

# CAMPAIGN TOOLKIT

UPDATED VERSION - APRIL 2018



## STOP VIOLENCE AND HARASSMENT IN THE WORLD OF WORK SUPPORT AN ILO CONVENTION AND RECOMMENDATION

This campaign toolkit aims to support unions and their allies in the following:

- » Understanding the ILO process;
- » Lobbying governments and employers to support the adoption of a comprehensive ILO Convention and Recommendation on violence and harassment in the world of work;
- » Developing key actions in campaigning for an ILO Convention; and
- » Building a broad cross-movement alliance to eradicate gender-based violence from the world of work.

For campaign information and updates:

- Visit the [ITUC campaign page](#) and [Facebook page](#) – see our [23 days of action in 2018](#).
- Sign up to our email list (on the ITUC campaign webpage or contact us).
- Share your campaign updates with us: stories, materials, events and photographs.
- Contact us to share information and to sign up to the email list: [equality@ituc-csi.org](mailto:equality@ituc-csi.org).

# TABLE OF CONTENT:

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1.	WHY THIS CAMPAIGN?
2	ILO STANDARD-SETTING PROCESS EXPLAINED
3	WHAT HAPPENS NOW?
4	THE CAMPAIGN IN BRIEF: TIMELINE AND ACTIONS
5	HOW TO CONTACT AND LOBBY YOUR GOVERNMENT
6	SAMPLE LETTER TO SEND TO YOUR GOVERNMENT
7	KEY TALKING POINTS YOU CAN USE WHEN ENGAGING WITH GOVERNMENT REPRESENTATIVES AND/OR UNION MEMBERS
8	TIPS FOR YOUR CAMPAIGN
9	BUILDING A CROSS MOVEMENT ALLIANCE TO ERADICATE GENDER-BASED VIOLENCE FROM THE WORLD OF WORK
10	RESOURCES



# 1. WHY THIS CAMPAIGN

There can be no decent work with violence at work.

“All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity”. ILO Declaration of Philadelphia, 1944.



Whilst both women and men experience violence and harassment in the world of work, unequal status and power relations in society and at work often result in women being far more exposed to violence and harassment. Gender-based violence remains one of the most tolerated violations of workers' human rights. According to statistics, 35 per cent of women – 818 million women globally – over the age of 15 have experienced sexual or physical violence at home, in their communities or in the workplace.

BOX 1

## GENDER-BASED VIOLENCE AND VIOLENCE AGAINST WOMEN

Violence against women is defined by the UN Declaration on the Elimination of Violence against Women, adopted by the General Assembly on 20 December 1993, as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.

Gender-based violence (GBV) is violence that is directed against an individual or group of individuals based on their gender identity. GBV encompasses violence against women and girls as well as against men and boys, people who are lesbian, gay, bisexual, transgender and intersex (LGBTI), and other individuals who do not conform to dominant perceptions of gender.

Yet there is still no law at the international level that sets a baseline for taking action to eradicate violence and harassment, including gender-based violence and harassment, in the world of work.

The International Labour Organization (ILO)<sup>1</sup> is working towards such a law, through what is known as a “standard-setting” process. The eventual standard(s) adopted by the ILO may be a **binding** instrument, known as a Convention; non-binding **guidance**, known as a Recommendation; or a **Convention accompanied by a Recommendation**.

<sup>1</sup> The only tripartite UN agency which brings together governments, employers and trade unions to set labour standards, develop policies and devise programmes promoting decent work for all women and men.

## WHAT WORKERS WANT:

### BOX 2

#### A SET OF ILO INSTRUMENTS WHICH COVER THE FOLLOWING:

- » A broad definition of violence and harassment in the world of work in its diverse and multiple forms, including physical abuse and assault, sexual violence, including rape and sexual assault; verbal abuse; bullying; psychological abuse and intimidation; sexual harassment; and threats of violence and stalking;
- » A strong focus on gender-based violence and harassment in the world of work;
- » Provisions to prevent violence and harassment in the world of work;
- » Measures to protect and support workers affected by violence and harassment in the world of work, without discrimination as to race, ethnicity, language, religion, political or other opinion, gender identity, sexual orientation, HIV/AIDS status, migrant or refugee status, age or disability, or place of work – whether in the formal or informal economy;
- » A description of the workers disproportionately affected by violence and harassment in the world of work such as women, LGBTI workers, indigenous workers, migrant workers, racialised workers, workers living with HIV/AIDS and disabilities, workers in the informal economy and people trapped in forced and child labour;
- » Inclusion of jobseekers and applicants, volunteers, laid-off and suspended workers, interns and apprentices;
- » Measures to address the impact of domestic violence in the world of work;
- » A broad definition of the “world of work”, which could include, for example, public and private spaces where they are a place of work; the commute to and from work; and work-related travel, training or social events;
- » Provision of various employment and social security rights for complainants, including the right to reduce or reorganise working hours; and
- » Specific provision for the appropriate and sensitive treatment of complainants of violence and harassment, including protection from reprisals or penalties for making the complaint.

“Nobody would say that violence in the workplace is acceptable. That’s why this ILO convention is so crucial”

Marie Clarke Walker  
Secretary-treasurer of the  
Canadian Labour Congress





## THE DIFFERENCE BETWEEN AN ILO CONVENTION AND RECOMMENDATION

A Convention is a legally binding international treaty.  
When ILO member states ratify a Convention:

- » they commit themselves to applying the Convention in national law and practice and reporting its application at regular intervals;
- » in addition, complaints can be made against countries for violations of a Convention they have ratified, through the ILO's supervisory procedures.

A Recommendation is a non-binding guideline which either:

- » supplements a Convention by providing more detailed guidelines on how it could be applied; or
- » stands on its own (i.e. not linked to any Convention).

A Convention accompanied by a Recommendation form a strong set of international instruments.

Conventions and Recommendations are negotiated by representatives of governments, employers and workers and are adopted at the ILO's annual International Labour Conference.

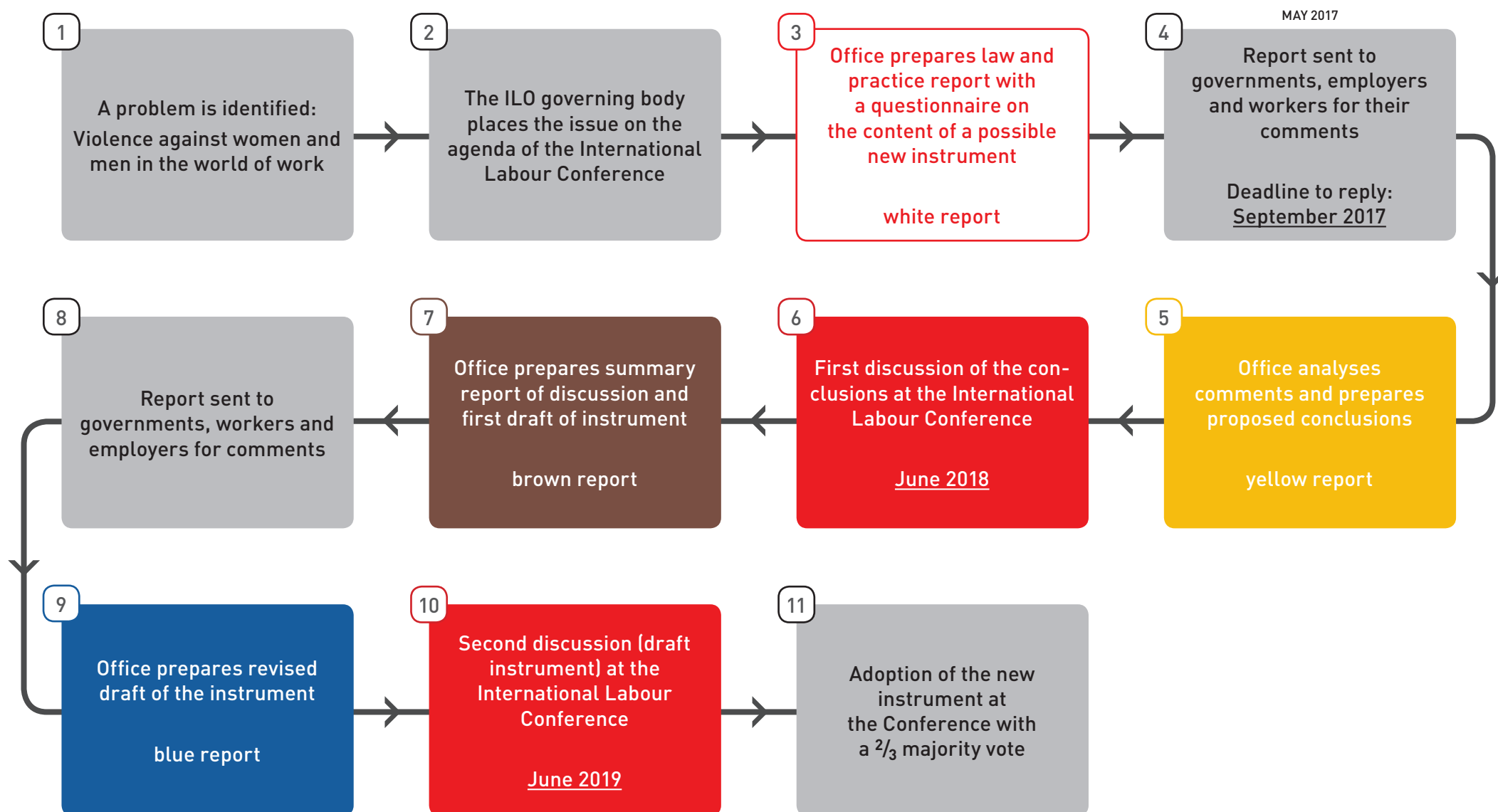
Once a standard is adopted, member States are required under the ILO Constitution to submit them to their competent authority (normally the parliament) for consideration. In the case of Conventions, this means consideration for ratification. If it is ratified, a Convention generally comes into force for that country one year after the date of ratification.

## THE ITUC CAMPAIGN AIMS TO ACCOMPLISH THE FOLLOWING:

1. build critical support for the adoption of an **ILO Convention, accompanied by a Recommendation**, on violence and harassment in the world of work, with a strong focus on the gender dimension of violence; and
2. mobilise and strengthen trade union action in eradicating gender based-violence from the world of work.

Trade unions have been lobbying for an ILO Convention on gender-based violence for many years. At the end of 2015, the ILO announced the launch of a standard-setting process on violence against women and men in the world of work. A first discussion will take place at the 107th Session of the ILO Conference in June 2018. In preparation of the discussion, the ILO held a [Meeting of Experts on violence against women and men in the world of work](#).

## 2. ILO STANDARD-SETTING PROCESS EXPLAINED





# 3. WHAT HAPPENS NOW?

In March 2018 the ILO published the [yellow report](#) (see ILO standard-setting process explained). The yellow report will form the basis for the **first discussion at the International Labour Conference (ILC) in June 2018**. It contains a summary and analysis of the responses to the [ILO questionnaire](#) issued to governments in 2017<sup>2</sup>, as well as the **draft instruments**, also known as the **Proposed Conclusions**, prepared on the basis of responses to the questionnaire.

The proposed conclusions are in the form of a draft Convention and Recommendation (see [box 3](#), Chapter 1). But governments – and employers – still need to be convinced that the ILC should negotiate and adopt a Convention and Recommendation. Some governments – and many employers – still believe that a stand-alone Recommendation will be sufficient.

**The challenge to ILO constituents is to seize the moment. We cannot simply ‘recommend’ or advise governments, employers and trade unions to act to stop gender-based violence. To tackle this issue with the seriousness and urgency needed, to break the cycle of violence and silence, we need the rule of law. In ILO terms this means a Convention, backed up by a Recommendation.**

The 107th session of the ILO Conference will be held from 28 May to 8 June in Geneva (See [advance information](#)).

## WE NEED TO ACT NOW

### Within your union

- » Continue with your activities to lobby and campaign for an ILO Convention, supplemented by a Recommendation).
- » Get familiar with the [yellow report](#).
- » Include experts on violence and harassment in the world of work amongst the trade union delegates who will attend at the ILO Conference in June 2018.
- » Keep informed by visiting the [ITUC campaign webpages](#).
- » Sign up to the campaign and share information about your lobby and campaign work by sending an email to [equality@ituc-csi.org](mailto:equality@ituc-csi.org), or post it on the campaign [Facebook page](#).
- » Hold sessions with your members about the efforts at the ILO to achieve international labour standards to address violence and harassment.
- » Explain to your members how these ILO standards could help them in their work to organise around this issue.
- » Ensure that your union has also taken/is taking measures to address violence and harassment, with a focus on the gender dimension.
- » Continue to build support for an ILO Convention among women and men within your union and across unions. Ask potential allies to support your campaign. **If we are to win the ILO Convention we want, we must do this together!**

<sup>2</sup> In May 2017 the ILO sent out the law and practice report (white report), which contains a legal analysis of law and practice in 80 countries and a questionnaire seeking views on the content of a possible new instrument or instruments.

## With your government

- » Seek a meeting with relevant government representatives to discuss the government's position concerning the ILO instrument(s).
- » Find out whether your government will participate in the standard-setting committee at the ILC in June 2018.
- » Encourage your government to include experts on the issue in the **delegation**<sup>3</sup> to the ILC.
- » Find out the views of your government on the proposed conclusions in the yellow report, e.g:
  - o Is your government generally satisfied with the proposed conclusions?
  - o Are there particular aspects of the proposed conclusions that your government finds problematic – if so, what are those, and why?
  - o What aspects of the proposed conclusions does your government strongly support?
  - o What will be your government's approach to the standard-setting discussion?
- » Explain to your government why it is important to support an ILO Convention supplemented by a Recommendation, with a focus on gender-based violence:
  - o Use the tips presented in [section 7](#) of this toolkit.
  - o Present your own union experience of dealing with violence and harassment in the world of work and how an international binding standard would help address this issue.
  - o Visit the [ITUC GBV webpage](#) to see how unions and their allies are campaigning together.
  - o Be prepared – read the following ILO reports:
    - ⇒ the [yellow report and proposed conclusions](#)
    - ⇒ the [law and practice report \(white report\)](#)
    - ⇒ the [report of the ILO Tripartite Meeting of Experts](#). It contains valuable arguments as to why an international instrument(s) is needed and what such an instrument(s) could cover.

## With your employer

- » Find out (e.g., through your employer or by contacting them directly) whether your national employers' federation supports an ILO Convention and Recommendation on violence and harassment in the world of work.
- » Use the [ITUC flyer](#) to explain why it is in employers' interests to support such an instrument.
- » If your employer is supportive, publicise this fact.
- » If your national employers' federation supports a Convention, ask them to communicate their support to the International Organisation of Employers (IOE)<sup>4</sup>.

**PLEASE SHARE WITH US YOUR MATERIALS, TOOLS AND TIPS BY SENDING AN EMAIL TO:**

[equality@ituc-csi.org](mailto:equality@ituc-csi.org)



<sup>3</sup> Delegations to the International Labour Conferences must be tripartite (i.e., composed of representatives from government and from workers' and employers' organisations, able to act in full independence of each other). At a minimum, delegations must contain two government representatives, one workers' representative and one employers' representative.

<sup>4</sup> The IOE is the counterpart of the ITUC at the ILO: <http://www.ioe-emp.org/>.



# 4. THE CAMPAIGN IN BRIEF: TIMELINE AND ACTIONS

2017

ILO PROCESS	TRADE UNION ACTIONS
<p><b>May</b></p> <p>» The ILO sent the <a href="#">white report</a> with a <b>questionnaire</b> (see chapter 2 and 3) to governments, trade union national centres and employers' organisations to seek their views on the form and scope of the possible new instrument(s). The report contains a legal analysis of law and practice in 80 countries.</p> <p><b>October</b></p> <p>The ILO received responses to the questionnaire from 85 governments, 29 employers' organisations and 179 trade unions</p>	<p><b>Unions lobbied their governments</b> to respond to the ILO questionnaire and to <b>express their support for an ILO Convention, supplemented by a Recommendation.</b></p> <p>The ITUC provided <b>campaign tools and updates</b> (see resource pages) and Global Union Federations (<b>GUFs</b>) and other <b>allies</b> participated in the campaign.</p>

2018

ILO PROCESS	TRADE UNION ACTIONS
<p><b>7 March</b></p> <p>The ILO published the <a href="#">yellow report</a>, based on the replies received to the ILO questionnaire. The report contains:</p> <p>» the Proposed Conclusions (i.e., a draft of an ILO Convention and a Recommendation) that will form the basis for the first discussion at the ILO Conference in June 2018;</p> <p>» a summary and analysis of the responses to the ILO questionnaire.</p> <p><b>28 May – 8 June</b></p> <p>» <b>First discussion at the 107th session of the ILO Conference in Geneva.</b></p> <p><b>After June</b></p> <p>The ILO prepares the <b>brown report</b> with a summary of the first discussion at the draft instrument(s). The report will be sent to governments, trade unions and employers asking for their amendments and/or comments.</p>	<p><b>Trade unions to continue with their lobby and advocacy campaigns and prepare for the first discussion at the International Labour Conference (ILC)</b></p> <p>Trade unions to convene follow-up meetings to discuss the outcomes of the first discussion at the ILC.</p> <p><b>Included in this Guide:</b>  <a href="#">Tips</a> to contact and lobby your government and a <a href="#">sample letter</a> to call for a meeting with your government.</p> <p><b>For campaign information and updates</b></p> <ul style="list-style-type: none"> <li>• Check the <a href="#">ITUC campaign page</a> and <a href="#">Facebook page</a>.</li> <li>• Sign up to our email list, and on the ITUC campaign webpage share your campaign updates/materials with us: <a href="mailto:equality@ituc-csi.org">equality@ituc-csi.org</a>.</li> <li>• Share your campaign updates on <a href="#">Facebook</a> or send it to <a href="mailto:equality@ituc-csi.org">equality@ituc-csi.org</a>.</li> </ul>

2019

ILO PROCESS	TRADE UNION ACTIONS
<p><b>January – March</b></p> <p>» The ILO sends the <b>final blue report</b> with the text of the draft instrument(s) to the governments.</p> <p><b>June</b></p> <p>» <b>Second discussion of draft instrument(s) at the International Labour Conference.</b> A 2/3 majority vote is required to adopt the instrument(s) at the Conference.</p> <p><b>Note:</b> The ILC will celebrate the centenary of the ILO.</p>	<p>Trade unions to continue with their lobby and advocacy campaigns and prepare for the second discussion at the International Labour Conference (ILC).</p>
<p><b>AFTER THE ADOPTION OF THE ILO INSTRUMENT(S) AT THE ILC:</b></p> <p>If we are successful in achieving an ILO Convention, supplemented by a Recommendation, unions will need to campaign strongly for its ratification!<sup>5</sup></p>	



5 For an impression of what Global and national lobby and advocacy campaigns around the ratification of a Convention can accomplish, have a look at the ITUC-IDWF-ILO '[Domestic Workers Unite](#)' publication which captures activities around the globe aimed at the ratification of ILO Convention 189, labour law reforms and organising of domestic workers.



# 5. HOW TO CONTACT AND LOBBY YOUR GOVERNMENT

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**It is crucial that unions lobby their governments to support an ILO Convention and Recommendation on violence and harassment in the world of work.**

## HERE ARE A NUMBER OF ACTIONS YOU COULD TAKE

1. Write a letter and request a meeting with the minister(s) in charge of women's issues/equality/human and labour rights to discuss the ILO standard and why it is important for the government to respond to the questionnaire and support an ILO Convention. [See a sample letter](#) which you can send to your government.
2. Contact local politicians who support trade unions and/or women's issues and talk to them about violence and harassment in the world of work. Request they lobby within their political party to support an ILO Convention and Recommendation, which includes the key trade union demands (see [Box 2](#)).
3. Encourage union members to write to their local politicians with a standard letter calling on them to support an ILO Convention and Recommendation on violence and harassment in the world of work.
4. Present findings of violence and harassment in the world of work, with a particular focus on gender-based violence, to government members. See the [ITUC fact sheet](#) which includes statistics from other countries in your region and workers' testimonies.
5. When meeting your government or local representative(s), include in your delegation workers disproportionately affected by violence and harassment in the world of work (e.g., women workers, racialised workers, LGBTI workers, migrant workers, disabled workers, young workers, informal economy workers, workers in precarious/casual jobs).
6. Encourage supportive members of the parliament and the government to ask a question in parliament on violence and harassment in the world of work focusing on the gender dimension of violence. Ask them to make a public statement in support of an ILO Convention and Recommendation.
7. Encourage union members to call into radio programmes and ask questions publically to local politicians who are unresponsive or non-committal to the support of ILO instruments.
8. Form alliances with civil society organisations that deal with gender-based violence and lobby the government together.

## 6. SAMPLE LETTER TO SEND YOUR GOVERNMENT

[DOWNLOAD SAMPLE LETTER AS A WORD DOCUMENT](#)

[Date]

[Minister of Labour/Women's Affairs]  
[Address]

Dear [Name of Minister],

On behalf of [name of your union], I am writing to express our support for an International Labour Organization (ILO) Convention on violence and harassment in the world of work. [Name of union or an alliance of unions and/or civil society organisations] urges the government of [name of country] to support a new ILO Convention on violence and harassment at the ILO Conference in June 2018.

There is a need for a specific international legal instrument focusing on violence and harassment, including gender-based violence (GBV), in the world of work, as no such instrument currently exists. Whilst some existing ILO instruments refer to violence and/or harassment, these instruments do not define what is understood by violence or harassment, do not provide guidance on how to address its various forms and do not cover all workers. The social media storm expressed through #MeToo, #TimesUp; #BalanceTonPorc, #QuellaVoltaChe and others, as well as mainstream media coverage of cases of sexual harassment and violence in the world of work, shows how urgently these instruments are needed.

Two-thirds of women around the world experiencing intimate partner violence are in employment. This means that their path to escape most likely affects their work life. They plan, they find accommodation, they seek police assistance, they attend court dates, they arrange counselling and medical attention for their children – they do all this while trying to navigate work. Lack of economic independence can also keep women trapped in violent relationships.

We believe that [name of country] can play an important role in establishing a new set of ILO standards on violence and harassment in the world of work.

By supporting a new ILO Standard in the *form of both a Convention and Recommendation*, the government will be signalling zero tolerance for violence and harassment, as well as contributing to Goals 5 and 8 of the UN 2030 agenda on Sustainable Development – on gender equality and decent work respectively.

We welcome the opportunity to meet with you to discuss this matter further at a time of your convenience.

Sincerely,



# 7. KEY TALKING POINTS YOU CAN USE WHEN ENGAGING WITH GOVERNMENT REPRESENTATIVES AND/OR UNION MEMBERS

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## 01. Gender-based violence includes, but is not limited to, physical sexual harassment. It needs to be addressed on an international level to ensure minimum standards *for all*.

- » It is important that a definition of violence and harassment in the world of work include both physical and psychological harassment and have a strong focus on gender-based violence.
- » Unequal power relations and discriminatory behaviours and attitudes are often at the root of violence and harassment in the world of work. Women, racialised people, indigenous workers, migrant workers, LGBTI workers and young workers are often at higher risk.
- » Gendered violence is violence perpetrated against women because they are women. It also includes violence perpetuated against those who do not conform to dominant gender stereotypes and those who do not conform to socially accepted gender roles.
- » Examples of violence and harassment, which is very often gendered, include bullying and intimidation, psychological abuse, verbal abuse and threats of violence, stalking, coercion, economic and financial abuse, rude gestures, and put-downs.
- » Workers in low-paid, precarious, informal and unorganised jobs are at greater risk of experiencing violence and harassment in the world of work. Women are over-represented in these jobs.<sup>6</sup>
- » Addressing violence and harassment through an international standard is key to the objectives of achieving decent work for all (Goal 8 of the SDGs)<sup>7</sup>, and women's rights and equality in the workplace (Goal 5 of the SDGs).
- » The economic impacts of violence and harassment are worth millions of dollars. Creating a mechanism to help identify and prevent violence and harassment in the world of work will help reduce the economic impacts on workers and their families, on business and on the public purse.

## 02. The world of work is an important environment to address violence and harassment – especially gender-based violence.

**The term “world of work” should refer to all its aspects, including the following:**

- » the physical workplace (including when home is the workplace);
- » commuting to and from work;
- » attending work-related training or social events;
- » technology that connects the actors of the world of work; and
- » the impacts of domestic violence in the world of work.

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<sup>6</sup> See for example the report of the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association in the workplace: <http://freemassembly.net/reports/workers-rights/>.

<sup>7</sup> 2030 Agenda on Sustainable Development: <http://www.un.org/sustainabledevelopment/development-agenda/>

### 03. Only an ILO Convention and Recommendation will adequately address the issue of violence and harassment in the world of work.

- » An ILO Convention will reinforce that violence and harassment, including gender-based violence, is not part of the job and is not acceptable in any circumstance.
- » It will create a consistent international approach to addressing violence and harassment in the world of work.
- » Only a few countries provide wide protection against violence and harassment in the world of work.
- » **Whilst some existing ILO instruments refer to violence and/or harassment, these instruments do not define what is understood by violence or harassment, do not provide guidance on how to address its various forms and do not cover all workers.**
- » An ILO Convention can address preventative measures in the workplace to reduce violence and harassment, including GBV.
- » An ILO Convention will help to improve health and safety at work and improve industrial relations.
- » A Recommendation attached to the Convention would give valuable guidance on the implementation of the Convention.
- » The world of work is an important point of intervention for dealing with violence and harassment.



# 8. TIPS FOR YOUR CAMPAIGN

Trade unions will need to work together, at the local, national, regional and global level, to secure new ILO instruments on violence and harassment in the world of work, with a particular focus on gender-based violence.

HERE ARE SOME TIPS AND SUGGESTIONS ON HOW UNIONS CAN CAMPAIGN EFFECTIVELY  
TO HELP ADVOCATE FOR THE NEW ILO STANDARDS.

- » **Spread the word!** Organise trade union meetings and events to inform and sensitise members, activists, organisers, members of collective bargaining teams, experts and activists on gender, migration, and youth and trade union decision makers within your union about the ILO discussion on the new standards.
- » Plan at or near worksites a lunch/meeting/morning tea where issues of violence and harassment in the world of work – with a focus on gender-based violence (GBV) – can be discussed and **agree on strategies for eliminating it in their workplace.**
- » Conduct a **survey** among union members to assess the nature and extent of GBV at your workplace.
- » **Collect and share stories from members around GBV**, anonymously if necessary. This will help to show why an ILO Convention is urgently needed.
- » **Create a petition calling for your** government to support an ILO Convention and Recommendation on violence and harassment in the world of work.
- » Ask **trade union leaders** to speak at key trade union events and in the media about the importance of eradicating GBV in the world of work and supporting an ILO Convention.
- » **Plan public events, public endorsements** of politicians, employers and trade union leaders.

- » Mobilise activists and members across unions to take action to demand government support for an ILO Convention and Recommendation, especially around the following **global days of action:**

1 May 2018	May Day
7 October 2018	World Day for Decent Work
25 November 2018	UN Day for the Elimination of Violence against Women
25 November – 10 December 2018	16 Days of Activism against Gender-Based Violence

Check the [ITUC campaign page](#) and [Facebook page](#) for updates or contact [equality@ituc-csi.org](mailto:equality@ituc-csi.org).

- » Create an online platform on social media or an email network to post and **circulate campaign updates and materials.**
- » Organise a **photoshoot** with trade union members, activists, leaders and allies showing their support for an ILO Convention and share it on social media.



# 9. BUILDING A CROSS MOVEMENT ALLIANCE TO ERADICATE GENDER-BASED VIOLENCE FROM THE WORLD OF WORK

Rallying support for an ILO Convention and Recommendation is a great opportunity to heighten awareness on gender-based violence, expose its harmful impacts, collectively empower women workers and end tolerance of gender-based violence in the world of work. Working together, unions, feminist movements, LGBTI organisations, labour support organisations, migrants associations, human rights organisations and other civil society allies can be a powerful force against gender-based violence in the world of work.

- » **Invite feminist** and other civil society allies to a briefing session; discuss each other's role(s) in building and strengthening the campaign and setting-up a national campaign alliance.
- » "Deep dive" into the systemic and structural causes of gender-based violence.
- » Organise joint **actions** like a march to the parliament, a workers' hearing on the impacts of gender-based violence in the world of work, a public debate, an artistic/cultural event: e.g., street theatre, murals with messages and poems.
- » Develop **common messages** for (social) media to sensitise and engage a wide audience (see the social media infographics on the [23 days](#) webpages).



# 10. RESOURCES

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## ITUC

- » Webpage: <https://www.ituc-csi.org/gender-based-violence>
- » 23 days of action in 2018: <https://www.ituc-csi.org/23days>
- » Share your reports, events, updates and materials here: <http://polls.ituc-csi.org/index.php/219916?lang=en> or write to [equality@ituc-csi.org](mailto:equality@ituc-csi.org)
- » Facebook page: <https://www.facebook.com/StopGBVatWork>
- » ITUC Report - Gender (in)equality in the labour market - Part II: Who Bears the Costs? Domestic and workplace violence costs the economy millions of dollars in health care, court cases, lost wages, and sick pay. <https://www.ituc-csi.org/ituc-report-gender-in-equality-in>
- » Equal Times articles on violence against women: <https://www.equaltimes.org/violence-against-women-2747>

## GLOBAL UNION FEDERATIONS

- » Building and Wood Workers' International (BWI)  
<https://www.bwint.org/cms/interviews-324/making-a-difference-241/power-to-the-women-stop-gender-based-violence-971>
- » Education International (EI)  
<https://ei-ie.org/en/detail/15546/one-story-at-a-time-violence-against-women-is-thrust-into-the-spotlight>
- » IndustriALL  
<http://www.industriall-union.org/why-unions-must-act-on-violence-and-harassment-against-women>
- » International Domestic Workers Federation (IDWF)  
<http://idwfed.org/en/campaigns/stop-gender-based-violence-support-ilo-convention>
- » International Federation of Journalists (IFJ)  
[https://www.ifj-stop-gender-based-violence.org/Campaign\\_documents](https://www.ifj-stop-gender-based-violence.org/Campaign_documents)
- » International Transport Workers' Federation (ITF)  
<http://www.itfglobal.org/en/campaigns-solidarity/campaigns/end-violence-against-women-un-day-2017/Blog>  
[Toolkit](#)
- » The International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations (IUF)  
<http://www.iuf.org/w/?q=node/6064>  
[IUF agreement with Chiquita](#)  
[IUF and IndustriALL agreement with Unilever](#)  
[IUF agreement with Sodexo](#)
- » Public Services International (PSI)  
<http://www.world-psi.org/en/issue/vaw>
- » UNI Global Union  
<http://en.breakingthecircle.org/Toolkit>
- » European Trade Union Confederation (ETUC)  
<https://www.ituc-csi.org/safe-at-home-safe-at-work-trade>

## ILO

- » Yellow report - Ending violence and harassment in the world of work – Report V(2): [http://www.ilo.org/ilc/ILCSessions/107/reports/reports-to-the-conference/WCMS\\_619730/lang--en/index.htm](http://www.ilo.org/ilc/ILCSessions/107/reports/reports-to-the-conference/WCMS_619730/lang--en/index.htm)
- » White report - Ending violence and harassment against women and men in the world of work – Report V(1): [http://www.ilo.org/ilc/ILCSessions/107/reports/reports-to-the-conference/WCMS\\_553577/lang--en/index.htm](http://www.ilo.org/ilc/ILCSessions/107/reports/reports-to-the-conference/WCMS_553577/lang--en/index.htm)
- » Meeting of Experts on Violence against Women and Men in the World of Work – Final report: [http://www.ilo.org/gender/Informationresources/Publications/WCMS\\_546303/lang--en/index.htm](http://www.ilo.org/gender/Informationresources/Publications/WCMS_546303/lang--en/index.htm)
- » Violence and Harassment against Women and Men in the World of Work-Trade Union Perspective and Action - ILO/ACTRAV report: [http://www.ilo.org/actrav/info/pubs/WCMS\\_546645/lang--en/index.htm](http://www.ilo.org/actrav/info/pubs/WCMS_546645/lang--en/index.htm)
- » Gender-based violence in global supply chains: Resource Kit – ILO/FPF Resource kit: <https://gbv.itcilo.org/>
- » Violence and Harassment in the Workplace – Podcast: [http://www.ilo.org/global/about-the-ilo/multimedia/audio/WCMS\\_603281/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/multimedia/audio/WCMS_603281/lang--en/index.htm)

## OTHER RESOURCES

- » The **ILO's Decent Work objectives** <http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>
- » The **2030 Agenda** (Sustainable Development Goals), which calls for the achievement of full and productive employment and decent work for all women and men and the reduction of inequalities and the elimination of “all forms of violence against all women and girls in the public and private spheres”. (Target 8.5, Goal 10 and Target 5.2) “Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.” <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality#sthash.gbRbGIET.dpuf>
- » **Agreed Conclusions of the United Nations Commission on the Status of Women** (UNCSW) including:
  - » 11. The agreed conclusions of the 61st session of the UNCSW (2017): “Enact or strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women of all ages in the world of work, in public and private spheres, and provide means of effective redress in cases of non-compliance; ensure safety for women in the workplace; address the multiple consequences of violence and harassment, considering that violence against women and girls is an obstacle to gender equality and women’s economic empowerment; encourage awareness-raising activities, including through publicizing the societal and economic costs of such violence; and develop measures to promote re-entry of victims and survivors of violence into the labour market” – (g) <http://undocs.org/E/CN.6/2017/L.5>
  - » 12. The agreed conclusions of the 57th session of the UNCSW (2013) call on governments to: “take measures to ensure that all workplaces are free from discrimination and exploitation, violence, and sexual harassment and bullying, and that they address discrimination and violence against women and girls, as appropriate, through measures such as regulatory and oversight frameworks and reforms, collective agreements, codes of conduct, including appropriate disciplinary measures, protocols and procedures, referral of cases of violence to health services for treatment and police for investigation; as well as through awareness-raising and capacity-building, in collaboration with employers, unions and workers, including workplace services and flexibility for victims and survivors” – (yy): [http://www.un.org/womenwatch/daw/csw/csw57/CSW57\\_Agreed\\_Conclusions\\_\(CSW\\_report\\_excerpt\).pdf](http://www.un.org/womenwatch/daw/csw/csw57/CSW57_Agreed_Conclusions_(CSW_report_excerpt).pdf)
- » The second report of the **UN Secretary General’s High Level Panel on Women’s Economic Empowerment** explicitly recommends support for international labour standards on violence and harassment against women and men in the world of work: <http://www.womenseconomicempowerment.org/reports/>