



## Stop Gender Based Violence at work! Support an ILO Convention!

At least one in three women around the world is estimated to have been coerced into sex, physically beaten or otherwise abused in her lifetime, and for females aged 15 to 44 years such violence is a major cause of disability and death. Violence against women and girls is the most widespread and most tolerated violation of human rights. It occurs everywhere: at home, in schools, on the streets and at work. Only a few countries provide protection against gender based violence in the workplace. An ILO Convention would close this gap!

### The momentum is now!

Currently a proposal is under discussion at the ILO to agree on the adoption of a Convention on gender-based violence. However we need to get a majority of government members of the ILO Governing Body to support the adoption of a Convention. this is the Governing body that can give the green light!

Keep us informed at [equality@ituc-csi.org](mailto:equality@ituc-csi.org)



## Why do we need an ILO Convention on gender based violence?

Sexual harassment, psychological violence, threats, and bullying are common practices in the workplace. By ratifying an ILO Convention, governments commit to put their laws in compliance with the standard. The enforcement of adequate laws is crucial to prevent gender-based violence at work. Trade unions play a key role to ensure laws are enforced and rights are respected!

## Why should governments support an ILO Convention on gender-based violence?

- ✓ It would contribute to the realization of women's rights
- ✓ It would reduce women's vulnerability and increase their economic independence and productivity at work
- ✓ It would save money! Domestic and workplace violence costs the economy millions of dollars in health care, court cases, lost wages, and sick pay.



## What could an ILO Convention possibly cover?

- ✓ A broad definition of gender-based violence at work which would include the diverse forms of violence endured by workers at their workplace
- ✓ Provisions to prevent gender based violence at work
- ✓ Measures to protect and support workers affected by gender based violence
- ✓ A description of the groups most affected by gender based violence: LGBT, Indigenous and migrant workers, workers living with HIV/AIDS and disabilities, people trapped in forced and child labor.

## Take action now!

- ✓ Call a meeting with your government and present an official trade union statement with arguments in support of an ILO Convention on gender based violence
- ✓ Contact the government member(s) of the ILO Governing Body and ask them to support a Convention
- ✓ Send postcards to the Ministers of Labour and Women's affairs and present a petition signed by a broad constituency including women's groups, human rights networks and unions members among others.