and ratification and 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.



ACTION 2

EXPAND DECENT WORK AND EMPLOYMENT IN FORMAL AND INFORMAL ECONOMIES

Create an inclusive and enabling legal and policy environment and engage women to expand decent work in the formal and informal economy to reduce the number of working women living in poverty by 2026 by a recommended 17 million and decrease the gap in labour force participation between prime age women and men with small children by half, resulting in an additional 84 million women joining the labour force.

LAW AND POLICY

Eliminate gender-discriminatory legislation and policies, address gender-based violence and harassment in the world of work and scale gender-just affirmative action, to measurably increase women's access to decent work, economic livelihoods and entrepreneurship opportunities, inclusive of those at risk of exclusion.

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:

- Advocacy for the ratification and implementation of ILO Convention No.190;
- Ratification of ILO Convention No.190, and its effective implementation in line with ILO Recommendation No. 206;
- Adoption and implementation of gender transformative work-related policies and programmes in line with the provisions of ILO C190 and R206;
- Create safe and healthy work environments that recognise the right of everyone to a world of work free from 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 (GBVH) must be prioritized. 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) enshrine the right of everyone to a world of work 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 GBVH 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.

COMMITMENT MAKERS

CIVIL SOCIETY

BREAKTHROUGH

OUTRIGHT ACTION INTERNATIONAL

Acción Ciudadana por la Democracia y el Desarrollo
 Association des Femmes de l'Europe Méridionale (AFEM)
 Association pour la Promotion de la Fille Burundaise
 Badabon Sangho
 BalancetonSport
 Cameroon Digital Rights Coalition
 Canaan Peace, Women & Community Dev. Initiative
 Canadian Labour Congress
 CENTRE DE RECHERCHE AGRO-ECOLOGIQUE- CRAE RDC
 Club ohada thies
 COOPERATION D'AIDE HUMANITAIRE (HUMANITARIAN AID COOPERATION)
 DRC AID
 EMERGING WOMEN LEADERS TANZANIA (EWLT)
 Equity Watch Initiative [E-WIN]
 Every Woman Treaty
 FEMNET - African Women's Development and Communication Network
 Foundation for Male Engagement Uganda (FOME)
 Fundación Libera contra la Trata de Personas y la Esclavitud en todas sus Formas
 Hong Maple Foundation / HMF Women's Development Committee/ Maple Centre for Sustainable Development and Application
 Humble Unemployment Solutions in Tanzania

Initiative pour un Développement Durable en Afrique(I2DA)
 International Alliance of Women
 International Trade Union Confederation (ITUC)
 Jessy Ojoma Drive for Environmental Development Foundation (JODED-F)
 L'Associacio de Drets Sexuals i Reproductius
 The Association of Sexual and Reproductive Rights
 Lady of Peace Community Foundation
 Let's do it! Cameroon
 MY World Mexico
 ONG- Réseau Action, Justice et Paix (RAJP)
 Farmer Organization for Sustainable Development OPDD
 Phenomenal Women Global
 Repsfeco
 Réseau SOS Équilibre
 Rise Up
 Rural Women Network
 Sima Community Based Organization
 Smile Action international
 Stitching Mission Lanka
 United Funding and Development for Underage Mothers (UFDUM)
 US Women's Caucus at the UN
 Vision Communautaire (VICO)
 Women Aspire Network
 Women's Hope Foundation

UN SYSTEM

INTERNATIONAL LABOUR ORGANIZATION
 UN WOMEN
 WORLD HEALTH ORGANIZATION

YOUTH-LED ORGANIZATION

Akalka Organization
 Botswana Youth
 Conseil National de la Jeunesse du Togo (CNJ-Togo)
 Manki maroua l'association des filles mères pour un avenir meilleur.

PRIVATE SECTOR COMPANY

KERING FOUNDATION
 The VF Foundation

INTERGOVERNMENTAL ORGANIZATIONS

EUROPEAN COMMISSION
 INTERNATIONAL TRADE UNION CONFEDERATION (ITUC)

INTERNATIONAL OR REGIONAL ORGANIZATION

African Views Organization
 Association pour le Développement et Human Rights (AD-HR)
 COMITE INTERNACIONAL PERUANO CIP- ASBL
 International Human Rights Commission #IHRC
 Let's do it! Cameroon
 Organization of American States / Inter-American Commission of Women

GOVERNMENT

ICELAND
 KENYA
 UNITED KINGDOM
 URUGUAY
 Nigeria
 Liberia
 Papua New Guinea
 South Africa
 Senegal
 Uzbekistan
 Mozambique
 Somalia
 Belgium
 Spain

PHILANTHROPY

FORD FOUNDATION
 Laudes Foundation