

Global Impact Report

ERADICATING GENDER-BASED VIOLENCE AND HARASSMENT AT WORK

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Eradicating Gender-Based Violence and Harassment at Work: A Global Impact Report

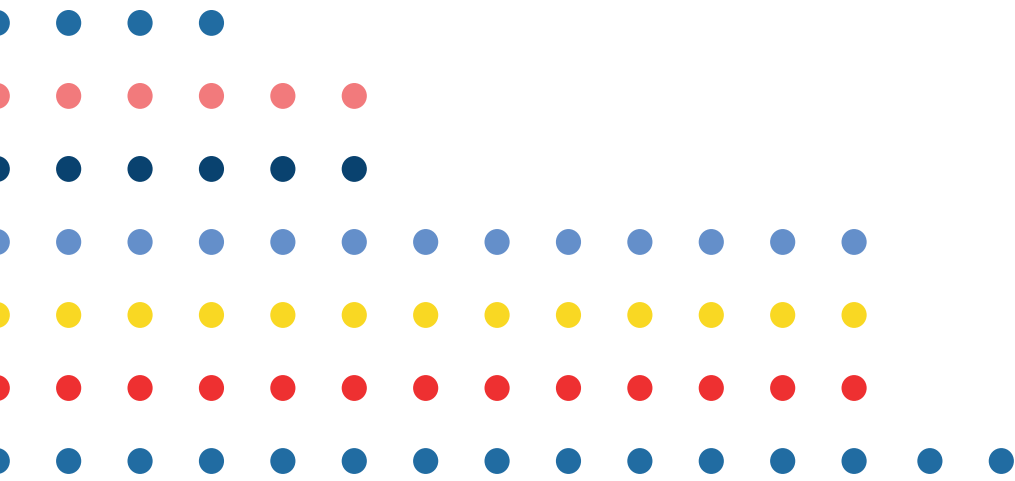
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The Solidarity Center is the largest U.S.-based international grassroots worker rights organization, working in more than 60 countries. We partner with workers and their community-based organizations to promote and defend worker rights worldwide. The Solidarity Center is an independent, nonprofit, nonpartisan organization. Our mission is to empower workers to raise their voice for dignity on the job, justice in their communities and greater equality in the global economy.

Design: Sophie Greenbaum, Brevity & Wit

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Acknowledgments

With more than 25 years of experience as the largest U.S.-based international grassroots worker rights organization, the [Solidarity Center](#) has built deep trust and a strong reputation with more than 1,000 partners, including 500 trade union partners. The majority of our partnerships (88 percent) are grassroots groups fighting for worker rights. Through these partnerships, the Solidarity Center reaches more than 70 million people in more than 60 countries.

Partnerships make our work possible. We are thankful to all the trade unions, worker-based and solidarity support organizations with whom we have had the privilege to work and support throughout these years at the global, regional and country levels. Particular thanks are due to the International Trade Union Confederation (ITUC) and the entire global union federation family for spearheading the campaign.

We also show our appreciation to the broader feminist and civil society organizations we have partnered with around the adoption of International Labor Organization (ILO) Convention 190 on violence and harassment and beyond.

Finally, we give thanks to all donors who have trusted the Solidarity Center throughout the last two decades. Without their support, many of the highlighted initiatives to combat gender-based violence and harassment (GBVH) and to drive the adoption of ILO C190 would not have been possible. Key donors include the Ford Foundation, Laudes Foundation, National Endowment for Democracy (NED), Wellspring Philanthropic Fund and U.S. government.

For more information about the Solidarity Center, [read our most recent annual report](#).

List of Acronyms

C189	ILO Convention on Domestic Workers
C190	ILO Convention 190 on Violence and Harassment
CBA	Collective bargaining agreement
CDD	Centre for Disability in Development (Bangladesh)
COTU-K	Central Organization of Trade Unions, Kenya
CSO	Civil society organization
EID	Equality and Inclusion Department (Solidarity Center)
GBVH	Gender-based violence and harassment
ILAW	International Lawyers Assisting Workers Network
ILO	International Labor Organization
ITUC	International Trade Union Confederation
LUNA	Liderazgo por Unidad, Renovación y Amplificación or Leadership for Unity, reNovation and Amplification
MENA	Middle East and North Africa
NGO	Nongovernmental organization
NLC	Nigeria Labor Congress
PAR	Participatory action research
SINDJA	Sindicato Independiente Nacional Democrático de Jornaleros Agrícolas (National Independent and Democratic Union of Agricultural Day Laborers, Mexico)
SINTRAHO	Sindicato Nacional de Trabajadoras y Trabajadores del Hogar (Honduran National Domestic Workers Union)
TAM	Women Media and Development Association (Palestine)
TUCA-CSA	Trade Union Confederation of the Americas
UMT	Union Marocaine du Travail (Moroccan Labor Union)
WIEGO	Women in Informal Employment: Globalizing and Organizing
WRC	Worker Rights Consortium
WRW	Workers Rights Watch (Lesotho)

A Letter from Our Executive Director

The passage of ILO Convention 190 four years ago was a landmark victory for workers, especially women, who experience job-related violence and harassment around the world.

We take this moment, on the fourth anniversary of C190, to reflect on its impact and celebrate the many achievements of workers and their unions in the struggle to end gender-based violence and harassment (GBVH) in the world of work. We also honor those who have led and contributed to these efforts, including at great personal risk. Without them, our workplaces would be less safe and equitable, and our democracies weaker.

Organizing in the last few years has helped shine some light on just how extensive GBVH is in the world of work. More than 743 million people have experienced job-related violence and harassment at some point. Such a widespread problem has widespread

consequences, including psychological, economic and physical harm.

Moreover, GBVH leads women to avoid employment or leave the workforce, at great cost to employers and the economy in general, and exacerbates inequities in societies, to the detriment of democracy. Without a dedicated focus on eradicating GBVH, we diminish workers' power, voice and agency. We accept misogynistic repression. Our focus on building strong trade unions would not be complete without challenging all forms of worker repression, and particularly the way GBVH contributes to women's repression in the workplace.

We also know that vulnerability to GBVH is not equal, and workers facing multiple and intersecting forms of discrimination are more likely to experience it. These workers are also more likely to be employed in precarious jobs that are excluded from many labor laws and protections. GBVH also increases during times of

crises, as we saw during the COVID-19 pandemic, when access to safety and justice were limited.

This report showcases several successful approaches to addressing GBVH in the world of work. The Solidarity Center is proud to support unions and civil society organizations as they promote ratification of C190 in their countries; advance legislative reform in line with the convention; negotiate GBVH clauses in collective bargaining agreements; and build diverse and inclusive cross-movement alliances.

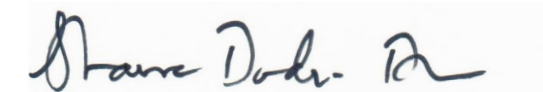
The Solidarity Center approaches this work by centering the voices of women and other marginalized workers most impacted by GBVH and providing tools and support for them to mobilize collectively for the change they seek. We partner primarily with unions on this issue, recognizing that unions play a unique and critical role in the struggle to eradicate GBVH. Unions are usually the largest and most inclusive

membership-based organizations in their countries, with a unique right to engage in collective bargaining and social dialogue with governments.

While we celebrate progress and honor those who have worked tirelessly to achieve victories, we also recognize the scope of this problem and how far there still is to go. We will innovate to find new and effective ways to address the structural inequalities that perpetuate GBVH and keep women from powerful roles within trade unions and at their workplaces, and prevent democracy from thriving.

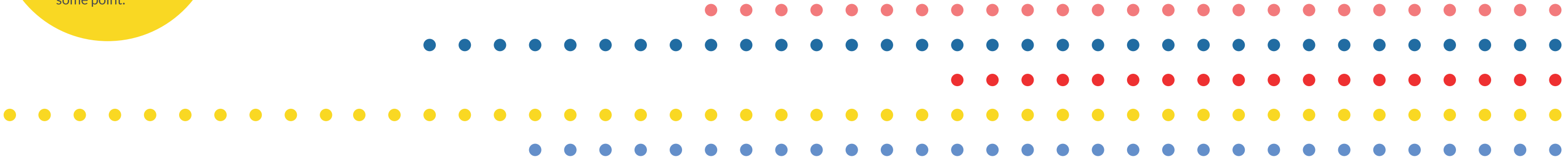
And we will do so until GBVH is no longer accepted or normalized.

In solidarity,



Shawna Bader-Blau
Executive Director,
Solidarity Center

743 MILLION+
people have experienced job-related violence and harassment at some point.



Executive Summary

Gender-based violence and harassment (GBVH) deeply impacts workers and their lives, livelihoods and communities. It creates unfavorable working conditions and inhibits the full exercise of freedom of association. And this experience is deepened for workers with intersecting identities, be they women, young workers, workers with disabilities, LGBTIQ+ workers, migrants or workers from racialized and/or indigenous communities. Similarly, precarious economic sectors, where women workers are often the majority, present a greater risk for GBVH.

For decades, the Solidarity Center has recognized the unique and critical role trade unions and worker-based organizations have in amplifying the voices of the most marginalized workers. Our efforts have always centered on providing a vehicle for workers and their unions to advocate for worker-friendly policies, engage in collective bargaining with employers and participate as a key partner in social dialogue processes.

Through our support of trade unions and cross-movement alliances, we helped build a successful grassroots campaign to lay the foundation for a world of work free from violence and harassment, under the leadership of the International Trade Union Confederation (ITUC). As the global #MeToo movement simmered, women workers and allies from around the world mobilized and campaigned

to secure the adoption in 2019 of the landmark global treaty, ILO Convention 190, supplemented by Recommendation 206, and fought to ensure it reflected their lived experiences. For the Solidarity Center, the work did not end there.

Today, we support unions and other worker rights organizations as they promote ratification of C190 at the country level, advance legal and public policy reforms that reflect the treaty and negotiate GBVH clauses in collective bargaining agreements (CBAs), among other activities to make the convention real. In more than 26 countries, across five regions and over 20 sectors, we have supported unions to engage in meaningful practice of C190 through diverse strategies, especially in contexts where formal ratification seems to be unlikely.

These strategies include:

- Identifying and advocating for the reform and/or adoption of national laws and regulations defining and addressing GBVH in the world of work, consistent with Convention 190.
- Building cross-movement alliances and/or coalitions with worker rights allies, feminist organizations and others to support initiatives that advance country ratification and implementation.
- Supporting and strengthening the capacity of trade unions by

conducting worker education and training on C190 and GBVH.

- Creating conditions that enable workers most exposed to and affected by violence and harassment—such as women and others marginalized by their identities—to be at the center of union agendas, debates and all efforts to eradicate GBVH.
- Negotiating specific clauses to prevent and address GBVH in collective bargaining agreements, workplace policies and global agreements across supply chains.
- Undertaking participatory action research so workers can speak out about GBVH's impact on them and their communities.
- Creating safe spaces and providing support for GBVH survivors, and connecting them with psychosocial service providers where necessary.
- Supporting and designing remedies for survivors to access gender-sensitive and gender-responsive justice.

This report celebrates diverse and innovative global strategies, as well as successful cases across countries, sectors and identities, including the following:

- CBA wins of **garment and textile workers** in Indonesia and Lesotho.
- The anti-GBVH market task force to support **informal economy workers** at Mile 12 Ketu food market in Nigeria.
- Advances in advocacy for **platform workers** in Peru.
- A new **domestic workers'** trade union to demand more rights, including on GBVH, in Honduras.

- Participatory research among **agricultural workers** in six districts of Tunisia, with a focus on bargaining demands, including GBVH.

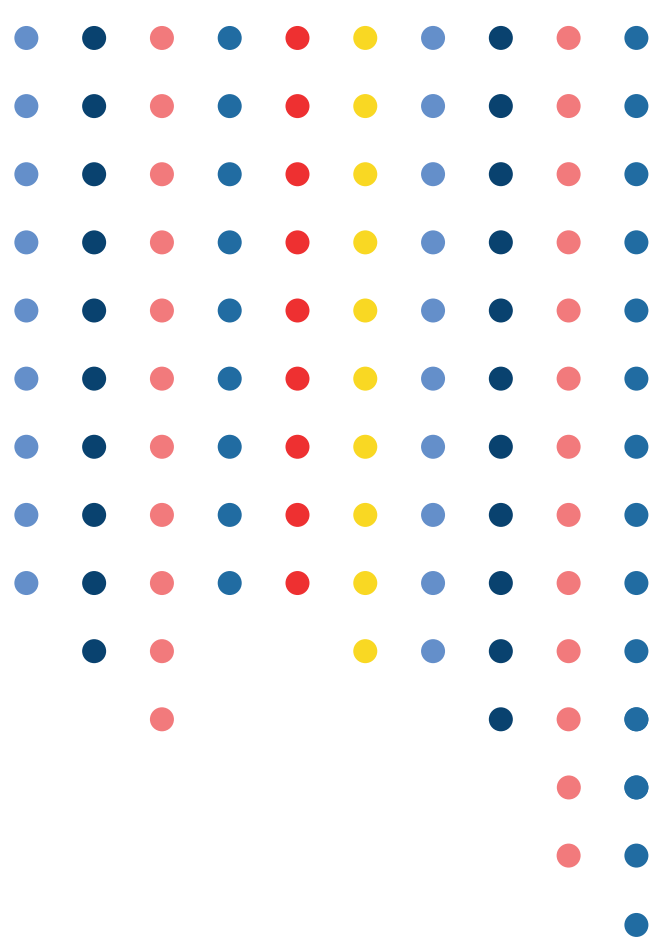
This work has been critical to increasing awareness, shifting cultural patterns and attitudes and reducing harmful behaviors. Building on the advances made by Solidarity Center partners around the world, among them partnerships formed and effective strategies implemented, we will continue to provide support for efforts that lead to:

- Stronger, more inclusive unions;
- Redress of structural inequalities that perpetuate gender inequality;
- Reduced acceptance and normalization of GBVH;
- Worker-led GBVH campaigns, centering workers from historically marginalized populations;
- Increased education and awareness around GBVH;
- National and legal workplace obligations for ILO C190 compliance;
- Collective bargaining and advocacy that creates workplaces free from GBVH;
- Gender-responsive, trauma-informed processes and procedures;
- Sharing of successful models and practices across countries, regions and sectors.

To continue the successes and advance the strides already made, additional support is needed.

For additional information, please refer to the GBVH resources and references included at the end of this report.

01 Introduction



Gender-based violence and harassment (GBVH) in the world of work is widespread, normalized and underreported. This persistent violation of human rights, which increased significantly during the COVID-19 pandemic,¹ deeply impacts workers' lives and livelihoods, and remains an obstacle to attaining just and favorable working conditions as well as the ability to exercise freedom of association. Its manifestation is both structural and systemic, and its eradication requires acute understanding and a profound and systemic response.

Discrimination, violence and harassment operate within intertwined hierarchies of power, dominance and exclusion, such as patriarchy and racism, reproducing inequality. Consequently, workers with intersecting identities may experience deepened forms and disproportionate impacts of GBVH, based on gender,

race, caste, ethnicity, ability, religion, sexual orientation, identity and gender expression, immigration status, and many other grounds. While men can be targets of GBVH, up to 76 percent of women are likely to experience GBVH in their lifetime.² Women comprise the majority of workers in sectors such as domestic work, and they remain underrepresented and marginalized within trade unions.

CATALYZING A LONGSTANDING STRUGGLE

For decades, the Solidarity Center has supported trade unions and broader worker-based organizations to organize, mobilize and advocate for a world of work free from violence and harassment. With the ITUC leading the campaign, these efforts crystalized around the 2019 adoption of the International Labor Organization (ILO) Convention 190 on Violence and Harassment (C190), and its

accompanying Recommendation 206 in 2019. With 26 ratifications to date, C190 has represented a significant opportunity for unions around the world to draw attention to GBVH and advocate for better protections. The Solidarity Center today supports trade unions and their cross-movement alliances to promote country ratifications of the treaty, advance legal and public policy reforms, negotiate GBVH clauses in collective bargaining agreements (CBAs) and strengthen union efforts in more than 26 countries.

Why unions?

The Solidarity Center recognizes the unique and critical role trade unions and worker-based organizations—which represent workers across formal work environments and in the informal economy—have in amplifying the voices of those impacted by GBVH and leading the struggle to eradicate it. Unions are often the largest and most diverse membership-based organizations in a country, providing a vehicle for mobilizing workers toward influencing policy. In addition, unions have a unique right to engage in collective bargaining with employers and are a key partner in social dialogue processes and in advocacy with policymakers.

Through our support of trade union partners, we are strengthening their capacity and enabling their contributions to strengthening democracies globally. This requires supporting unions with diverse strategies to bring C190 into practice, especially where formal ratification is not imminent. This may take the form of providing support to GBVH survivors and connecting them with psychosocial service providers, developing and negotiating CBAs that

“[The adoption of C190] was a breathtaking moment. We all shed tears. It was tears of joy. Because remember, when we went into that room as workers of the world, we knew what we wanted, but we didn’t know if the business constituents of the world understood where we were coming from.”
— **Brenda Modise**, Social Policy Officer, Federation of Unions of South Africa

include clauses to prevent and address GBVH, promoting legal or public policy reforms, or supporting cross-movement coalitions or alliances. These incremental changes, shifts in cultural patterns and attitudes, and increased awareness are critical in driving change, as they address the root causes of the phenomenon.

Below: The Nigeria Labor Congress celebrated 2020 International Women’s Day by calling for ILO C190 ratification. Solidarity Center / Nkechi Odinukwe



02

The High-Cost of GBVH at the Workplace

GBVH causes long-term psychological, economic and physical harm to individuals—those targeted, those accused, as well as witnesses. It undermines economic security and inhibits full and equal participation

in the economy and in society. GBVH contributes to the repression of women and their ability to advocate for their collective interest, which also impacts women’s voices and power within their unions, which weakens unions. GBVH

SPECIFIC COSTS OF GBVH TO EMPLOYERS COULD INCLUDE:



A POTENTIAL LOSS of confidence in a company among investors and consumers



DIFFICULTY RECRUITING new staff and promoting existing staff



DAMAGED RELATIONSHIPS with local communities and service users



REDUCED HEALTH and safety of workers



INCREASED ABSENTEEISM among workers



INCREASED staff turnover



DIFFICULTY SECURING workers for shifts



UNEXPECTED litigation expenses

also causes women to leave jobs, or discourages them from entering fields where they anticipate experiencing it, which perpetuates occupational segregation and the gender pay gap.

GBVH not only has profound negative effects on survivors, but it also imposes high costs on employers, the economy and society at large. According to a 2021 International Monetary Fund study, “an increase in violence against women by 1 percentage point is associated with a 9 percent lower level of economic activity.” Losses from the impacts of sexual harassment in the workplace alone are estimated at between

1 percent to 3.5 percent of national gross domestic product (GDP).³

High rates of GBVH have also been directly linked to the instability of democracies.⁴ Where the rule of law is weak, where corruption is widespread, where gender inequality is high and where poverty and joblessness increase vulnerability, the risk for GBVH is higher.

Most of the available data that looks at the impact of GBVH on society focuses on criminal offenses like domestic violence and sexual assault, often not including workplace incidents.

DESPITE UNDERREPORTING AND THE PREVALENCE OF NON-DISCLOSURE AGREEMENTS, SOME OF THE TRUE SOCIETAL COSTS OF GBVH ARE BECOMING CLEARER:



South Africa lost an estimated **1.3 PERCENT** of the country’s GDP in 2014 due to gender-based violence.⁵



One study from Pakistan posits that GDP declines due to GBVH compound over time, approaching 4 percent over a decade, as “the cost of persistent inaction widens inequality,” when governments fail to act. The study estimated that the costs of not addressing GBVH over a 10-year period approached **4 PERCENT** of the country’s GDP.⁹



A 2017 study conducted by CARE estimates that the productivity cost of sexual harassment in the Cambodian garment industry is **\$89 MILLION ANNUALLY.**⁶



In 2017 an estimated **1.5 BILLION PEOPLE** had no legal protection against sexual harassment at work, with 59 countries lacking laws on sexual harassment in the workplace.¹⁰



A 2014 survey of more than 600,000 public officials in Mexico found that **77 PERCENT** believe that women public servants experience sexual advances in return for the promise of better jobs.⁷



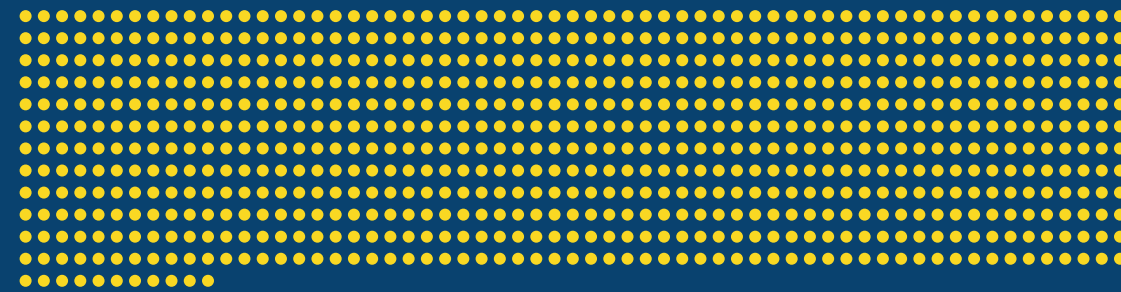
Gender-based violence against women and men was estimated to cost the European Union more than **32.5 BILLION EUROS.**⁸



VIOLENCE AND HARASSMENT AT WORK

One of the challenges in advocating to end GBVH in the world of work is that there is little comprehensive data about its prevalence. In 2022, the

ILO and Lloyd's Register Foundation published results of a global survey on people's experiences of violence and harassment at work. While not focused exclusively on GBVH, the report helps us understand the magnitude of violence and harassment at work and who is more exposed to it.



MORE THAN 743 MILLION

people have experienced at least one form of violence and/or harassment during their working life (one dot = 1 million people).



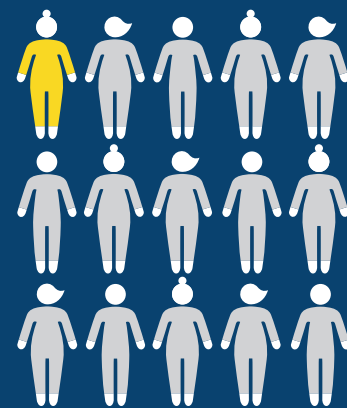
4 IN 10

workers have experienced physical violence and harassment.



1 IN 5

workers have experienced psychological violence and harassment.



1 IN 15

have experienced sexual violence and harassment. The risk of violence and harassment at work is greater for Black and Indigenous workers.



MORE THAN 3 IN 5

victims report experiencing multiple incidents of violence and harassment.



YOUNG WOMEN ARE 2X AS LIKELY

as young men to have experienced sexual violence and harassment.

MIGRANT WOMEN ARE ALMOST 2X AS LIKELY

as non-migrant women to report sexual violence and harassment.



Workers with disabilities are **MORE LIKELY** to experience violence and harassment.



ALMOST HALF OF VICTIMS

have not shared their experience with anyone; those who do are more likely to tell friends or family rather than use other informal or formal channels.

Survey respondents reported not disclosing incidents because they considered it a

“WASTE OF TIME” AND “FEAR FOR THEIR REPUTATION.”



03

Our Vision of Change

Addressing the root causes of GBVH in the world of work is a priority for the Solidarity Center. By bringing workers and civil society together to fight for one cause, we contribute to creating communities of interest to advocate collectively beyond the workplace to push for policy and legal reform, expanding democracy.

THE FOCUS OF OUR WORK IS TO:



Promote the mobilization of unions and worker rights allies to advocate for and support country ratification and implementation of C190 and Recommendation 206, and align legal and policy reform, workplace policies and collective bargaining agreements, with a focus on GBVH.



Center leadership and the workers most exposed to and affected by GBVH, such as women and other marginalized workers across identities, in union agendas, debates and efforts to eradicate GBVH.



Support changes at the national and workplace levels to align with C190 by creating safe spaces for victims of GBVH and providing access to gender-sensitive and gender-responsive justice.



Support and strengthen the capacity of trade unions and worker rights allies to work toward eradicating GBVH, through: organizing, movement building, education and awareness raising, legislative reforms, policy development and reforms, collective bargaining agreements, workplace policies and internal union policies and practices.



Support networks, coalitions and broader cross-movement alliances that build partnerships with diverse stakeholders and with other civil society organizations, social movements and the media to eradicate GBVH in the workplace.



Support trade unions and worker-led organizations in advancing decent work agendas and in building vibrant and strengthened democracies on the national level.

OUR FOUNDATIONAL PRINCIPLES

The Solidarity Center, working with unions and other worker-based organizations around the world, addresses GBVH in the world of work by centering worker unity, agency and power, which includes following a survivor-centered approach, displaying a duty of care and responsibility toward survivors, recognizing the dignity of all work and understanding how GBVH is rooted in maintaining economic inequality.

The Solidarity Center engages in solidarity with workers around the world as well as in allyship with those who experience oppression, which enables it to build trust with partners, establishing honest and equal relationships based on fairness, respect, mutual independence and accountability. The Solidarity Center also engages in intersectional inclusion in all of its programming and seeks understanding from individuals on their experiences with oppression based on their intersecting identities.

This requires adopting specifically anti-sexist, anti-racist, anti-homophobic and anti-classist behaviors of respect and tolerance; creating safe spaces to facilitate open dialogue that leads to developing genuine partnerships; building grassroots internationalism through cross-movement alliances; and developing strategies that address the identified needs of workers. This is all with the aim of building strong and inclusive unions.

04

Our Current GBVH Work and Strategies

The Solidarity Center’s multifaceted work to prevent and eradicate GBVH is led by our trade union partners and cuts across sectors, identities and countries to connect workers and center their voices at the global level.

The Solidarity Center employed a range of strategic campaign approaches as part of the adoption of C190. That effort continues with partners as they

work for ratification of the treaty at the country level and explore options for other paths to eradicating GBVH in countries where ratification is unlikely.

In addition, Solidarity Center programs help build leadership and power within historically marginalized populations to take on issues and traditional hierarchies. Our work to raise awareness and understanding



of GBVH changes attitudes and behaviors of potential perpetrators and allows victims to make use of existing protections and preventative measures. Our work to reduce vulnerability and risk of GBVH also includes: identifying opportunities to change laws; monitoring developments across global supply chains conducive to grassroots change; identifying opportunities to strengthen collective bargaining agreements or other policies with partners at the local and national levels; and, supporting creation of new mechanisms for reporting and resolving GBVH incidents, whether through labor inspections, hotlines, court systems or others means.

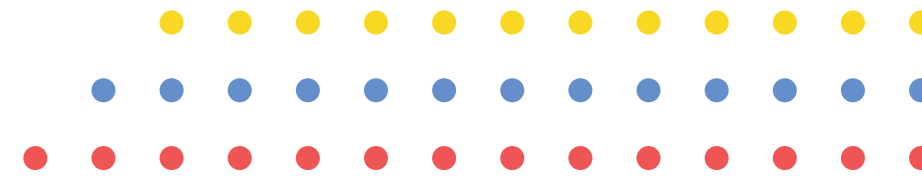
The Solidarity Center’s support to unions and other worker-based organizations has sought to link work on C190 with other ILO conventions that are yet to be ratified, such as Convention 189 on domestic workers and Convention 183 on maternity protections.

While we have worked across countries and regions for decades, there are 26 countries at the center of this report where the most dedicated programming on GBVH has taken place. Varied campaign approaches in these countries, supported by the Solidarity Center, have involved workers along global supply chains, at times including sister solidarity support organizations, and cross-movement building to combat GBVH.

From left to right:

- 1 Union women in Ukraine held a series of actions throughout the UN’s 2019 16 Days Campaign.
- 2 Members of the Nigeria Labor Congress held a series of actions throughout the UN’s 2019 16 Days Campaign.
- 3 Union member Lalitha Ranjani speaks at a press conference in Sri Lanka promoting ratification of ILO Convention C190.
- 4 Union women in Kyrgyzstan demand ratification of ILO Convention 190 to address gender-based violence and harassment at work.

Solidarity Center; Solidarity Center / Nkechi Odinukwe; Solidarity Center / Mohamed Fizer; Solidarity Center / Aizhan Ruslanbekova



OUR GBVH WORK ACROSS THE GLOBE

C190 ratification status among the 26 countries featured in this report. See the appendix for quick snapshots of our work in each country.



● Ratified
 ● Not yet ratified, but likely
 ● Not ratified





10

TEN SUCCESSFUL CAMPAIGN APPROACHES

The Solidarity Center grounds 10 campaign approaches in obligations set out in Convention 190.

1 Mobilize and campaign around the issue of violence and harassment in the world of work and advocate for the ratification of C190 in every country.

Through our work with unions, other worker rights organizations and alliances around the globe, the Solidarity Center has successfully contributed to the ratification of C190 in Albania, El Salvador, Lesotho, Mexico, Nigeria, Peru and South Africa. In El Salvador, we built on a longstanding women's leadership program with three trade union partners that made advocacy around C190 easier. The Solidarity Center also provided training, supported a public policy group, formed alliances with women's groups and LGBTQ+ networks, mobilized workers, convened dialogues around GBVH in maquilas and conducted dialogues with the government. Similar work was conducted in Guatemala and Honduras.

2 Identify and advocate for the reform and/or adoption of national laws and regulations defining and addressing GBVH, consistent with C190.

Our International Lawyers Assisting Workers Network (ILAW) has supported unions and worker rights organizations on legal reform, legal gap analysis, strategic litigation and development of model legislation and language for collective bargaining agreements. In South Africa, ILAW worked with trade union partners to amend the [2022 South African Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace](#) to align it with C190.

3 Build cross-movement alliances and/or coalitions with like-minded organizations, institutions, movements and unions.

In Cambodia, where the hundreds of garment and textile industry unions are still deeply patriarchal, the Solidarity Center supported the formation of a women's union network to work on GBVH and the ratification of C190, among other issues.

4 Conduct worker education and training on C190 and GBVH with trade union leaders, women leaders and workplace-based leadership.

In Colombia, the Solidarity Center supports an online C190 training course. The course gives an understanding of systemic forms of oppression and provides space for women workers to understand the importance of ratifying C190, especially in sectors and non-traditional workplaces where applying the convention might be difficult.

5 Raise awareness about C190 among union members, workers and society through simplified education and information.

In Kyrgyzstan, the Solidarity Center supported a public awareness campaign, with the participation of 12 members of the Jogorku Kenesh (parliament of the Kyrgyz Republic), that ran during a football match under the banner, “Stop violence and harassment in the workplace.” The campaign supported advocacy work for the ratification of C190.

6 Engage in collective bargaining and/or workplace policy development with employers locally and at a global level to secure specific clauses to prevent and eradicate GBVH in the workplace.

In Ukraine, the Solidarity Center has worked with an independent union formed in 2015 in the private logistics and parcel delivery company, Nova Poshta (New Post). The union has about 9,860 members and boasts a strong collective bargaining agreement covering all 31,000-plus Nova Poshta workers. Its leadership is largely comprised of young workers. In 2020, the Solidarity Center supported Nova Poshta (along with our partner, Ukrainian Labour Initiatives) in negotiating a clause on GBVH in its collective agreement. Despite Ukraine not having ratified C190, Nova Poshta now has an obligation to prevent GBVH

in all its workplaces by conducting audits, training workers and managers, and creating awareness of GBVH at the company level.

More on the results of Ukraine’s national “Labour Barometer,” examining discrimination and GBVH at work can be found at trudovi.org.ua. Full coverage of the presentation may be viewed on [@user-dn5xz2ff7y’s YouTube channel](https://www.youtube.com/channel/UC5xz2ff7y).

To date, the Solidarity Center has successfully negotiated similar clauses in collective bargaining agreements at 18 companies around the world. Direct interactions with brands along global supply chains have taken place in Bangladesh, Cambodia and Lesotho.

7 Undertake participatory action research (PAR) so workers can speak out about GBVH’s impact on them and their communities.

In Indonesia, where GBVH is rarely discussed, the Solidarity Center supported 17 activists and women leaders in three unions to conduct research to deepen their understanding of the issue. In 2018, they interviewed and held focus groups with 105 female workers in the textile, garment, shoes and leather sectors from four provinces. PAR was carefully planned to create a sense of ease, comfort and safety that would allow workers to speak freely. Among other findings, their report revealed that 71 percent of participants had experienced GBVH at work.

PAR reports from [Cambodia](#), [Indonesia](#), and [Nigeria](#) are available on the Solidarity Center’s [Publications page](#).

8 Facilitate the establishment of safe spaces to support, understand and contribute to the healing of victims of GBVH and design remedies so they can access gender-sensitive and gender-responsive justice, whether administrative, judicial, civil or criminal.

In Morocco, the Solidarity Center supports a program to encourage women union leaders to support victims of violence and harassment through the creation of listening cells. Women trained for listening cells are equipped to provide support, assistance and advice through an empathetic, victim-centered approach.

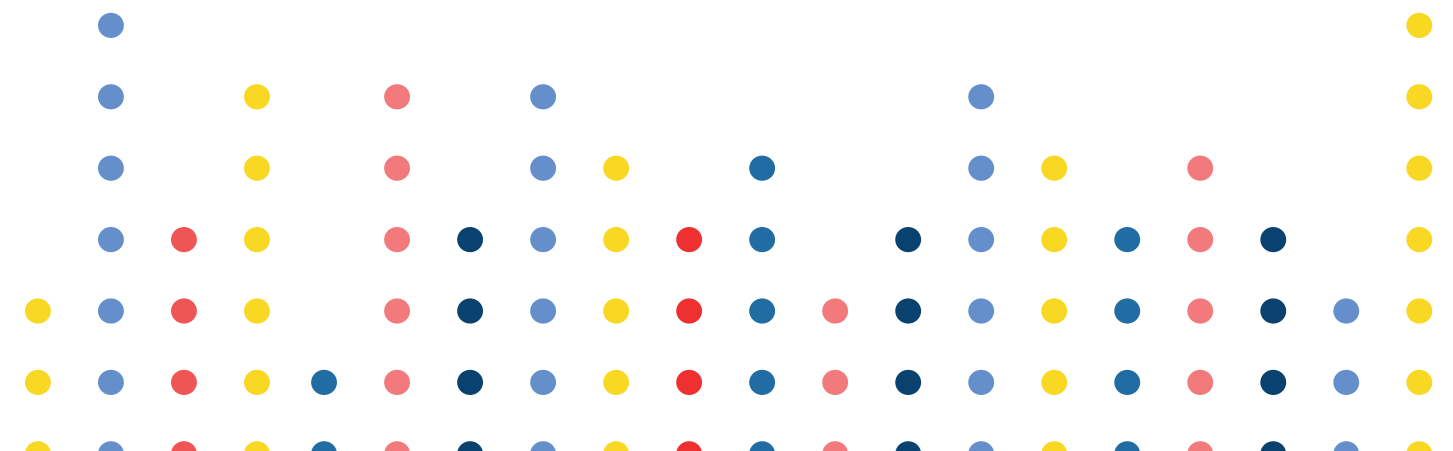
In Bangladesh, we have been working with trade union partners to ensure that a 2009 high court verdict compelling employers to establish anti-harassment committees is enforced. Our team has supported partners in their efforts to use this verdict to establish a national law on violence and harassment, and to build their capacity for legal engagement.

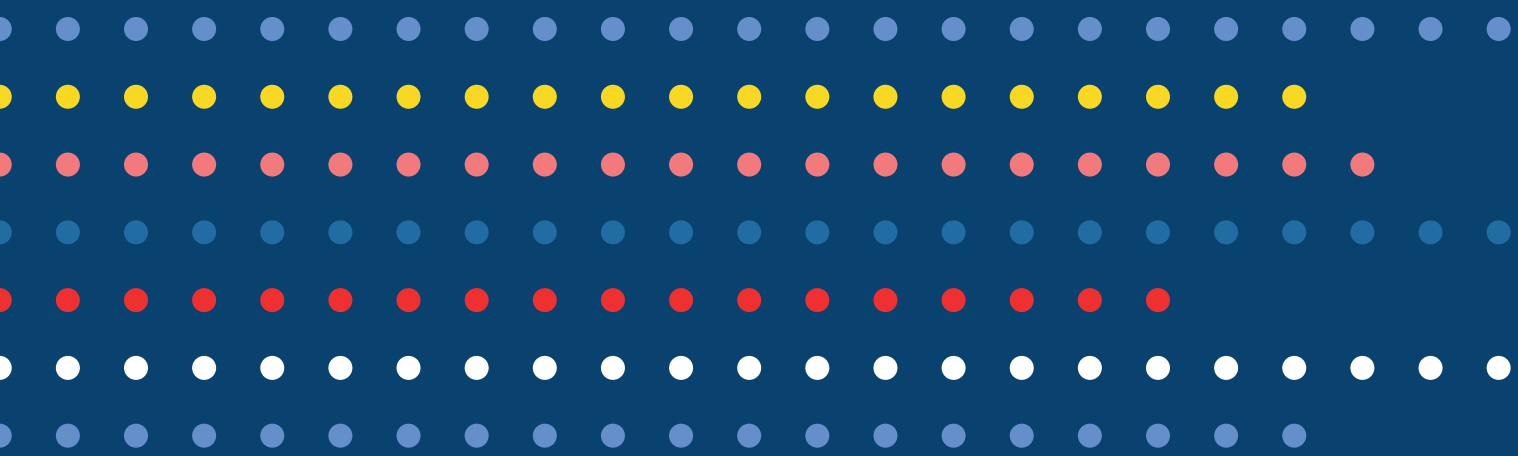
9 Work with trade unions to ensure GBVH is a priority issue, including in their constitutions, statutes, policies and bylaws.

In Sri Lanka, the Solidarity Center worked with four trade unions to review their existing policies and support development of policies addressing gender discrimination and GBVH. This has been challenging, as unions are male-dominated even in sectors where members are predominantly women, but new policies have led to increased participation by women and the establishment of GBVH units.

10 Build male allyship to support eradication of GBVH and its disproportionate impact on women workers.

In Peru, unions and other worker-based organizations have faced a hostile environment around work on gender-related issues. For example, “gender ideology” is compared with “terrorist ideology.” Not wanting C190 entirely discarded because of these hostilities, the Solidarity Center worked to cultivate male allies, demonstrating that GBVH is not an issue just affecting women workers.





CAMPAIGN APPROACH BY COUNTRY

1 Advocate for country ratification



Albania, Bangladesh, Brazil, Cambodia, Colombia, El Salvador, Georgia, Guatemala, Honduras, Indonesia, Jordan, Kenya, Kyrgyzstan, Lesotho, Liberia, Mexico, Morocco, Nepal, Nigeria, Peru, Serbia, South Africa, Sri Lanka, Tunisia, Ukraine

2 Identify and advocate for legal reform



Bangladesh, Brazil, Cambodia, Colombia, El Salvador, Georgia, Jordan, Kenya, Kyrgyzstan, Liberia, Mexico, Morocco, Nigeria, Palestine, Peru, South Africa, Sri Lanka, Tunisia, Ukraine

3 Build grassroots alliances and/or coalitions



Brazil, Cambodia, Colombia, El Salvador, Guatemala, Honduras, Indonesia, Jordan, Lesotho, Mexico, Morocco, Nigeria, Palestine, Sri Lanka

4 Train and educate workers



Albania, Bangladesh, Brazil, Cambodia, Colombia, El Salvador, Georgia, Guatemala, Honduras, Indonesia, Jordan, Kenya, Kyrgyzstan, Lesotho, Liberia, Mexico, Morocco, Nepal, Nigeria, Palestine, Peru, Serbia, Sri Lanka, South Africa, Tunisia, Ukraine

5 Raise public awareness



Albania, Bangladesh, Cambodia, Colombia, El Salvador, Georgia, Guatemala, Indonesia, Jordan, Kenya, Kyrgyzstan, Lesotho, Liberia, Morocco, Nepal, Nigeria, Palestine, Peru, Serbia, South Africa, Sri Lanka, Ukraine

6 Secure collective bargaining clauses and/or workplace policies



Albania, Bangladesh, Brazil, Cambodia, Colombia, Guatemala, Honduras, Indonesia, Kenya, Kyrgyzstan, Lesotho, Liberia, Mexico, Morocco, Nigeria, Palestine, Peru, Ukraine, South Africa, Sri Lanka

7 Conduct participatory action research



Bangladesh, Cambodia, Indonesia, Jordan, Morocco, Nigeria, South Africa, Tunisia

8 Create safe spaces and design remedies for access to justice to support GBVH victims



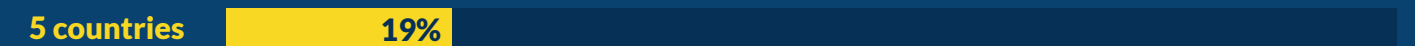
Albania, Bangladesh, Brazil, Cambodia, Colombia, Indonesia, Lesotho, Mexico, Morocco, Nigeria, Sri Lanka

9 Establish GBVH as a trade union priority issue



Brazil, Cambodia, El Salvador, Georgia, Guatemala, Honduras, Mexico, Morocco, Nigeria, Palestine, Peru, South Africa, Sri Lanka

10 Build male allyship



Cambodia, Liberia, Mexico, Nigeria, Peru

SOLIDARITY CENTER SNAPSHOT: ENDING GBVH AT WORK

Progress in campaign countries:

7
Countries with successful country ratifications

20
Countries with successful clauses in CBAs

15
Countries with successful legal reforms aligning with GBVH

8
Countries where trade unions were supported to amend their constitutions and bylaws to be more gendered and cognizant of GBVH

8
Countries where tripartite social dialogues around C190 took place

7
Countries where C190 and national legislation alignment audits are concluded

4
Countries where unions worked to strengthen labor inspectorates and their monitoring of GBVH

Top five sectors of campaign focus:

 19 countries:
TEXTILE, GARMENT, SHOES, LEATHER AND TEXTILE SERVICES

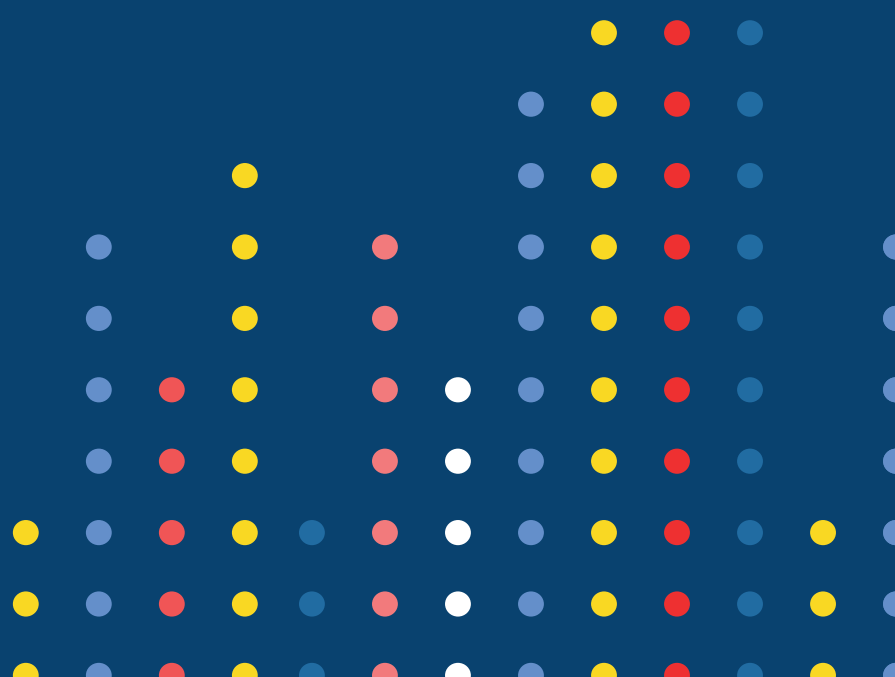
 14 countries:
DOMESTIC WORKERS

 14 countries:
INFORMAL ECONOMY

 14 countries:
AGRICULTURE

 8 countries:
PLATFORM WORKERS

See pages 35-36 for more sector information.



LEGAL SUPPORT STRATEGIES

The International Lawyers Assisting Workers (ILAW) Network, a project of the Solidarity Center, is a global network of more than 900 labor and worker rights lawyers in 85 countries. ILAW members work on enhancing recognition of and protection from GBVH in both the formal and informal economies. ILAW also conducts trainings and webinars for members, young lawyers and unionists to outline the specifics of C190, the role of labor lawyers in advocating for ratification and implementation, and the successes and challenges of implementation once ratification is achieved.

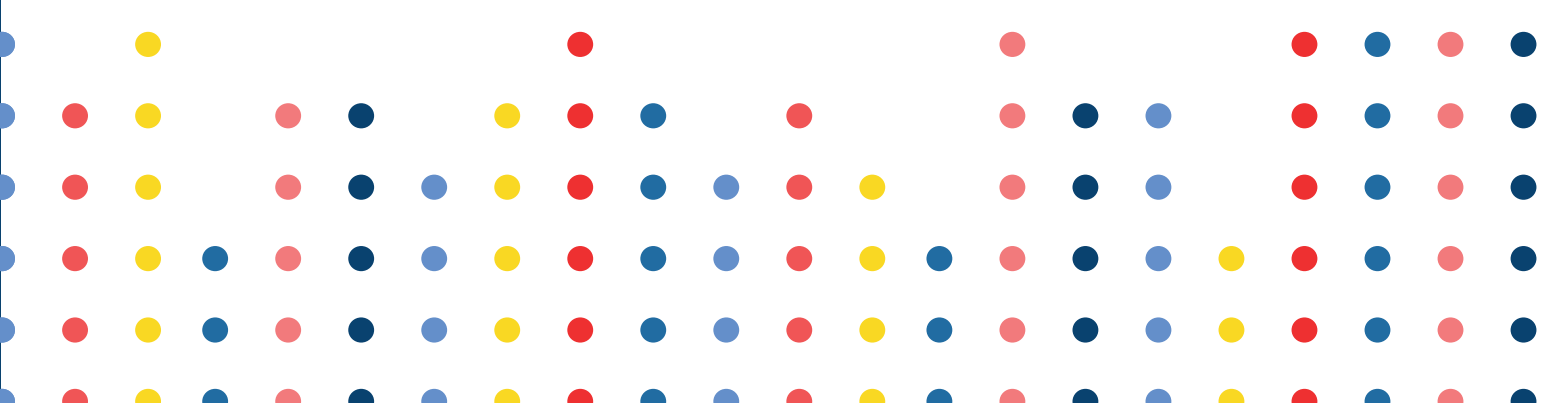
In South Africa and Botswana, ILAW has worked with women mine workers to research, report and conduct a workshop on GBVH. ILAW also worked with the former UN Special Rapporteur for Eritrea to conduct a fact-finding mission on GBVH in the extractive sector in South Africa. The [report is available on the Solidarity Center website](#).

Another ILAW report mapping the exclusion of domestic workers from employment laws and protections in nine countries in Africa made it clear that sexual harassment provisions in labor laws only apply to larger employers, leaving domestic workers,

often the only employee in a private home, without protection. This report is being used by ILAW members to challenge such exclusions in domestic courts as violations of constitutional, regional and international standards.

ILAW members and the Solidarity Center office in Nigeria will be launching a report that analyzes how the country's laws could be reformed to comply with C190 and identifies creative litigation strategies to protect the rights of workers. A similar process was undertaken in South Africa. ILAW also conducted a comprehensive analysis of gaps in Cambodian law regarding C190 compliance.

Finally, ILAW members and Solidarity Center partners have worked together in countries including Cambodia, Georgia, Kenya, South Africa, Tunisia and Zimbabwe, to submit shadow reports to various UN bodies (in particular, the Convention on the Elimination of All Forms of Discrimination Against Women, Committee on Economic, Social and Cultural Rights and the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment). Reports led to recommendations by these bodies to governments regarding ratification of C190, guidance for C190 implementation, and the creation of laws, regulations and policies that protect all workers from GBVH.



05

Innovations Across Regions

The Solidarity Center's support to trade union partners and others has resulted in many innovative strategies to eradicate GBVH, including the following five regional approaches.



AFRICA: LESOTHO'S LANDMARK GBVH AGREEMENT WITH GLOBAL BRANDS

Gender-based violence and harassment are rife in the global garment sector. In Lesotho, the problem was severe and extensive. A 2018 survey of workers by the Worker Rights Consortium at five factories owned by Nien Hsing Textile Co., Ltd., which produces jeans for export, found that two-thirds of women had experienced harassment and abuse—including sexual coercion and rape—or knew someone who had. The vulnerability of women workers and the power imbalance between workers and supervisors were exacerbated by the suppression of workers' right to freedom of association, which left

women unable to act collectively to address the abuse.

To address the situation, Lesotho-based trade unions with members at the factories and women's rights organizations, as well as the Solidarity Center, Worker Rights Consortium and Workers United, negotiated and signed a set of binding agreements in 2019 with Nien Hsing and apparel companies sourcing there (Levi Strauss & Co., The Children's Place and Kontoor Brands.) Brands committed to funding the work to prevent and address GBVH outlined in the agreements.

Under the agreements, Nien Hsing committed to a robust anti-GBVH program, centered on a mechanism independent of the company, to hear and investigate worker complaints and ensure remedies, including firing perpetrators where appropriate. Nien Hsing's commitments, which include a code of conduct aligned with C190 and training for workers and supervisors, are enforceable through agreements with the apparel brands. The program is



the first agreement to incorporate the definition of violence and harassment contained in C190.

Under the agreement, workers have access to:

- Updated human resources policies and procedures; contract extensions.
- An independent and confidential reporting and monitoring system with remedies for abusive behaviors; a confidential, toll-free information line; trained counselors to discuss support and processes.
- A Solidarity Center GBVH training video in English and Sesotho.

Workers are experiencing the benefits. One worker described how she was verbally and physically harassed by a supervisor and, after reporting the incident, was told she "was not the first target." Action was taken against the perpetrator. She described how prior to the program, another woman worker refused advances by the same supervisor and was fired.

Read the report, [Agreements to End Gender-Based Violence and Harassment in Lesotho](#), on the Solidarity Center's Publications page and check out these accompanying Solidarity Center YouTube videos detailing the ongoing process of implementing the groundbreaking agreement:

- [Ending Gender-Based Violence in Lesotho Garment Factories: Shawna Bader-Blau](#)
- [Ending Gender Violence in Lesotho Garment Factories: Rola Abimourched](#)

Above: The Solidarity Center, three leading apparel brands and a coalition of unions and women's rights organizations signed landmark agreements in 2019 that address GBVH at Lesotho factories employing thousands of garment workers.

Solidarity Center / Shawna Bader-Blau

“Since the workshops conducted by the unions and women's rights groups, our own supervisor has changed a lot.”

— A worker at a Lesotho garment factory covered by the GBVH agreement





LATIN AMERICA: THE REGIONAL NETWORK LIDERAZGO POR UNIDAD, RENOVACION Y AMPLIFICACIÓN (LEADERSHIP FOR UNITY, RENOVATION AND AMPLIFICATION, LUNA)

Many working-class women are traumatized by racism, sexism and the devaluation of their work both on the

job and at home. Through the 2022 LUNA program, 36 domestic workers from various Latin American trade unions¹¹ affiliated with an international domestic workers union gained tools to understand systems of oppression and how to heal from them. We supported 15 mentors—drawn from the Latin American labor movement, women’s rights organizations and racial justice activists—who provided leadership for the LUNA program. The program examined women’s marginalization; probed the root causes of women’s and racial inequality; analyzed systems of power and oppression; and unpacked trauma and how to heal from it.

These learnings allowed participants to:

- Reflect on how deeply racism, sexism, exclusion of the working class and devaluation of women’s work have shaped society.
 - Learn the power of developing a robust organizing strategy through organizing, mobilizing and building alliances, including across borders.
 - Learn the skills of deep listening and somatics, as a path to transformation.
 - Focus on individual and collective trauma and healing, as a central component of strengthening collective work in unions.
- Engage in practices connected to resilience and the fight for dignity.
 - See shared humanity as a common thread throughout the program.
 - Create new ways to be and extend leadership that challenges hierarchies.

Domestic workers were able to bring that healing into the domestic worker movement collectively, and specifically, as it impacted on GBVH. A member of the team aptly described the process as “healing yourself to heal others.”



ASIA: CAMBODIA’S STRATEGY OF FOCAL POINTS TO SUPPORT VICTIMS OF GBVH AT WORK

In Cambodia, workers in many sectors are explicitly excluded from labor law and/or the right to form unions and bargain collectively. Those workers who are permitted to unionize face a very restrictive legal environment, with many limits on their activities and frequent union busting from employers. The Solidarity Center’s program in Cambodia focuses on three key areas: understanding gender inequality, identifying GBVH, and building capacity to negotiate and change gender and GBVH issues in workplaces.

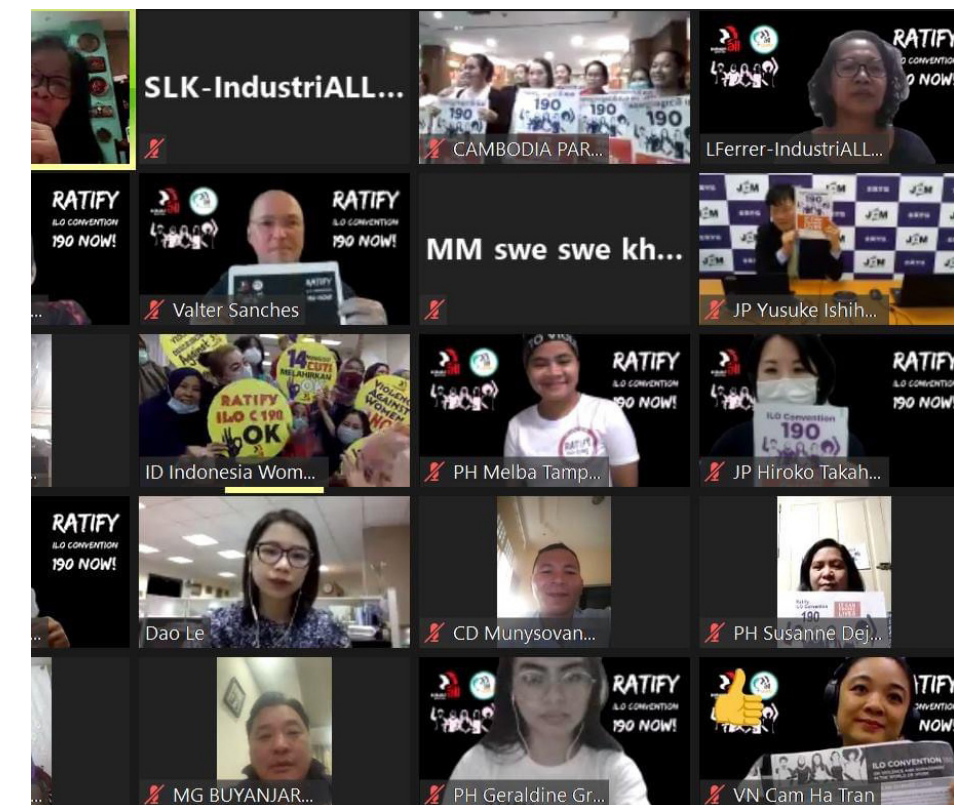
These focal points emerged from a 2019 PAR project by trade union partners in Cambodia, which surfaced several recommendations:

- Establish regulations, policies and measures, and negotiate with employers to prevent and address GBVH.
- Increase awareness among trade union leaders and workers about the importance of workplaces free of violence and discrimination by embedding discussion of the issue in training and education activities, and policies and collective bargaining agreements.
- Support C190 and Recommendation 206 to eliminate sexual harassment and violence, including GBVH in the world of work.

- Ensure the government ratifies C190.
- Develop and disseminate educational messages to stop violence and harassment at work.

This program involves working with a group of women union leaders and activists from garment factories in Phnom Penh and Kandal, Kampong Speu, Takeo and Svay Rieng provinces, building the capacity to facilitate worker dialogue on how to address GBVH in their workplaces, develop strategies to address and prevent these abuses, and negotiate improved workplace policies and practices.

Right: IndustriAll South East Asia virtual conversation on the ratification of ILO C190.





MENA: A CROSS-COUNTRY REGIONAL COALITION TO PUSH FOR RATIFICATION OF CONVENTION 190

Winning ratification of Convention 190 in deeply patriarchal societies is a challenge that the Coalition for the Dignity and Rights of Women confronts. The Coalition operates in the Middle East and North Africa (MENA), and its members¹² are united by the universal principles of human rights. Focusing on Convention 190 and Recommendation 206, the broad goal is to achieve a world free of violence and harassment despite obstacles such as resistance from the community, employers and governments, and funding.

The coalition is focused on three core objectives:

- Draft a charter to define the scope and mandate of the coalition and identify its principles, values,

objectives, tools and membership. The charter will include mechanisms for leadership, coordination, decision-making and monitoring.

- Increase the coalition's membership base by adding at least one organization from currently unrepresented countries (Algeria, Libya, Oman, Qatar, Saudi Arabia, United Arab Emirates).
- Conduct advocacy to ensure that at least two Arab governments recognize the importance of C190. This will include establishing a Communication and Campaign Committee, educating coalition members about C190 and building capacity to advocate for ratification.

Members of the Coalition recognize their strength lies in their:

- Identity as women in an Arabic, Islamic and patriarchal society.
- Perseverance and loyalty.
- Opportunity to exchange experiences related to fighting violence, including advocating

others. The Solidarity Center team is supporting a program in Georgia and Armenia to increase women's full, equal and safe participation in the workforce. Successes to date include:

- Establishing a women's network and mentorship program to support and empower women in the workplace.
- Developing a Women's Labor Forum website to complement the women's network by providing timely information and resources.



EUROPE: A PROGRAM ON WOMEN'S FULL, EQUAL AND SAFE PARTICIPATION IN THE WORKFORCE

In many post-Soviet and Eastern European countries, numerous gender-equity challenges remain: low rate of women's participation in the workforce, gender- and sex-based employment discrimination and GBVH, among

for Convention 190 and Recommendation 206.

- Role as value-based and groundbreaking leaders in their families and communities.
- Efforts to resist all forms of discrimination, and advocate for change and just causes, despite the challenges, be they in unions or broader civil society organizations.
- Participation in economic empowerment and establishment of economic projects for women.
- Work to change the lives of abused women and those vulnerable to abuse, including domestic and migrant workers, as well as workers with disabilities, by providing support.
- Struggle to defend worker rights and advance collective bargaining in various sectors and workplaces, including advocacy and awareness campaigns on gender-based violence.
- Membership in a feminist movement.

The first meeting of the coalition took place in Istanbul in June 2022 and a follow-up is planned for 2023.

“When we build coalitions and when everybody is gathering around one demand and request, we can have positive results, and this is why we have opened up to work also with our comrades in the Arab region. [...] We have been working together, we have been learning from our comrades' experiences, and we see that there are more countries ratifying this convention and this brings much hope that we will be maybe the next country. So we won't wait, and we won't stop working and we won't stop making efforts and fighting to make this Convention ratified.”

— **Touriya Lahrech**, Confederation Democratique du Travail or Democratic Confederation of Labor parliamentary representative (member of the House of Councillors of Morocco) and coordinator of Coalition 190 for a World of Work Free from Violence and Harassment in Morocco

This includes practical guidance for potential victims of harassment and violence in the workplace on how to apply legal instruments and internal grievance procedures to protect their rights.

- Developing inclusive education to target vulnerable women, ethnic minorities, people with disabilities and people in state care services.
- Collaborating with trade union partners to raise awareness about

violence and harassment in the workplace and to push for country ratification of C190.

- Strengthening a coalition of stakeholders trained to identify the challenges faced by vulnerable women workers around GBVH.
- Exploring a legal assistance hotline for vulnerable women workers to report cases of labor rights infringements.

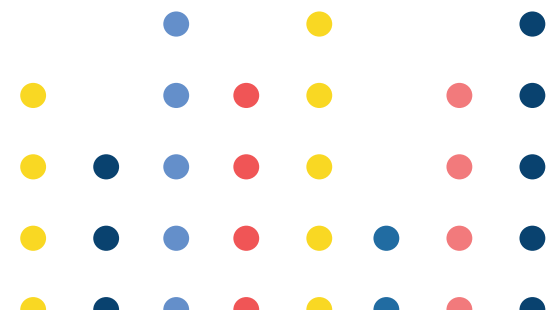
06

Sectors with Greatest Risk of GBVH: Our Work, Our Wins

While GBVH cuts across geography, identity and socioeconomic status, it is more common in a number of economic sectors. Jobs in which women are the majority of workers, particularly in contexts where there are high levels of inequality, race or caste discrimination, poverty and limited job opportunities, present a higher risk for GBVH. These jobs tend to be precarious, lower status, lower paying and provide little to no bargaining power—all of which are serious risk factors for GBVH.

From our work with unions and other worker-based organizations around the world, we have identified five categories of workers most likely to face gender-based violence and harassment: textile and apparel workers, informal economy market traders, care workers, platform workers and farmworkers. This is where our support has been focused and where our impact has been greatest.

The Solidarity Center has also worked on other sectors, some of which are male-dominated industries, where rates of GBVH are high. We have witnessed how GBVH is often used to reinforce occupational segregation and keep marginalized groups out of certain kinds of work. Two notable sectors where we have supported trade unions are mining and construction. These sectors often discourage women from pursuing jobs, which are often more formal and higher paying. The 2021 Solidarity Center report, [What Happens Underground Stays Underground](#), outlines the experiences of women working in South African mines.



SOLIDARITY CENTER GBVH WORK BY SECTOR

● Ratified ● Not yet ratified, but likely ● Not ratified

AGRICULTURE in

- Albania, El Salvador, Guatemala, Honduras, Indonesia, Jordan, Kenya, Liberia, Mexico, Morocco, Serbia, South Africa, Sri Lanka, Tunisia

AUTOMOTIVE AND ELECTRONICS in

- Brazil, Honduras, Jordan, Mexico

CALL CENTERS in

- El Salvador, Mexico, Morocco, Tunisia

DOMESTIC WORK in

- Bangladesh, Brazil, Colombia, El Salvador, Guatemala, Honduras, Jordan, Kenya, Kyrgyzstan, Mexico, Morocco, Nepal, Peru, Sri Lanka

CONSTRUCTION in

- Albania, Bangladesh, Kyrgyzstan, Nepal

INFORMAL ECONOMY in

- Cambodia, Colombia, Georgia, Kenya, Kyrgyzstan, Liberia, Nepal, Nigeria, Palestine, Peru, Sri Lanka, Tunisia

LOGISTICS in

- Mexico, Ukraine

MINING AND MINERALS in

- Kyrgyzstan
- Liberia
- Mexico
- Morocco
- South Africa
- Ukraine

PLATFORM (APP-BASED) in

- Brazil
- Colombia
- Kyrgyzstan
- Mexico
- Nigeria
- Palestine
- Peru
- Ukraine

PUBLIC-SECTOR WORKERS in

- Albania
- Guatemala
- Honduras
- Lesotho
- Liberia
- Morocco
- Nigeria
- Palestine
- Peru
- Serbia
- Sri Lanka
- Tunisia
- Ukraine

RETAIL in

- Georgia
- South Africa

TOURISM AND HOSPITALITY SERVICES in

- Albania
- Cambodia
- Georgia
- Indonesia
- Morocco
- Palestine
- Tunisia

TRANSPORT in

- Tunisia
- Ukraine

SHRIMP FARM PROCESSING, TEA, AEROSPACE, NUCLEAR & ENERGY AND PHARMACEUTICALS in

- Bangladesh
- Indonesia
- Mexico
- Palestine
- Ukraine

TEXTILE AND APPAREL in

- Albania
- Bangladesh
- Brazil
- Cambodia
- El Salvador
- Guatemala
- Honduras
- Indonesia
- Kenya
- Kyrgyzstan
- Lesotho
- Mexico
- Morocco
- Nigeria
- Palestine
- Serbia
- South Africa
- Sri Lanka
- Tunisia

TEXTILE, GARMENT, SHOES, LEATHER AND TEXTILE SERVICE WORKERS

For over a decade, the Solidarity Center has partnered with more than 50 unions, federations and nongovernmental organizations dedicated to improving working conditions in the apparel industry. In 2022, the revenue of this market was approximately \$1.53 trillion, with estimates of this value increasing to almost \$2 trillion by 2027 and textile and apparel global exports totaling more than \$882 billion in 2021.¹³ The industry employs more than 75 million workers, many without employment contracts, fixed schedules or benefits, or labor law protections. About 85 percent of workers in this sector are women, earning far less than men for the same roles. This is reflected in the high poverty rates for women in garment jobs.¹⁴

Textile, garment, shoes, leather and textile service workers experience conditions that the ILO has identified as creating risk factors that often lead to GBVH. These include:

- A disproportionate concentration of women in low-wage jobs, especially in the distant tiers of supply chains.
- Imbalanced power relationships, including due to gender, race, ethnicity, social origin, education, poverty, disability, sexual orientation and gender identity, migrant status and age.
- Intersecting forms of discrimination, such as migratory status, race, ethnicity, disability, gender and poverty.

- Insecure working arrangements, including no contract or short-term contracts and informal work.
- High risk of unemployment.

From our own work, we have found that GBVH is either tolerated, ignored or perpetuated by managers, and can become a widely used means by which factories exploit workers. The Solidarity Center’s support of workers includes:

Bangladesh

Research conducted by Action Aid exposed that 80 percent of garment workers in Bangladesh had experienced some kind of harassment or violence in the workplace. The Solidarity Center has adopted a two-pronged approach:

- Mentoring and training for organizers, in which GBVH is emphasized as a critical component of organizing strategy;
- Support for unions negotiating gender-responsive collective bargaining agreements, including provisions for promotion of women into higher wage positions. This has included ensuring that management is obligated to form anti-harassment committees at workplaces.





Above:
Women across Asia, such as National Independent Textile Union of Cambodia (NITUC) member Heng Rithy, produce much of the world's clothing.
@shanleystudio for Solidarity Center

Cambodia

A 2018 study found that one in three women garment workers in Cambodia had experienced sexual harassment at work over a three-month period. Twenty-eight percent reported they were forced to sleep with a superior/supervisor in order to extend a work contract, have a sewing machine fixed or receive a bonus. The Solidarity Center supported 23 women leaders from 10 different factory-level unions in three provinces, along with three Cambodian feminist activists, to learn more about the root causes of GBVH and its impact, and to identify potential solutions to ending it. The women saw the need to gather information from their co-workers' experiences to make GBVH more visible. The workers also wanted to share with co-workers that GBVH is not their fault or a part of the job, but that it is a structural and

social problem preventing women from achieving equality in the workplace. Nine women conducted interviews and held focus groups with 83 female co-workers in garment factories.

Read their findings from the study, [In Our Own Words](#), on the Solidarity Center website.

Central America

In this sector, the Solidarity Center program focused on building and supporting women's leadership, to build their union leadership capacity as well as develop a more holistic leadership approach. We looked at the role of women in the political economy and asked questions like: "Why are multinational brands deciding to put their factories in Central America?" and "Why do hiring managers prefer women in these sectors?" This holistic

leadership model meant that issues of violence and harassment were routinely discussed and supported. More specifically, issues around GBVH were repeatedly raised.

- **Guatemala:** Sae-A, a Korea-based company, received multiple complaints of GBVH within its 10 maquilas. The company was unable to handle the issue and asked the Solidarity Center to help. This led to Sae-A workplace policy changes, increased unionization across maquilas and the formation of a network of unions across the Sae-A maquilas.
- **Honduras:** The Solidarity Center supported expansion of collective bargaining agreements in the maquila sector, with over 50,000 garment workers covered in the Honduran export assembly sector. These CBAs included model contract clauses on GBVH.

A 2022 Solidarity Center-supported report on collective bargaining agreements in the Honduran maquila sector, [Bargaining for Decent Work and Beyond](#), is available in both English and [Spanish](#) on the Solidarity Center website.

Indonesia

To understand GBVH in the world of work, 17 activists and female leaders from three Indonesian unions—FSB Garteks, the Federation of Independent Trade Union (GSBI) and the National Industrial Workers Union Federation (SPN), conducted a series of action research activities. This led to SPN adopting GBVH-free zones as an agenda priority in 2019. The Solidarity Center provided support to SPN in development of a collective bargaining

“Before, we did not know about this issue at all, and we normalized all the violence and harassment around us because we just saw that it commonly happens and there’s no mechanism for protection for the workers. And at the time there was no awareness among the union leaders and members about this. But now, look at us. We are massively focusing on this issue, but not only nationwide. We are also focusing on six other areas and provinces to keep working on this issue and to create GBV-free zones. And we are also working with other unions and women’s rights organizations to advocate for the ministry to ratify C190.”

Though the Solidarity Center is the first to work with us and introduce this issue, along the way many other organizations also worked with us, so the success belongs to SPN, along with other partners, with the support of the Solidarity Center.

This issue is very important because, in my opinion, we can’t reach dignity for women workers or other workers if there is still violence. To have a decent life and work there should not be any violence and harassment in the world of work.”

— **Sumiyati**, chairperson for Women and Children’s Affairs, Serikat Pekerja Nasional or National Industrial Workers Union Federation (SPN)

template using C190 language. SPN has worked tirelessly to ensure that these clauses are integrated into collective bargaining agreements (CBAs). To date, ten C190 clauses have been integrated into CBAs and/

or exist as addenda to CBAs and/or workplace agreements, and SPN has a target of 23 garment companies for gender-responsive CBAs. This work has strengthened solidarity among women workers in the industry. As soon as an incident happens, the woman affected is provided support, and the example used to inform future work and support. We have also seen increased requests for work on GBVH from local and district-level union members.

The SPN has a close relationship with the Asia Floor Wage Alliance to duplicate its Dindigul Agreement. More information is [on their website](#).

The Solidarity Center also supported GBVH work among textile, garment, shoes, leather and textile service workers in Albania, Brazil, El Salvador, Kenya, Kyrgyzstan, Lesotho, Mexico, Morocco, Nigeria, Palestine, Serbia, South Africa and Sri Lanka.

For more on the Solidarity Center's work in these countries, visit the [Solidarity Center website](#).

For more on Lesotho, view the Solidarity Center's YouTube video, [Ending Gender Violence in Lesotho Garment Factories](#), with Rola Abimourched, senior program director at the Worker Rights Consortium.

See also the 2021 report, [Overworked and Underpaid, Sri Lanka's Garment Workers Left Hanging by a Thread](#).

WORKERS IN THE INFORMAL ECONOMY

According to a 2019 Women in Informal Employment: Globalizing and Organizing (WIEGO) statistical brief, 58 percent of women around the globe

work in the informal economy, with that number increasing to 83 percent for sub-Saharan Africa.¹⁵ Street vendors and market traders form an integral part of the informal economy. They provide easily accessible goods and services at affordable prices, selling everything from fresh fruit, cooked food, clothing and car parts to furniture, haircuts and tattoos.

The precarious nature of informal work makes women and vulnerable individuals particularly susceptible to GBVH. To compound the problem, the stigma of being informal workers can hinder fair recourse in cases of GBVH. The fact that these women are poor subjects them to class discrimination, further exacerbating their marginalization. Market traders and street vendors report that they face different forms of violence and harassment daily from a variety of perpetrators: government authorities, money lenders, property owners, landlords, criminals, customers and co-workers. The environment in which market traders and street vendors operate is consistently unsafe for women, who often find themselves having to pay bribes or provide sexual favors to authorities to be left alone. When selling spaces are limited, women are the ones forced out. The lack of gender appropriate public amenities, such as hygiene facilities or public toilets, also constitutes a human rights violation because it exacerbates the precariousness, perpetual violence and harassment women in this sector face.

The Solidarity Center's GBVH support work has covered informal economy workers in Cambodia, Colombia, Georgia, Guatemala, Kyrgyzstan, Nepal, Palestine, Serbia, South Africa, Sri

Lanka and Ukraine. Examples of our work in Nigeria and Kenya include:

Nigeria: Using the ratification of C190 to crack down on GBVH among informal workers

Nigeria's ratification of C190 proved to be the foundation on which we established an anti-GBVH market task force to protect women informal traders, many of them migrant workers and their families, who had long suffered various forms of GBVH with no recourse to justice.

Mile 12 Ketu is a fresh food market in Lagos that serves all of West Africa; traders are migrant workers and their families (including children). The majority of women in the market have been routinely subjected to various forms of GBVH. No code or policy existed, allowing incidents of GBVH to take place with impunity.

Through our local office, the Solidarity Center supported market traders in discussions about how to best address and prevent GBVH in the market. Using C190 and after providing training on GBVH, we developed an anti-GBVH code, translated it into three local languages, and supported the Mile 12 workers in creating an anti-GBVH market task force. The task force was trained in understanding and handling incidents of GBVH and now:

- Sustains the ongoing awareness-raising and zero-tolerance approach to GBVH in the market;
- Serves as the market reporting mechanism for receiving and referring incidents of GBVH;
- Works closely with policing authorities to identify individuals who are alleged to have committed criminal offenses;
- Guards the safety and confidentiality of survivors;
- Ensures that perpetrators are held accountable.

Below:
A rally in Nigeria for ratification of C190.
*Nkechi Odinukwe/
Solidarity Center*



“The challenge is that, yes, people always want to deny the existence of gender-based violence and harassment in the workplace even though we know of its prevalence. So, we needed to do something to come out with some evidence to show that it exists.

We decided to do research with the support of the Solidarity Center and using the Lagos Mile 12 market. There were 19 women that went up for this research. At the end of the day, we were able to interview 919. We were consciously trying to break the silence of gender-based violence and the lack of awareness that is there. The result that we found was really, really amazing because we now discover[ed] that there is no place free from gender-based violence and harassment that existed. Because first as the women together, we developed the questionnaire, we brought the questions that we wanted, and then we tested it. And the research results were amazing. No age or sector is free from the menace of gender-based violence. About 57.5 percent of the 919 women interviewed experience gender-based violence at work.”

— Rita Goyit, Nigeria Labor Congress Department of Women and Youth and secretary of the NLC’s National Women’s Commission

Lessons from the successes of the anti-GBVH market task force:

- Incidents of GBVH have been radically curbed: By early 2023 one perpetrator had been convicted for violence against a young woman in the market, and seven alleged

perpetrators had been arrested and were awaiting trial. The survivors of these incidents have been supported.

- The task force is supported by the market leader, the Iyaloja (loosely translated from Yoruba as the mother of the market), who is passionate about addressing GBVH and sustaining a zero-tolerance approach.
- The men at Mile 12 have been sensitized on GBVH and serve as active participants in the arrest of accused individuals.
- The task force is collaborating with other stakeholders, like the Federation of Women Lawyers of Nigeria and the Mirabel Sexual Assault Referral Center.

Mile 12 has demonstrated what is possible when we work together in a very precarious workplace. We are now adapting the same approach for the Trade Fair Market in Abuja.

Listen to the Solidarity Center’s [I Feel Strong When I See Other Women with Us](#) podcast to learn more.

Kenya: Advocating for C190 is key to combating GBVH in an economy where the majority are informal workers

With around 87 percent of Kenyans working in the informal economy, the application and enforcement of basic labor laws is a challenge, and C190 offers an important legal mechanism for addressing incidents of GBVH within the informal economy.

The Solidarity Center’s work on GBVH with the Women’s Committee of the Central Organization of Trade Unions,



Kenya (COTU-K) is revealing what is needed to organize a full-blown campaign to ratify C190. The work has involved:

- Creating awareness around GBVH and C190;
- Developing an advocacy plan for the ratification of C190;
- Launching of a full-scale advocacy initiative aimed at the Ministry of Labor, backed up by a public awareness campaign, including capturing C190 language into collective bargaining agreements.

We are working with three informal economy unions where there are high levels of vendors, metal workers and domestic workers. We have:

- Helped these unions and their informal associations form women’s committees;
- Linked them to the COTU-K Women’s Committee, so they become part of the broader GBVH advocacy process;
- Focused on workers with disabilities.

The drive for advocacy is central. Without ratification, Kenya will not deal with GBVH; the status quo will remain.

Above: The Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA) rally in Nairobi for ratification of C190.

KUDHEIHA

PLATFORM WORKERS

Platform work is characterized by temporary, algorithm-driven jobs, often without contracts, such as ride-sharing service drivers and food delivery services. These workers put in long hours without guaranteed work or wages while facing safety risks, challenges compounded for women platform workers.

Platform, or app-based, workers are among 2 billion informal workers with little legal protection; no workplace injury or health coverage, and no mechanisms for reporting and dealing with GBVH. Women platform workers experience sexual harassment and other forms of gender-based violence on the job, along with the risks of injuries from traffic accidents. Platform domestic workers and women drivers with ride-hailing apps have reported that they feel the platforms do not sufficiently vet clients and that, when they complain about mistreatment by a client, the companies do not address the issue or, worse, fire the complainant. While mobilizing to form unions, platform workers are pushing for legislation and changes to labor laws in their countries, urging lawmakers to ensure app-based workers have the same rights and protections guaranteed to all workers under international law.

Solidarity Center support for platform workers has taken place in:

Peru: Tackling GBVH in the context of regulating platform workers

As the number of platform jobs increases in Peru, workers are confronted with significant obstacles.

The biggest challenges confronting platform workers include:

- Precarity of work (poor working conditions, low wages, safety and health risks, among others);
- Not self-identifying as employees, since their work is temporary (in the hope of gaining better opportunities);
- Limitations on the right to organize and form trade unions;
- Incidents of GBVH by both employers and users of the services.

Platform workers were central in the campaign for ratification of C190 in Peru, as harassment affects their income. Employers in the sector resort to the practice of “bloqueo de cuenta” (blocking workers’ accounts) in response to user complaints. This practice is used as a form of punishment, preventing them from working and thereby limiting income earned.

The Solidarity Center has focused on strengthening platform worker organizations to build a collective work spirit, strong trade union and decent working conditions. Platform workers are currently organized into associations in Peru, as the national regulatory framework does not allow for the formation of trade unions in this sector. Through these associations, workers have demanded fair rates, health and accident insurance, the reassignment of orders in unsafe areas, as well as a channel where their demands can be heard. We have supported their organizing and bargaining by working with others, including Friedrich-Ebert-Stiftung (FES), on the report, [The Challenge of Regulating Platforms in Peru](#), which provides a legal analysis for exploring

“There are no rights in this sector, as we are seen as providing a personal service. We are subordinated to other workers. We are not recognized as workers. We have no labor guarantees afforded other workers. We are also continuously fighting for dignified work for women platform workers. Not just in Colombia, but worldwide, women are always the ones that are more vulnerable and paid the worst. We suffer harassment from customers and sometimes from colleagues. We don’t have security in the streets because we are women. We know this happens around the world; women have always been placed in that precarious situation. We have not been visible. But, we are working to make our efforts more visible and to be treated in a dignified manner as women.”

— Luz Myriam Figue Cardenas, president, Colombian Unión de Trabajadores de Plataformas (UNIDAPP)

the needed legislative regulations. We have also been conducting education and training for platform workers on

their rights, including an understanding of C190 and how it extends to them.

Colombia: Strengthening trade union organization

Formed in 2018, Unión de Trabajadores de Plataformas (Union of Digital Platform Workers in Colombia, UNIDAPP) is the first to organize those working primarily for Rappi, an online delivery application that is one of the largest delivery companies in the country. Like elsewhere in the region, the COVID-19 pandemic saw an unprecedented growth in digital home delivery platforms in Colombia. According to reports by Rappi and PedidosYa, two of the biggest employers of platform workers in the region, their worth is around \$7.75 billion. This growth would not have been possible without delivery drivers.

An estimated 10 percent of delivery drivers in Colombia are women, and the vast majority are migrant workers from Venezuela. Like all informally employed workers, they face labor precarity, discrimination, violence and xenophobia, from both employers and app users. Conditions peculiar to women workers include:

- No child care provision and/or policies, despite having to work long hours;
- The absence of sanitary facilities and related sexual and reproductive health problems;
- Violence in the streets perpetrated by app users, the police and others, particularly in unsafe areas requiring deliveries;
- Discrimination and abuse based on their migration status.



Through our union partner, UNIDAPP, addressing GBVH is a top priority on the list of demands to Rappi. This is supported by dialogue tables between workers and employers to review issues around precarity, safety, violence, xenophobia and more. In addition, the Solidarity Center has supported UNIDAPP's gender secretariat in creating "care networks" for when women have to go to unsafe areas.

Other countries where our GBVH support work covered platform workers are Brazil, Kyrgyzstan, Mexico, Nigeria, Palestine and Ukraine. The Solidarity Center's YouTube video, [High Risk for Low Wages: Nigeria Ride-Share Drivers Fight for Their Rights](#), provides a look at app-based drivers in Nigeria, one group of platform workers who are unprotected, treated as expendable and who are at higher risk of GBVH.

A 2023 Solidarity Center organized webinar, [Women Workers Organizing: Transforming the Gig Economy through Collective Action](#), on platform workers presented during the UN Commission on the Status of Women (CSW) gathering, is also available on YouTube.

CARE WORK, WITH A FOCUS ON DOMESTIC WORKERS

Care work, both paid and unpaid, underpins the global economy and society as a whole. The majority of care work is performed by women, especially those living in poverty and those who experience social and economic discrimination based on their gender identity, race, ethnicity, nationality, religion, ability, migration status, sexuality and class.

Domestic workers are among care workers at great risk of violence and harassment at work. They are often alone, exploited and sometimes physically, mentally or sexually abused. Recent high-profile cases—from home workers attempting suicide in Jordan¹⁶ to the tortured young Indonesian domestic worker who finally got justice in Hong Kong¹⁷—have turned a spotlight on the difficult, and sometimes dangerous, conditions domestic care workers, many of them young migrant women, face every day in homes around the world.

Eager to end the cycle of abuse and violence, domestic workers are emerging from their anonymity and coming together to defend their rights and improve working and living conditions. The Solidarity Center has supported work in these countries:

Brazil: Waiting for the right moment to demand ratification of C190

The Solidarity Center has done extensive work in Brazil to support domestic workers on GBVH, including organizing efforts and campaign work for the ratification of C190. Our main partner has been the Brazilian National Federation of Domestic Workers (Fenatrad). Here our work has included supporting a group of unions affiliated with Fenatrad in their organizing efforts, including communications and legal advice nationally, and in a campaign for C190 ratification ([see more on fenatrad.org.br](#)).

The focus shifted to building power so that a more direct push for ratification could be made following election of a new government in 2022. Most

of this work focused on the tools to support ratification, but also tools for better legal frameworks and better implementation of existing laws, by asking: How can we get better policies in place? How do we ensure collective bargaining agreements protect women? What can we do irrespective of C190 ratification?

We also support a regional somatic training program with a global union federation of domestic workers and LUNA, to promote healing and to build transformative leadership among domestic workers.

Honduras: Building a domestic workers trade union

Honduras has about 100,000 domestic workers. The majority are women, migrants and from Indigenous communities, who are often confronted with sexual harassment and other forms of GBVH. Our studies have revealed that domestic workers in Honduras frequently experience violence, as they live and experience incidents in their employer's home. Currently, Honduran law excludes domestic workers from basic worker rights and protections. So the Solidarity Center's work has included ratification efforts on two fronts: ILO Convention on Domestic Workers C189, and C190.

Domestic workers organized, with Solidarity Center support, and formed the first domestic workers union in Honduras, Sindicato Nacional de Trabajadoras y Trabajadores del Hogar (Honduran National Domestic Workers Union, SINTRAHO).

We started by engaging local worker groups to identify the sectors in which workers were most impacted by

“After C190 was adopted by the ILO, it became a priority for us. We wanted women across Honduras to now know that there were international rules [around GBVH].”

— A team member in Honduras

GBVH. We built an active political education, awareness and advocacy campaign. This work has also found an intersection with LGBTIQ+ domestic workers. SINTRAHO is now one of the first Honduran unions to recognize LGBTIQ+ workers in its union policies.

Learn more about how domestic workers in Latin America have organized to take care of each other and to use their collective strength to push for the legal rights they deserve in the Solidarity Center podcast, [Domestic Workers: Leading, Growing, Thriving](#).

Other countries where Solidarity Center work on GBVH has reached domestic workers include: Bangladesh, Cambodia, Colombia, El Salvador, Jordan, Kyrgyzstan, Mexico, Nepal, Peru, South Africa and Sri Lanka.

See [saflii.org](#) for more about a major legislative victory on domestic worker rights in South Africa, supported by the Solidarity Center, that has express implications for GBVH. The South African Constitutional Court recognized that injury and illness arising from work as a domestic worker in a private home is no different to that occurring in other workplaces, and equally deserving of compensation. It ruled that it was unconstitutional to exclude domestic workers from coverage under workers' compensation law.

SUPPORTING ADDITIONAL CARE WORKERS

While Solidarity Center GBVH campaign support has focused on domestic care workers, it has not precluded support of other care workers. To name a few:



ABUJA, NIGERIA

Following the physical assault of a nurse, we were asked to support two unions in the health sector. This led to GBVH training for health workers, with numbers in attendance exceeding expectations. We managed to create a safe space for these workers to share their experiences of GBVH. Both unions agreed to establish gender desks with a focus on GBVH.



SRI LANKA

Where no law covers the scope of C190, we have a GBVH unit to support sectors in the self-identification of issues at workplaces. Based on these studies, we design the requisite interventions, also using this opportunity to mobilize support for C190 ratification. The GBVH unit has provided support to the nurses' union. This followed a detailed study into GBVH undertaken by the District Health Administration in the Regional Directorate of Health Services in the Monaragala district. The study revealed high levels of labor exploitation, with some incidents of verbal and mental harassment and discrimination surfacing.



PALESTINE

We supported the majority-women sector of kindergarten teachers. While this work was linked to a broader campaign around a national minimum wage, after learning of the GBVH challenges within the sector, we were able to show how the absence of a minimum wage constituted violence against these workers. We also supported the development of anti-sexual harassment policies for their union.



HONDURAS

We have supported education workers. A 2019 Solidarity Center study pointed to the vulnerability to and risk of GBVH in the education sector, predominantly among teachers in middle schools whose exposure to sexual harassment, especially during the hiring process, was rife. We approached the Honduran Secretary of Education and signed an agreement for curtailing GBVH in the hiring process. We carried out workshops with those responsible for hiring, getting them to understand GBVH and what it means for teachers and the profession. This led to the suspension of two people from the education board following allegations of sexual harassment.

FARM OR AGRICULTURAL WORKERS

Agricultural workers labor in fields, orchards, greenhouses, livestock units and primary processing facilities to produce the world's food and fibers. Many full-time workers in agriculture live on or below the poverty line. Permanent contracts are not common, and their share in total agricultural employment has been declining in most countries. An increasing number of women, around 43 percent, are employed as casual or temporary workers in agriculture.

Agricultural work is physically demanding, with the risk of accidents increased by fatigue, poorly designed tools, difficult terrain, exposure to the elements and poor general health. Furthermore, jobs are often classed as seasonal or temporary, even if they involve continuous employment. A prevalent practice is to rotate individual workers to deny them permanent employment status. Agricultural workers are among the least protected in terms of access to health care, workers' compensation, long-term disability insurance, survivor benefits and GBVH.

Our work in support of these farm workers has included:

Mexico: C190 ratification brings changes to union statutes

For the past six years, the Solidarity Center's focus on GBVH in Mexico has been with two union partners, one of which is Sindicato Independiente Nacional Democrático de Jornaleros Agrícolas (National Independent and Democratic Union of Agricultural Day Laborers). Sindja organizes among the 80,000 agricultural workers based on the border of Baja California and in the San Quintin valley. These workers labor on farms that are the source of fresh produce for close to 160 different agro-industrial companies exporting



Adopting ILO Convention 190 by the government of Palestine is important and crucial because it protects both men and women workers at their workplaces and secures a safe work environment. It also protects survivors and witnesses of harassment and aims to create a generation that is capable of protecting women from any kind of abuse or harassment in the world of work. Adopt Convention 190."

— **Khitam Da'amseh**, Kindergarten Labor Union, Palestine

mainly to the United States. The poor working conditions experienced by laborers include low wages, little-to-no benefits, seasonality, substandard housing and unsafe work environments, including GBVH in the fields.

In 2017, a campaign led by these farmworkers ended in a huge strike and eventually a better deal. Women workers were central to this strike and in bringing the issue of GBVH to the fore. Since then, some advances have been made, but many more are needed. A survey conducted in 2018, and then again in 2021, pointed to two core issues: existence of a 25 percent gender wage gap and the prevalence of GBVH. Nearly all women workers surveyed (96 percent) reported having experienced GBVH in their work. In

addition, women reported not being registered in the national security systems and denied access to healthcare, pensions and medical and child care. These findings encouraged us to focus on women’s leadership development and deeper work on GBVH.

Within this broader context, C190 has been an important tool for organizing women farmworkers and in advancing our GBVH work. Mexico has ratified C190, leading to modifications of union statutes. Sindja formed a women’s organizing committee and trained over 200 women farmworkers on GBVH over three years, including Indigenous women from internal migrant communities. While there was resistance at the beginning, these

efforts have led to radical, internal union changes. The training caused women to question inequality in their own union, including gender inequality in union structure. A woman is now part of national leadership, and the 15-member national committee includes five women. The general secretary is now a woman, too. These women are now in the process of forming a women farmworkers defense organization, Mujeres Unidas en Defensa de las Laboreras e Indígenas (Women United in Defense of Women and Indigenous Workers, or Mudji). This is a big win for farmworkers.

The Solidarity Center has also supported these women in developing a protocol against GBVH in workplaces and toward workplaces free of GBVH. This protocol provides an understanding of the different forms and degrees of GBVH. It also provides mechanisms for documenting GBVH incidents, for reporting and accessing justice, as well as for supporting the survivors. This also includes developing an action plan around risks.

Tunisia: Research to focus bargaining demands

In Tunisia, our trade union support work on GBVH started in earnest in 2016. We supported a wide study with the Tunisian General Labor Union on violence against women in the workplace. Agricultural workers in six districts were surveyed about conditions they face on the job, including GBVH. This led to a C190 campaign designed to raise awareness around GBVH, and C190 in particular. While this campaign was



“[Our government], they always ratify every convention they can, but that doesn’t necessarily translate into anything. So now the focus is on how we are going to use the fact that C190 was ratified to generate changes within each of our organizing processes here in Mexico.”

— A **team member** in Mexico on how the ratification of C190 has presented an excellent opportunity to organize workers.

cross-sectoral, it had an express focus on women in agriculture, who are traditionally ignored, despite the fact that they represent more than 600,000 of the country’s more than 1 million agricultural workers. The Solidarity Center looked at two key issues:

- Connections between GBVH and occupational safety and health. These include the use of pesticides, poor and dangerous transportation, and the lack of appropriate occupational health and safety conditions.

- The right to safe and decent transport, challenging the overcrowded and dangerous trucks provided to bring workers to the fields, in which workers are subjected to sexual harassment, injury, and even death.

Through this work, agricultural workers have been able to consider bargaining demands impacting both their wages and working conditions. These have expressly included demands around the promotion of workplaces free of GBVH.

Other countries where our GBVH support covered farmworkers: El Salvador, Guatemala, Honduras, Jordan and Morocco.

These three videos provide a sense of the challenges for women farmworkers in Jordan, Morocco and Tunisia who are demanding safe, decent transportation to their jobs:

- [Uphill Road in Jordan: Women’s Daily Struggles Getting to Jobs on Agricultural Complexes](#)
- [Women Farmworkers in Morocco Risk Their Lives to Get to Work](#)
- [“I Have a Dream of Safe Transportation”: Women Agricultural Workers in Tunisia](#)



07

Living Intersectionally: Learning from Historically Marginalized Populations

Workers facing multiple and intersecting forms of discrimination experience higher prevalence rates of GBVH. The risk of experiencing violence and harassment at work is not equally distributed across economic sectors nor is it equally distributed across different demographic groups. Each individual could have many identity factors that impact their employment opportunities and experiences.

INTERTWINING A COLLECTIVE STRUGGLE: WOMEN'S CIRCLES IN COLOMBIA

Where there is suffering, trauma, limitations to organize and frustrations with the patriarchy in the workplace, women will organize to take ownership and redefine their rights and responsibilities. In Colombia, Círculos de Mujeres (Women's Circles) activists have found new ways to mobilize and to support each other. Using their union

connections, their feminist activism and their friendships, they meet monthly in Women's Circles to weave together who and what they are through:

- Sharing stories;
- Expressing the trials and tribulations of their organization, family and community lives;
- Learning from each other;
- Developing self-awareness;
- Considering how they can heal from traumas past and current;
- Exploring ways of challenging patriarchal authority and its myriad manifestations;
- Finding connections that will move them forward into other areas of interest;
- Providing understanding, care and support for each other and for their feminist work;
- Finding networks of support to be rid of violence and harassment.

The Women's Circles are safe spaces for self-reflection, caring and simply to



be. A social worker attends the circles to ensure that professional support is available if needed.

“Many women do not enter higher leadership positions. They find themselves unable to tackle issues at this level because they themselves are carrying a lot: mental health issues, the burden of unpaid care work, domestic violence. Women joining the circles have said that the circles offer freedom and an opportunity to be stronger together. If you are not healthy yourself, how can you be a healthy union leader?”

— A program officer in Colombia

CHANGE IS INTERGENERATIONAL: YOUNG WOMEN'S INTERGENERATIONAL MENTORSHIP PROGRAM IN KENYA

In Kenya, GBVH is most prevalent where women workers are in the majority, and, inevitably, it is likely to be even worse where there are young women. Overall, in GBVH statistics, youth (ages 15–24) are most likely to have experienced violence and harassment at work. To support the

agency and voices of young women workers, the Solidarity Center worked with the Central Organization of Trade Unions, Kenya (COTU-K), on an intergenerational mentorship program beginning in 2018. This one-year program exposes 12 young women workers, drawn annually from different COTU-K affiliates, to various skills through training and shared experiences with seasoned trade union women leaders. These young women are provided with the opportunity to develop their organizing, communications and leadership skills, with access to mentorships.

We have seen how the program has instilled a sense of confidence among these women, and COTU-K affiliates have witnessed more young women standing for elective union positions. As a direct result, we are seeing more issues affecting young women workers centered in union decision-making processes, including in collective bargaining and in advancing protections against GBVH.

Some milestones of this program include:

- An increased number of young women being organized into their respective unions, and taking up leadership roles or assignments.
- Replication of learnings through mentorship sessions with other young women, using their newly acquired skills.
- Involvement in the COTU-K Women's Committee on the regional and national level, as a required activity for mentees.
- Increased mentee participation in other union activities.

YOUTH

(ages 15-24) are most likely to have experienced violence and harassment at work in Kenya.

THE POWER OF DIVERSITY: ORGANIZING LGBTIQ+ WORKERS IN THE WESTERN BALKANS

Lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ+) people are often excluded from strategies to curb violence and harassment at work, despite the fact that they face disproportionate levels of it.

March 2022 saw the consolidation of a relationship between Solidarity Center trade union partners in Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia and Serbia and the LGBTIQ+ Equal Rights Association for Western Balkans and Turkey. The first event hosted in the region explored discrimination at work. The event aimed to provide a snapshot of workplace discrimination in the Balkans as well as look at trade unions', workers', governments' and employers' responses to unequal treatment, including legal efforts and policy changes. It also served as a platform for networking and sharing of knowledge and best practices.

A follow-up event in February 2023 looked at the rights of LGBTIQ+ workers. Trade union representatives from Albania, Kosovo, North Macedonia and Serbia gathered with members of the LGBTIQ+ community and other civil society organizations, including activists, lawyers, journalists, educators and representatives from the Office of the Commissioner for Protection from Discrimination. The focus was on identifying problems that LGBTIQ+ workers face around GBVH, familiarizing them with the functions

and activities of unions, and identifying methods for protecting and advancing their rights. The event ended with identification of steps that LGBTIQ+ organizations and trade unions can take and forms of cooperation that can be solidified in the future.

The success of this work resides in the fact that two different, formerly unconnected interest groups came together to discuss the problems they encounter every day, and they got to know each other, got more information and gained an understanding of how they can best solve the challenges of violence, harassment and discrimination in the world of work.

“LGBTQ rights are worker rights, and unions need to ensure that LGBTQ workers are meaningfully included and represented. Creating a safe space where LGBTQ workers who experience discrimination can come forward, exercise their rights and be supported can be done through promoting practices that strengthen their visibility, representation and capacity in trade unions.”

— **Steven McCloud**, country program director for Albania, Bosnia and Herzegovina, Montenegro and Serbia

BRAZIL'S NEW SOCIAL CONTRACT TO END RACIAL DISCRIMINATION

The Solidarity Center is supporting the development of a new social contract for an inclusive and equal Brazil. At its heart is a recognition that machismo and racism are ideologies of power, entrenching structural and systemic oppressions and institutional racism that exclude particular workers, specifically Black and Indigenous women, diminishing their opportunities, access and voice in society. A central point acknowledged for the success of this new social contract is equality. The call for a new social contract is centered around the inclusive Platform for Development in the Americas, the result of a sociopolitical unionism that fights for the rights of workers and promotes the extension of rights to all groups and individuals. It expressly recognizes Black people by stating that:

“Black men and women are at the bottom of the social pyramid, an extremely unequal pyramid. Black women, in particular, cannot define if they will fight against the oppression of race, gender or social oppression. It is necessary for actions, public policies and a debate with sectors of society about the privileges of whiteness and how these privileges end up placing Black people on the periphery of society.”

Two highlights of the call are:

- A request to guarantee labor rights and protections for women, including the right to live and work free from violence and harassment.
- An acknowledgment of the need to dismantle interconnected systems of

oppression that exclude people on the basis of their gender, race, class, nationality, citizenship, disability, age, sexual orientation, or gender identity.

Our trade union partners understand that this work requires that we join forces in alliances that make it possible to end discrimination, whether based on race or gender.

MEXICO: EMPOWERING INDIGENOUS COMMUNITIES

Workers from Indigenous communities experience higher rates of violence and harassment at work. Legacies of colonialism, historical and intergenerational trauma, intergenerational transmission of violence and anti-Indigenous racism can exacerbate violence and harassment against Indigenous people.

The Solidarity Center's program with farmworkers in Mexico intersects with Indigenous communities and our work around race and ethnicity. Many farmworkers are women as well as internal migrants from Indigenous communities, with specific customs, languages and traditions. These women face double or even triple layers of oppression, and cultures of domination elevate incidents of GBVH.

The solution is to disrupt structural forms of gender relations. With that in mind, our trade union partners are creating more equitable spaces for women, and breaking down the obstacles that have kept Indigenous women in stereotypical roles, including the belief that only men (and older men)

should be in leadership. This spurred efforts to ensure that Indigenous women get elected to leadership positions. And we have succeeded. More Indigenous women are being elected, and more young women, too.

The GBVH protocol developed was led by an Indigenous migrant woman domestic worker who is also a survivor of intrafamilial violence and violence at work. At the beginning, she insisted that she could not work on the protocol, that her education level was too low and that she had not written anything in her life. She went on to present and speak about the importance of the GBVH protocol before government representatives, hundreds of her colleagues from the domestic worker union and independent unions.

INTEGRATING WORKERS WITH DISABILITIES IN BANGLADESH

In Bangladesh the Solidarity Center's work on equity and inclusion in the context of GBVH has extended to supporting workers with disabilities, following the conclusion of a gender analysis in 2022 that identified a gap in outreach to workers with disabilities. The analysis pointed to their increased vulnerability to GBVH, discrimination based on intersecting identities and other rights violations. This is compounded for women, as one-fifth worldwide have a disability.

The analysis also underscored the fact that many people with disabilities were

unemployed, as employers (in both the formal and informal economy) would not hire them. It recommended that the Solidarity Center, its trade union federation partners and civil society organizations support advocacy for the rights and employment of people with disabilities.

Our team in Bangladesh reached out to a local organization, the Centre for Disability in Development (CDD), which is led by and works with people with disabilities, providing education and support. A CDD disability inclusion training session for staff in the Bangladesh office in January 2023 ensured that all were equipped to work on this issue.

Following the disability rights movement principle of “nothing about us without us,” we also worked to improve inclusivity in hiring practices, and to ensure that this work is led by and for people with disabilities. Going forward, we have agreed to:

- Conduct an audit of our office to identify obstacles for people with disabilities;
- Explore auditing of partners' offices, as well as worker community centers, for any obstacles for disabled workers;
- Be proactive in inviting people and/or workers with disabilities to join our programs and ensuring that programs are accessible.

People with disabilities are disproportionately impacted by GBVH. This key, marginalized population group has become an important part of the GBVH campaign in Bangladesh.

MIGRANT WORKERS IN JORDAN AND THE DEVELOPMENT OF AN ALTERNATIVE LABOR MIGRATION MODEL

Around the world, migrants are more likely to experience violence and harassment as compared to non-migrant workers.

The current model of temporary labor migration policies and programs in the Middle East and North Africa (MENA) region, and globally, are failing to ensure international labor rights and standards, as outlined by the ILO. Such failures occur in the origin country during recruitment and transit, and in the destination country after arrival. Migrant workers routinely face debt-inducing fees, exploitative labor conditions, [wage theft](#), violence, and threats of retaliatory firing and non-hiring in subsequent years. Due to discriminatory policies and practices, women migrant workers in the MENA region often face additional hardships, including GBVH in the workplace and in their communities, unequal pay and lack of access to social protection.

Our MENA partners have been advocating for an alternative migration model, with Jordanian partners the first to turn it into a national campaign. This campaign advocates for an alternative model centered on decent work for all, regardless of status or nationality, to replace the sponsorship system.¹⁸ It brings together migrant workers from the domestic work and agricultural



sectors, civil society organizations and independent trade unions. Elements of the alternative labor migration model are:

- Freedom of movement;
- Freedom from economic coercion;
- Self-determination and secure employment;
- Equal labor rights protections;
- Migration as a family;
- Freedom from discrimination and GBVH;
- Freedom from intimidation;
- Freedom of association;
- Access to justice;
- Access to benefits and services; and
- Social dialogue.

View the Solidarity Center's YouTube video, [The Alternative Labor Migration Model in the Middle East and North Africa](#), for more information.

Above: Sri Lankan migrant domestic workers are joining together to fight for better wages and working conditions—including safety—in Jordan.

Solidarity Center / Sara Khatib

1 IN 5

women workers worldwide have a disability.

08

The Future of Our GBVH Work

This global impact report focuses on the Solidarity Center's initiatives across the world to identify concrete lessons, trends and opportunities for improvement and stronger cross-collaboration and movement-building in the fight to end gender-based violence and harassment in the world of work. The Solidarity Center and its more than 1,000 partners have developed successful initiatives and strategies to build and exert worker power in the fight against GBVH through worker organizing, campaigning, collective action and direct engagement with companies across national borders and regions.

We enter the next period of our GBVH work fully aware of some long-standing as well as emerging trends in the world of work. These developments are critical in considering what we do next. We recognize impacts of the COVID-19 pandemic, in particular; the increased informality and precarity of work; the increased care burdens and their disproportionate impact on

women workers; the increase in race-based discrimination and xenophobia; and the continued rise in temporary, remote and platform work. Many of these developments bring new kinds of employment relationships, new descriptions for workers, and increased third-party arrangements that are devoid of legal and other protections afforded other workers. We are also cognizant of the impact of climate change and related displacement on the world of work. These trends exacerbate risk and vulnerability to incidents of GBVH, and are further compounded by political crises that are shrinking space for civil society to organize.

FUTURE PRIORITIES FOR ORGANIZING AND CAMPAIGN INITIATIVES: WORKER-CENTERED, INCLUSIVE STRATEGIES

Mindful of the significant advances made by our partners around the world; the partnerships they have formed in making their work possible; the effective strategies they have implemented to embed successes; and their identified remaining needs and

priorities for continuing this work, the Solidarity Center will continue to provide support for organizing and campaign efforts that lead to:

- Stronger, more inclusive and gender-sensitive unions.
- An understanding and redress of structural inequalities that perpetuate gender inequality (including within unions), and GBVH more broadly.
- An understanding that GBVH is incompatible with decent work and is a threat to equal opportunities for all.
- Workers from historically marginalized populations—including women, migrants, LGBTQ+ individuals and those facing discrimination—taking the lead in anti-GBVH campaigns in their countries.
- Reduced acceptance and normalization of GBVH in societies, and noticeable changes in behaviors and attitudes about GBVH in workplaces.
- Legislation that fully complies with ILO C190 and includes strong monitoring and enforcement mechanisms that cover all workers,

including those in the informal economy and those who are home-based, and the job commute.

- Robust legal obligations on employers to prevent and address GBVH through comprehensive risk assessments and policies designed in collaboration with workers and their unions.
- Gender-responsive, trauma-informed processes and procedures, and meaningful remedies that center the harm done to victims and focus on preventing recurrence.
- Integration into collective bargaining agreements of C190 language and procedures for confidential reporting, monitoring and investigating of incidents; preventative measures; appropriate remedies for violations; and access to support services and protections against retaliation for those who report abuse.
- Sectoral agreements with protections against GBVH based on C190 at the country or regional level. This can include global framework agreements with multinational corporations, adding binding protections against GBVH that apply throughout global supply chains.



WORKER RIGHTS ACTIVISTS AND OTHER CIVIL SOCIETY: CROSS-MOVEMENT COLLABORATION AND GRASSROOTS CAPACITY-BUILDING

The Solidarity Center deliberately engages and helps catalyze cross-movement collaboration and supports capacity-building for grassroots worker-based organizations, connecting them beyond national and regional boundaries. We do so by prioritizing:

- Strengthening leadership and campaign skills for activists in partner unions from populations that are disproportionately impacted by GBVH.
- Continuing to support awareness raising and political education among union, women and young leaders, LGTBQ+ workers, racialized

workers and communities in which workers live and commute.

- Support of unions and other worker-based organizations in their focus on new forms of work, without traditional employee-employer relations, ensuring that GBVH protection extends to all workers.
- Linking GBVH campaign actions with other Solidarity Center issue and organizing campaigns, including current efforts around occupational safety and health and platform worker rights.
- Centering the voices of women and other disenfranchised workers in strengthening and advancing democracy.
- Creating spaces for sharing experiences, successful models and practices across countries, regions and sectors, as well as serving as a resource hub for relevant training and awareness raising materials, collective bargaining agreements, legal language and campaign materials.

FUTURE DIRECTIONS: BUILDING ON SUCCESSFUL INITIATIVES FOR CAMPAIGNS

In addition to organizing, mobilizing and advocating, knowledge sharing and education are critical to the fight to eradicate gender-based violence and harassment in the world of work. Documenting and disseminating successful strategies and worker stories helps inform other initiatives and connect the movement. The Solidarity Center considers the following as opportunities to build on our momentum and success:

- Identifying, through strategic research, key brands to target for campaign actions to encourage adoption of GBVH protections.
- Consulting with stakeholders and power mapping new allies in civil society and from other grassroots movements for cross-movement and coalition building, with particular focus on organizations representing

workers from identities that may not currently be active participants in campaigns.

- Stepping up cohesive and broad public-outreach campaigns to highlight the issue and the work to advance campaign goals.
- Supporting unions and working with global union federations to hold companies accountable for ensuring prevention of GBVH through workplace policies, risk assessments, distribution of information, and training at all workplace levels, in a gender-sensitive manner.
- Supporting unions' mobilization and amplifying GBVH-related demands around specific global days of action, such as International Women's Day, International Workers' Day, Decent Work Day, C190 anniversary adoption, and the 16 Days of Activism Against Gender-Based Violence campaign.
- Working in coordination with relevant global union federations to engage in negotiations with key brands.

Left to right:

- 1 Members of the Congress of South African Trade Unions in South Africa protest gender-based violence and harassment at work.
- 2 Women agricultural workers represented by Solidarity Center ally Confédération Démocratique du Travail in the fertile Meknes region of Morocco participate in negotiations with their employer on wages and working conditions.
- 3 Union women celebrate May Day 2018 in Bangladesh.
- 4 In Honduras, union activists and their families rallied for ratification of C190 in 2020.

COSATU; Solidarity Center / Hind Cherrouk; Musfiq Tajwar; Promotoras Legales

GBVH Resources and References

SOLIDARITY CENTER PUBLICATIONS

Made For This Moment: How ILO Convention 190 Addresses GBVH in the World of Work During the COVID-19 Pandemic and Beyond	<p>This report identifies concrete steps to address and prevent GBVH in the world of work.</p> <p>Read the report at www.solidaritycenter.org/wp-content/uploads/2021/02/Gender_Publications.Made-for-this-Moment.12.20.pdf</p>
Union Women Key to Ending GBV at Work	<p>Union women who work at factories, on farms, in restaurants, taxis and offices successfully campaigned for an international treaty to end gender-based violence at work. Authors of the book, <i>Stopping Gender-Based Violence and Harassment at Work: The Campaign for an ILO Convention</i>, share these womens' stories and describe the powerful movement they created.</p> <p>Listen to the podcast on YouTube at www.youtube.com/watch?v=z0ZyKzeYjOY&list=PLfjFAZ18ParcgsNVnVrZHqu4MOZ-ngwd0&index=1</p>
Join Us in Ending GBVH at Work	<p>This video reflects on workers and their unions, in partnership with the Solidarity Center, and the successful campaign to end gender-based violence and harassment at work.</p> <p>Watch the video on YouTube at www.youtube.com/watch?v=_JYCaiRXtkM</p>
Women Union Activists Fighting Gender-Based Violence and Harassment in the World of Work!	<p>This video, recorded on the second anniversary of the adoption of International Labor Organization Convention 190, brings together women union activists across the globe to discuss their work to end GBVH in the world of work. The event was jointly run by the Association for Women's Rights in Development (AWID), Gender at Work, International Domestic Workers Federation (IDWF), International Lawyers Assisting Workers Network (ILAW), International Trade Union Confederation (ITUC), International Transport Workers' Federation (ITF), Just Associates (JASS), Solidarity Center and Women in Informal Employment: Globalizing and Organizing (WIEGO).</p> <p>Watch the video on YouTube at https://www.youtube.com/watch?v=4IN1RE9GLaw&list=PLfjFAZ18PardcdVzJiEFC3r7ZuLD1Zw3B&index=15</p>
What Happens Underground Stays Underground	<p>This report discusses GBVH in the mining sector in South Africa.</p> <p>Read the report at www.solidaritycenter.org/wp-content/uploads/2021/04/South-Africa.Publication.What-Happens-Underground-Stays-Underground.04.2021.pdf?mc_cid=f9b7967ef7&mc_eid=895cbb1e7a</p>

Mapping Domestic Work and Discrimination in Africa	<p>This report is a comparative study of nine countries in Africa that have, at varying levels, excluded domestic workers from their legislation, leading to direct and indirect discrimination and heightened levels of GBVH.</p> <p>Read the report at www.ilawnetwork.com/wp-content/uploads/2023/03/REPORT-Mapping-Domestic-Work-and-Discrimination-in-Africa.pdf</p>
Convention 190 One-Year Anniversary	<p>These 40 short videos (none are longer than three minutes) were recorded on June 21, 2020, the first anniversary of ILO 190. They show union women around the world urging their governments to ratify C190 and make it law.</p> <p>Watch the videos on YouTube at www.youtube.com/playlist?list=PLfjFAZ18PareVDj29KfwD2ZHH-k_OeA5b</p>

ILO PUBLICATIONS

C190 - Violence and Harassment Convention, 2019 (No. 190)	<p>This link provides the full text to Convention 190, through the ILO's Information System on International Labour Standards. This is the first set of international labor standards to provide a common framework to prevent, remedy and eliminate violence and harassment in the world of work.</p> <p>Read C190 at www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190</p>
R206 - Violence and Harassment Recommendation, 2019 (No. 206)	<p>This link provides the full text to Recommendation 206, which supplements those of C190. It sets out what members are required to do to ensure prevention and easy access to appropriate and effective remedies, as well as to legal, social, medical and administrative support measures for complainants and victims of GBVH at work.</p> <p>Read R206 at www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R206</p>
Violence and Harassment in the World of Work: A guide on Convention No. 190 and Recommendation No. 206	<p>This ILO guide clarifies the definitions, core principles and measures enshrined in C190 and its accompanying R206. It helps with understanding the scope of the instruments and sheds light on advances in the prevention and elimination of work-related violence and harassment.</p> <p>Read the guide at www.c190guide.ilo.org/en/</p>
Convention No. 190 and Recommendation No.206 at a Glance	<p>This publication provides a short and useful four-page overview of C190 and R206.</p> <p>Read the publication at www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/briefingnote/wcms_738114.pdf</p>
Violence and Harassment Against Women and Men in the World of Work: Trade Union Perspectives and Action	<p>This report provides a wealth of evidence of how trade unions can contribute to making real and positive changes in the workplace to protect workers, and particularly women workers, from violence and harassment.</p> <p>Read the report at www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_546645.pdf</p>

Gender-Based Violence in Global Supply Chains: Learning Activities

www.gbv.itcilo.org/assets/pdf/LearningActivities/LearningActions_complete.pdf

Gender-Based Violence in Global Supply Chains: Information Sheets

www.gbv.itcilo.org/assets/pdf/InfoSheets/InfoSheets_complete.pdf

Two-Part ILO-ITC Resource Kit: Gender-Based Violence in Global Supply Chains

Part A: Gender-Based Violence in Global Supply Chains
Part B: Preventing and Addressing Sexual Harassment and Violence in the Workplace: Practical Strategies

Read the resource kits at:

Part A: www.gbv.itcilo.org/assets/pdf/ResourceKit_PART_A.pdf

Part B: www.gbv.itcilo.org/assets/pdf/ResourceKit_PART_B.pdf

Compendium of International Labour Conventions and Recommendations

This publication presents, by subject matter, those ILO Conventions that have not been revised, replaced or considered obsolete, and indicates their current status (up to date, interim status, request for information, to be revised, no conclusions, or pertaining to final articles).

Read the publication at www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_413175.pdf

PUBLICATIONS FROM TRADE UNION PARTNERS

Stop Gender-Based Violence at Work! Support an ILO Convention!

This ITUC publication urges trade unions, together with feminist organizations and other civil society allies, to campaign for an International Labor Convention on gender-based violence in the world of work.

Read the publication at www.ituc-csi.org/IMG/pdf/stop_gender_based_violence_at_work_en_final.pdf

Workers Unite for the Right of Everyone to a World of Work Free from Violence and Harassment: #RatifyC190

This ITUC report points to the ways that C190 and R206 have been implemented, and how they are helping to strengthen social dialogue and collective bargaining to tackle violence and harassment at work. It is the result of a survey of 107 ITUC affiliate unions in 70 countries.

Read the report at www.ituc-csi.org/IMG/pdf/en_c190_layout_web.pdf

C190 & R206 Mini Guide

This ITUC publication explains ILO Convention C190 and its supplementary Recommendation 206. It looks at what and who is covered, why is it important and what trade unions can do to make the protections in C190 and R206 a reality.

Read the publication at www.ituc-csi.org/IMG/pdf/c190_mini_guide_en.pdf

4th ITUC World Women's Conference 2022: A New Social Contract

This outcome document from the 4th ITUC World Women's Conference in 2022 calls for "a new social contract" rooted in a gender transformative and inclusive agenda. It sets a global target for the creation of 575 million new jobs by 2030 and formalization of at least one billion informal workers. The social contract calls for stronger labor market institutions along with social dialogue and collective bargaining; the adoption of pro-employment and gender-responsive macroeconomic frameworks, and an intersectional approach to recovery to dismantle traditional and persistent structural barriers at the intersections of class, gender, race, ethnicity, sexual orientation, gender identity, and migrant, Indigenous and disability status.

Read the outcome document at www.ituc-csi.org/IMG/pdf/outcome_4wwc_en.pdf

Violence and Harassment in the World of Work: Train the Trainers Toolkit on the ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206)

This a "Training of Trainers" toolkit on C190/R206, developed by the global union federations. It is targeted at worker educators and facilitators as well as trade union staff and representatives, to develop training programs for trade union staff, leaders, representatives or members on C190.

Read the toolkit at pop-umbrella.s3.amazonaws.com/uploads/c374b2c2-f328-41ce-8f30-b6000ccfae6e_C190Toolkit_Facilitator_guide_en_web.pdf

The toolkit is accompanied by a workbook containing sample activities. Read the workbook at pop-umbrella.s3.amazonaws.com/uploads/9dc0775b-749b-4cb6-b9cb-150e6fe8e094_C190Toolkit_Activity_Workbook_en_web.pdf

Gender-Based Violence in Paid Domestic Work in Latin America and the Caribbean: Experiences, Voices, Actions and Recommendations of Workers' Organizations to Eliminate It

The report is the result of a qualitative study conducted in 2019 by the International Domestic Workers Federation (IDWF) and the Confederación Latinoamericana y Caribeña de Trabajadoras del Hogar (CONLACTRAHO - Latin American and Caribbean Confederation of Household Workers) with the support of CARE Ecuador, in Latin America. It shares the best practices and progressive legislative frameworks embarked on to prevent and protect domestic workers from GBVH at work.

Read the report here at idwfed.org/gender-based-violence-in-paid-domestic-work-in-latin-america-and-the-caribbean-experiences-voices-actions-and-recommendations-of-workers-organizations-to-eliminate-it/

ILO Violence and Harassment Convention (190): A Transport Workers' Toolkit

This International Transport Workers' Federation (ITF) C190 toolkit is designed to help transport workers take action to end violence and harassment in the world of work. It consists of eight briefings which focus on aspects of violence and harassment that affect transport workers most significantly.

Read the toolkit at www.itfglobal.org/sites/default/files/node/news/files/C190%20toolkit.pdf

ITF Take Action Toolkit: End Violence Against Women Transport Workers

This ITF 'Take Action Toolkit' is designed for its affiliates to either expand or kick start their action on ending violence against women transport workers. It is aimed at those running workshops and campaigns, those who are involved in collective bargaining, those who are seeking education on the issue and those who want to get more discussion about GBVH into their workplace.

Read the toolkit here at itfviolencefreeworkplaces4women.files.wordpress.com/2019/11/unday_en_takeactiontoolkit_v2.pdf

Violence And Harassment in the World of Work: Training Guide for Trade Unions on ILO Convention 190

This UNI training guide is designed for a two-day workshop or training activity for UNI affiliates to use in training their members, trainers, leaders or representatives, according to the local and individual needs of each union.

Read the training guide at uniglobalunion.org/wp-content/uploads/UNI-Manual-on-ILO-C190-EN.pdf

A Victory for Workers: ILO Convention C190: A Step Towards Overcoming Gender-Based Violence in the World of Work

This Public Services International (PSI) publication is designed as a tool to empower ordinary workers and progressive organizations on C190. It is targeted at South African trade unionists, members of civil society organizations and social movements.

Read the publication at pop-umbrella.s3.amazonaws.com/uploads/bd2a8908-9d5d-4d3c-9f31-1cb8dd94f076_C190_booklet_SA_web.pdf

Ending Gender-Based Violence in the World of Work in the United States

This AFL-CIO report defines GBVH, describes its prevalence and explains the circumstances that allow it to persist. It concludes with recommendations to effectively prevent and address GBVH in the workplace, in the US.

Read the report at aflcio.org/sites/default/files/2017-04/Ending%20Gender%20Based%20Violence%20in%20the%20World%20of%20Work%20USA%20Report%20%28002%29.pdf

Violence and Informal Work: Briefing Note

This WIEGO briefing note focuses on causes and impacts of violence that informal workers experience across four sectors: home-based work, domestic work, street vending and waste picking. It demonstrates the lack of recognition, protection and access to justice that both women and men informal workers face, which results in frequent and persistent incidents of violence in the workplace.

Read the briefing note at https://www.wiego.org/sites/default/files/publications/files/ILC_WIEGO_Briefing%20Note%20Violence%20in%20the%20workplace%20EN%20for%20web.pdf

Working In Garment Supply Chains: A Homeworker's Toolkit South Asia

This toolkit from HomeNet South Asia and WIEGO offers an understanding on global and domestic garment supply chains, the issues faced within these supply chains and highlights existing legal instruments. It also presents good practices from the field and focuses on existing gaps. This toolkit is meant for trainers and organizers who are looking to train homeworkers in South Asia.

Read the toolkit at hnsa.org.in/sites/default/files/Working%20In%20Garment%20Supply%20Chains%20A%20Homeworker's%20Toolkit.pdf

OTHER RELEVANT PUBLICATIONS

Stopping Gender-Based Violence and Harassment at Work The Campaign for an ILO Convention

This book by Chidi King, Jane Pillinger and Robin R. Runge, all of whom played a key role in the campaign and negotiations that led to the adoption of ILO Convention 190, documents their unique insights into and experience of the campaign and its landmark achievement in international labor law, global policy and the cross-movement building of workers' and women's rights.

Find a copy of this book at cup.columbia.edu/book/stopping-gender-based-violence-and-harassment-at-work/9781788213684

Sexual Harassment in the Informal Economy: Farmworkers and Domestic Workers

This UN Women report shares the experiences of unrecognized, unrecorded and unprotected workers, with a focus on domestic workers and farmworkers who endure sexual harassment while they care for their perpetrators' children and homes, or harvest and pick the food that fills the shelves of supermarkets.

Read the report at www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Discussion-paper-Sexual-harassment-in-the-informal-economy-en.pdf

Research on Violence Against Women in the Context of Home-Based Work in Nepal

This report sets out the nature, scope and content of violence committed against home-based workers in Nepal. It explores the impact of this violence and looks at prevention and response mechanisms to address these.

Read the report at hnsa.org.in/sites/default/files/Research%20on%20Violence%20Against%20Women%20In%20the%20Context%20of%20Home-Based%20Work%20Nepal.pdf

Transformative Strategies Towards Gender Equality in Trade Unions a Handbook

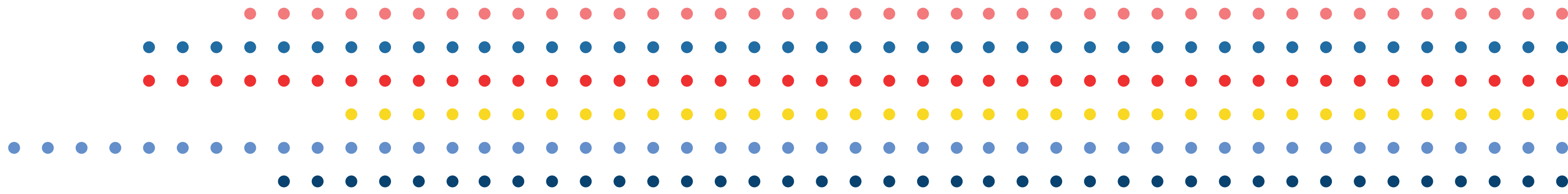
This FES Asia handbook explores strategies, ideas and methods that have been applied in trade unions to address gender equality. It provides insights of how engaged unionists raise issues of gender justice in their unions, but also how they turn these unions into agents of change in the world of work and the wider society to bring about gender equality and a socially just future.

Read the handbook at library.fes.de/pdf-files/bueros/nepal/19249.pdf

Counting the Cost: The Price Society Pays for Violence Against Women

This CARE International report focuses on violence against women.

Read the report at www.care-international.org/files/files/Counting_the_costofViolence.pdf



Appendix and Endnotes

APPENDIX

Country-by-country information for each of the 26 countries featured on the page 18 map. The dots beside each country name reflect the map legend:

- Ratified
- Not yet ratified, but likely
- Not ratified

ALBANIA



Ratification status:

Ratified February 3, 2022; due to enter into force on May 6, 2023

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Creating safe spaces and access to justice for victims

Additional country-level campaigning:

- Strengthening labor inspectorates
- Social dialogue through the Albanian National Labor Council
- Mobilization around significant dates

Key sectors:

Cross-sectoral campaign with the following majority-women sectors mentioned:

- Textile, garment, shoes, leather, and textile services
- Tourism and hospitality services
- Public sector (education and health)
- Agriculture (largest industry)
- Commercial residential construction

Key marginalized populations:

- Women workers, including young women workers
- LGBTIQ+ workers
- Ethnic minorities
- Workers with disabilities

Partners/Allies:

- A gathering of organizations rather than any fully-formed alliance
- Alliance with Biznes Albania

BANGLADESH



Ratification status:

Not ratified
(unlikely in next 10–15 years)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform (penal code and sexual violations legislation)
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Participatory action research (in ready-made garment sector)
- Creating safe spaces and access to justice for victims

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Reducing GBVH during the commute to workplaces
- Occupational safety and health links (identifying and offering support for reproductive hazards of GBVH at workplaces)
- Work linked to the global compact on migration
- Community/grassroots organizing component (new and in pilot phase)

Key sectors:

- Textile, garment, shoes, leather, and textile services
- Shrimp farming and shrimp and fish processing
- Domestic workers
- Tea workers
- Construction

Key marginalized populations:

- Women workers
- Migrant workers
- Indigenous, religious, and ethnically diverse workers
- Gender-diverse workers
- People with disabilities

Partners/Allies:

- Trade union federations and unions
- Civil society organizations focused on worker rights and gender, equity, and inclusion

BRAZIL

**Ratification status:**

Not yet ratified (Presidential message sent to Congress on March 8, 2023 to start ratification process)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform (focusing on gendered aspects of labor laws)
- Cross-movement alliances and/or coalitions
- Worker education and training
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Creating safe spaces and access to justice for victims (building local power through local women's collectives and through a campaign of "Who takes care of you?")
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Supporting website with resources and toolkits for domestic workers

Key sectors:

Cross-sectoral, with the following sectors mentioned:

- Domestic workers
- Textile, garment, shoes, leather, and textile services
- Platform workers
- Automotive and electronic workers

Key marginalized populations:

- Women workers
- Black women workers
- LGBTIQ+ workers
- Migrant workers

Partners/Allies:

- International Domestic Workers Federation (IDWF)
- Civil society organizations
- Trade Union Confederation of the Americas (TUCA-CSA)

CAMBODIA

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Two coalitions: C190 Advocacy Alliance and a cross-sector women's union network
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Participatory action research (in the garment sector)
- Creating safe spaces and access to justice for victims (through GBVH focal points at target factories)
- Supporting trade unions in making GBVH a priority issue
- Male allyship initiatives

Additional country-level campaigning:

- Gendered changes to union policies
- Strengthening social dialogue
- Documenting GBVH evidence in the construction sector (research led by University of Sydney)
- Mobilization around significant dates

Key sectors:

- Textile, garment, shoes, leather, and textile services (85 percent of workers are women)
- Tourism and hospitality services
- Informal economy
- (Future: construction, tourism, migrant workers)

Key marginalized populations:

- Women workers
- Informal economy workers

Partners/Allies:

- Cross-sector women's union network: garment and footwear, hotel, casino, construction, and the informal economy
- C190 advocacy alliance (more than 50 trade unions and civil society organizations working together on the campaign)

COLOMBIA

**Ratification status:**

Not yet ratified (government commitment for 2023 ratification)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Creating safe spaces and access to justice for victims (women's circles)
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Strengthening labor inspectorates
- Mobilization around significant dates

Key sectors:

Cross-sectoral, with the following sectors mentioned:

- Domestic workers
- Sex workers
- Platform workers
- Informal economy

Key marginalized populations:

- Women workers (focus is on marginalized sectors with a large female workforce)
- Workers in the informal economy

Partners/Allies:

- Three confederations
- Unions (including domestic workers' union)
- Locally-based global union federations (GUFs)
- Feminist and women's organizations
- Worked collaboratively with German Foundation, FES, on the campaign

EL SALVADOR

**Ratification status:**

Ratified June 7, 2022, due to enter into force on June 7, 2023

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions
- Worker education and training (including women leadership)
- Public awareness campaigning (including actively through social media)
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Strengthening labor inspectorates
- Mobilization around significant dates

Key sectors:

- Maquiladoras
- Domestic workers
- Agro-industrial workers
- Call centers
- (Future: call centers, construction, transport, and public sector)

Key marginalized populations:

- Women workers
- LGBTIQ+ workers

Partners/Allies:

- Women's groups
- LGBTIQ+ communities

GEORGIA

**Ratification status:**

Not yet ratified (possible, cautious optimism)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training (including for lawyers; over 40 workshops conducted for students, influencers, and journalists)
- Public awareness campaigning
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Research on impact of C190 and impact on women
- Social dialogue through a social partnership committee
- Participation in parliamentary process on gender policies (of which C190 is included)
- Strategic litigation with GBVH impact
- Strong cooperation with feminist groups (program on women workers' rights)
- Training of trainers (with the Georgian Women's Fund)
- Regional work within Georgia, especially at local levels
- Mobilization around significant dates

Key sectors:

Cross-sectoral. Greatest vulnerability in:

- Tourism and hospitality services
- Retail
- Informal economy (over 50 percent of workers)

Key marginalized populations:

- Women workers
- Diaspora and migrant workers

Partners/Allies:

- Independent trade union confederation (Georgian Trade Union Confederation through the women's committee)
- Parliamentary Gender Equality Council
- Feminist groups

GUATEMALA

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification (unlikely, so slow activism)
- Cross-movement alliances and/or coalitions
- Worker education and training (including HR in SAE maquilas)
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Maquilas network (six unions)
- Integral link to the work on anti-union violence
- Labor rights defenders' network
- Mobilization around significant dates

Key sectors:

- Maquiladoras (garment and textiles)
- Domestic work
- Public sector
- Palm oil plantation workers

Key marginalized populations:

- Women workers
- LGBTIQ+
- Indigenous communities (palm oil plantation)

Partners/Allies:

- Anti-union violence network
- Comisión Nacional de Desplazados de Guatemala (CONDEG)
- Women's NGO
- LGBTIQ+ organizations

HONDURAS

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Cross-movement alliances and/or coalitions: National Forum for Country Ratification
- Worker education and training (focus on women leadership)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Research conducted
- Work on maquiladoras at a Latin American regional level
- Project on anti-union violence (extended to municipal, health, and other public sector workers)
- Mobilization around significant dates

Key sectors:

- Maquiladoras (textile, garment, shoes, leather and textile services, and auto assembly)
- Domestic work
- Education
- Agricultural workers (but to a lesser extent)

Key marginalized populations:

- Women workers
- LGBTIQ+ workers

Partners/Allies:

- National forum for country ratification
- Women's NGOs
- LGBTIQ+ organizations

INDONESIA

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Cross-movement alliances and/or coalitions: Alliance of more than 50 organizations (currently inactive)
- Worker education and training (including an online workers' festival)
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements (in garment sector)
- Participatory action research (in the garment sector)
- Creating safe spaces and access to justice for victims

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool

Key sectors:

- Textile, garment, shoes, leather, and textile services (work focused on GBVH only)
- Tourism and hospitality services
- Plantation
- Pharmaceutical
- (Future: health care)

Key marginalized populations:

- Women workers
- Male leadership

Partners/Allies:

- Alliance of more than 50 unions, women's rights, and other civil society organizations
- Asia Floor Wage Alliance
- IndustriALL

JORDAN

**Ratification status:**

Not ratified (most likely in the MENA region)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions: National Alliance Against GBVH in the World of Work (2019) and the National Campaign for an Alternative Labor Migration Model
- Worker education and training
- Public awareness campaigning
- Participatory action research

Additional country-level campaigning:

- Focus on alternative labor migration model campaign
- Abolishment of kafala system

Key sectors:

Cross-sectoral, with focus on:

- Domestic workers
- Agriculture
- Automotive workers

Key marginalized populations:

- Women workers
- Young workers
- Migrant workers

Partners/Allies:

- C190 MENA Regional Coalition for Dignity and Women's Rights

KENYA

**Ratification status:**

Not yet ratified (commitment to ratify)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training
- Public awareness raising (including media campaign)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements

Key sectors:

- Ran a federation-wide approach (cross-sector)
- Informal economy (including domestic workers)
- Textile, garment, shoes, leather, and textile services (high prevalence of GBVH)
- Plantations (high prevalence of GBVH)

Key marginalized populations:

- Women workers, including young women workers
- Informal economy workers
- Workers with disabilities

Partners/Allies:

- National federation and affiliate unions

KYRGYZSTAN

**Ratification status:**

Not yet ratified (optimistic about near-term ratification)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training (including migrant worker organizations, disabled persons' organizations, government bodies)
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements

Additional country-level campaigning:

- Strengthening labor inspectorates
- Research studies on GBVH and the impact of COVID-19 on migrant women and platform workers
- Building regional connections across Central Asia
- Mobilization around significant dates

Key sectors:

- Construction
- Textile, garment, shoes, leather, and textile services
- Informal economy
- Domestic workers
- Platform workers (food services)
- Mining workers

Key marginalized populations:

- Women workers
- Migrant workers
- Workers with disabilities

Partners/Allies:

- Kyrgyzstani trade unions
- Migrant workers' organization Insan Leilek
- Coalition of disabled persons' organizations
- Kyrgyzstani government structures, including Ministry of Labor and Parliament

LESOTHO

**Key sectors:**

- Textile, garment, shoes, leather, and textile services
- Public sector
- (Future: mining, informal economy, domestic workers)

Key marginalized populations:

- Women workers
- Young workers
- Workers with disabilities
- Workers from the LGBTIQ+ community (focus on trans workers)

Partners/Allies:

- Lesotho Federation of Women Lawyers
- Women in Law in Southern Africa (WLSA)
- The People's Matrix (LBGTIQ+)
- Lesotho Organisation of People Living with Disabilities (LNFOD)
- Department of Gender
- (Future: Looking to form an alliance with the International Organization on Migration (IOM) to collaborate on issues affecting migrant workers)

Ratification status:

Ratified on March 15, 2023, due to enter into force on March 15, 2024

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Cross-movement alliances and/or coalitions
- Worker education and training
- Public awareness campaigning (through radio programs)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Creating safe spaces and access to justice for victims

Additional country-level campaigning:

- Global initiatives
- Cross-border exchanges
- Gender audits in the public sector

LIBERIA

**Ratification status:**

Not yet ratified (hopeful)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training (including women leaders, lawmakers, and civil society organizations; study circles for woman at the grassroots level)
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Male allyship initiatives

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Women leaders buddy system

Key sectors:

Cross-sectoral, with the following sectors mentioned:

- Public and private sector
- Informal economy
- Agriculture (including plantation workers)
- Extractives

Key marginalized populations:

- Women workers
- Women in rural areas

Partners/Allies:

- Working with trade union federation and affiliates

MEXICO

**Ratification status:**

Ratified July 6, 2022, due to enter into force on July 6, 2023

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform (focus on labor law reforms)
- Cross-movement alliances and/or coalitions
- Worker education and training (including for women leaders)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements (independent complaint mechanisms and protocol developed for domestic workers)
- Creating safe spaces and access to justice for victims
- Male allyship initiatives (new approaches to masculinity)
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Major communications drive: online portal, quarterly newsletters, sharing of stories
- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Annual report on violence in the Mexican labor market
- Generating changes in organizing and implementation efforts, given ratification has happened

- Research conducted (and further research in progress)
- Equity and representation in unions
- Broader campaign around social security

Key sectors:

- Domestic (most active, 60 percent of violence taking place in employer's homes)
- Agricultural
- Maquiladoras (textile, garment, shoes, leather and textile services and auto)
- Platform workers
- Aerospace
- Logistics

Also mentioned:

- Auto (mainly male leadership)
- Call center workers (large LGBTQ+ community)

Key marginalized populations:

- Women workers
- LGBTQ+ (nonbinary perspectives adopted)
- Indigenous women (ensuring intersections around race and ethnicity)

Partners/Allies:

- Intersectoral coalition of women trade unionists from mining, domestic, farmworkers, platform, and maquila workers (auto and textile)

MOROCCO

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Participatory action research
- Creating safe spaces and access to justice for victims (listening cells)
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Mobilization around significant dates
- Focus on building women's and equality departments in unions
- Social dialogue
- Advocacy: Employers Association

Key sectors:

Cross-sectoral, with the following sectors mentioned:

- Health
- Education
- Textile, garment, shoes, leather, and textile services
- Minerals
- Farming
- Tourism and hospitality services
- Call center workers

Key marginalized populations:

- Women workers
- Workers with disabilities
- Migrant workers

Partners/Allies:

- Confederation Democratique du Travail, or Democratic Confederation of Labor (CDT), and Union Marocaine du Travail, or the Moroccan Labor Union (UMT)
- C190 coalition (unions and civil society organizations)
- C190 MENA Regional Coalition for Dignity and Women's Rights

NEPAL

**Ratification status:**

Not ratified
(not many ILO conventions ratified)

Key, common campaign approaches adopted:

- Advocacy for government ratification (limited)
- Worker education and training
- Public awareness raising

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Education and training for media workers
- (Future: Focus on campaign capacity building)

Key sectors:

Informal workers, prioritizing:

- Construction
- Domestic work

Key marginalized populations:

- Women workers
- Young workers
- Migrant workers (returnees included)

Partners/Allies:

- National trade union federations, individually and through coordinating bodies including the International Trade Union Confederation-Nepal Affiliated Council (ITUC-NAC) and the Joint Trade Union Coordination Center (JTUCC)

NIGERIA

**Ratification status:**

Ratified November 8, 2022, due to enter into force on November 8, 2023

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform (including local government)
- Cross-movement alliances and/or coalitions (a national coalition including government representatives)
- Worker education and training (including for employers and the media)
- Public awareness campaigning (including popular materials and a market jingle)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Participatory action research
- Creating safe spaces and access to justice for victims (an independent complaint mechanism in the form of a market anti-GBVH task force)
- Male allyship initiatives
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Supporting the establishment of union gender desks
- Mentoring program to build women's leadership and power
- WhatsApp group
- "Domestication" of the Convention
- Mobilization around significant dates

Key sectors:

- Informal economy
- Health workers
- Textile, garment, shoes, leather, and textile services
- Platform workers
- (Future: hospitality and oil)

Key marginalized populations:

- Women workers
- Workers with disabilities
- Migrant workers

Partners/Allies:

- Confederations and their affiliates
- Disability rights organizations
- Mirabel Centre-Sexual Assault Referral Centre (SARC)
- Women's NGOs

PALESTINE

**Ratification status:**

Not ratified (occupied territory, so UN observers)

Key, common campaign approaches adopted:

- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions
- Worker education and training (including strengthening the Palestine General Federation of Trade Unions, PGFTU, voice through the media and civil society allies)
- Public awareness campaigning (including radio programs)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Training on GBVH and C190 for women who went out to explore violations and support reporting, also guiding other women to legal aid
- Communication with workers
- Linking to campaign on minimum wages (how not earning a minimum wage is a form of GBVH)
- Youth forum to share knowledge and information with young workers

- Network of media organizations working on improved reporting on women's issues
- Mobilization around significant dates

Key sectors:

- Women journalists
- Public sector
- Education (kindergarten and private school teachers)
- Health care
- Informal economy (including gig workers)
- Textile, garment, shoes, leather, and textile services (mainly home-based)
- Tourism and hospitality services

Key marginalized populations:

- Women workers
- Young workers (including recent university graduates)
- Informal economy

Partners/Allies:

- Palestine General Federation of Trade Unions (PGFTU) is most historical and strategic (recognized by ILO and ITUC affiliate)
- Journalists syndicate
- Women Media and Development Association (TAM)
- Coalition of nearly 42 civil society organizations that joined PGFTU efforts on ratification of C190 and laws amendments
- C190 MENA Regional Coalition for Dignity and Women's Rights

PERU

**Ratification status:**

Ratified June 8 2022, due to enter into force on June 8, 2023

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Research study
- Strengthening social dialogue

Key sectors:

- Domestic workers
- Informal economy (self-employed workers)
- Platform workers (of which 80 percent are migrants)
- Public sector

Key marginalized populations:

- Migrants
- LGBTIQ+ workers
- Afro-Latino communities
- Indigenous communities

Partners/Allies:

- Unions, federations and confederations, allied with civil society organizations, European foundations/cooperation offices, journalists, and guilds
- Worked collaboratively with German Foundation, FES, on the campaign

SERBIA

**Ratification status:**

Not ratified (strong union advocacy drive)

Key, common campaign approaches adopted:

- Advocacy for government ratification (includes working groups in ministries)
- Worker education and training (including with union women's sections)
- Public awareness campaigning

Additional country-level campaigning:

- Using existing occupational safety and health network in Serbia to raise awareness on GBVH at work
- Promotion of anti-harassment laws
- Strong cooperation with NGOs and other stakeholder groups
- Social media campaigning on the importance of C190

Key sectors:

Cross-sectoral, with the greatest vulnerability in:

- Textile, garment, shoes, leather, and textile services
- Public sector
- Health
- Education
- Agriculture

Key marginalized populations:

- Women workers
- LGBTIQ+ workers
- Workers with disabilities
- Roma and other minority workers

Partners/Allies:

- Confederations of representative trade unions in Serbia
- NGOs
- Socio Economic Council of Serbia
- National Democratic Institute (NDI) through its network with the parliamentary political caucuses

SOUTH AFRICA



Ratification status:

Ratified November 29, 2021, in force

Key, common campaign approaches adopted:

- Advocacy for government ratification (through a series of high-level interventions)
- Identify and advocate for legal reform (in particular the review of the national legislative Code of Good Practice on sexual harassment)
- Worker education and training
- Public awareness campaigning (included development of a song)
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements
- Participatory action research
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Collaboration with civil society organizations (including with the #totalshutdown movement against GBVH that led to the South African National Strategic Plan on Gender-Based Violence and Femicide (NSP GBVF))
- Tripartite engagements through the National Economic Development Labour Council (Nedlac)
- Regional (Southern Africa) focus

Key sectors:

Cross-sectoral, with the following sectors mentioned:

- Farm workers
- Textile, garment, shoes, leather, and textile services workers
- Retail workers
- Mining
- (Future: agriculture, platform and informal economy workers)

Key marginalized populations:

- Women workers
- Domestic workers
- Migrant workers
- LGBTIQ+ workers
- Sex workers (just one engagement)

Partners/Allies:

- Entirely union led (focus was on supporting union gender coordinators)

SRI LANKA



Ratification status:

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Cross-movement alliances and/or coalitions: Sri Lanka Trade Union Coalition for Ratification for C190
- Worker education and training
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements (including in government offices)
- Creating safe spaces and access to justice for victims
- Supporting trade unions in making GBVH a priority issue

Additional country-level campaigning:

- Gendered changes to union policies
- Gender inclusion as a cross-program organizing tool
- Advocacy strategy framework
- Advocacy and lobbying with policymakers (including education and awareness)
- Facilitating dialogues between policy maker and unions
- National policy recommendations (Sri Lanka national policy on gender equality and women's empowerment 2023–2032)
- Engagement with institutional mechanisms

Key sectors:

- Textile, garment, shoes, leather, and textile services (limited rights on freedom of association, inadequate wage)
- Health sector (nurses and midwives)
- Informal economy (mainly domestic workers)
- Plantations sector (tea plantation)

Key marginalized populations:

- Women workers
- Migrant workers

Partners/Allies:

- Trade Unions
- Government institutions
- Civil society organizations
- International campaign organizations

TUNISIA

**Ratification status:**

Not ratified

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training
- Participatory action research (in the garment sector)

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Work with global union federations GUFs
- Mobilization around significant dates

Key sectors:

Cross-sectoral. Focus on where women are concentrated:

- Agriculture
- Education, health, transport, post, textiles
- Tourism and hospitality services
- Informal economy (home-based workers)
- Call center workers

Key marginalized populations:

- Women workers
- Workers with disabilities
- Women in agriculture

Partners/Allies:

- Main work with national center, Tunisian General Labor Union (UGTT)
- Concerted efforts to include civil society organizations
- C190 MENA Regional Coalition for Dignity and Women's Rights

UKRAINE

**Ratification status:**

Not ratified (war is presenting other priorities)

Key, common campaign approaches adopted:

- Advocacy for government ratification
- Identify and advocate for legal reform
- Worker education and training (including for youth leadership)
- Public awareness campaigning
- Workplace policies and prevention measures, including C190 clauses in collective bargaining agreements

Additional country-level campaigning:

- Gender inclusion as a cross-program organizing tool
- Support for anti-bullying/anti-mobbing legislation as part of a broader anti-harassment strategy
- Research—shadow reports on key CEDAW reporting

Key sectors:

- Mining
- Rail
- Logistics and transport
- Healthcare
- Education
- Nuclear and energy
- Informal (street vendors, gig economy workers)

Key marginalized populations:

- Women workers
- Young workers
- Informal workers

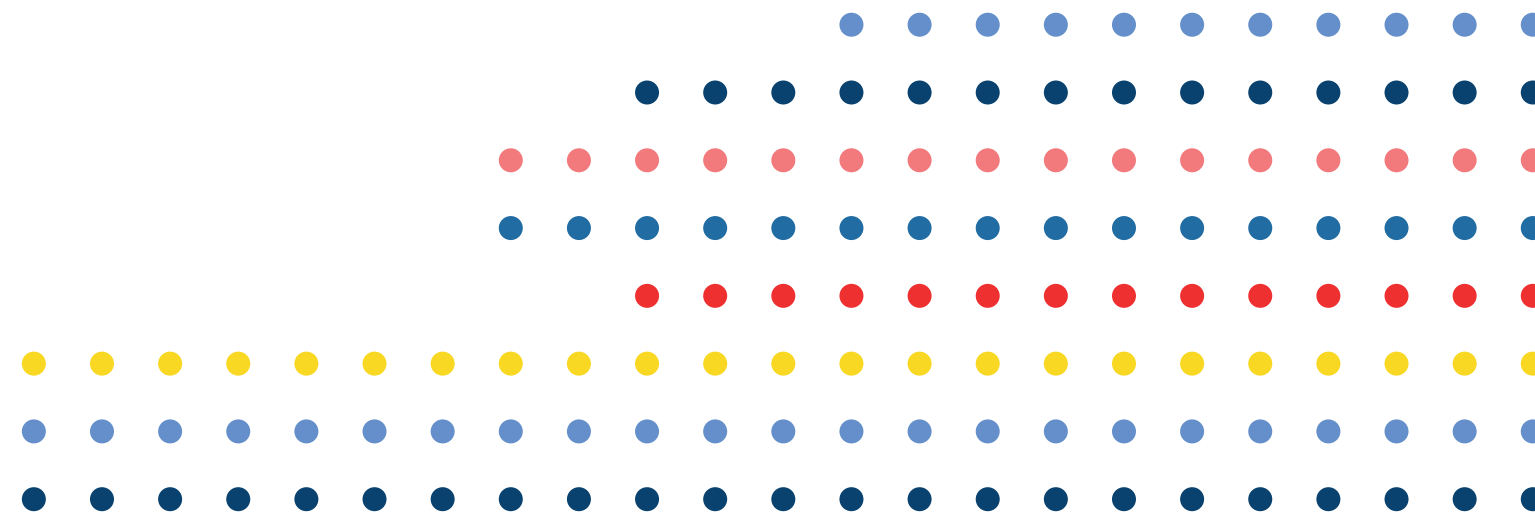
Partners/Allies:

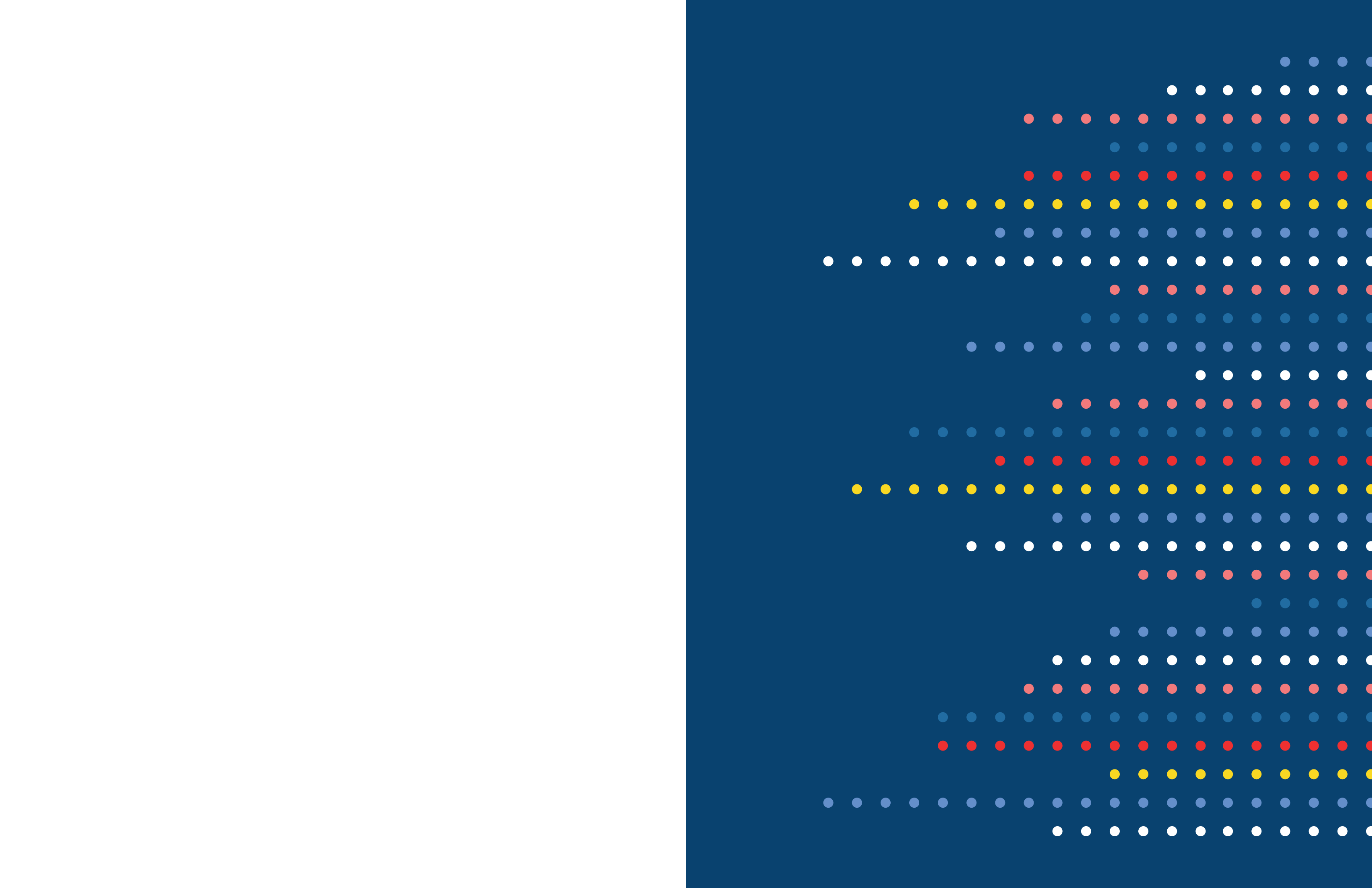
- Ukrainian trade unions (through their women's committees)
- Feminist groups
- StreetNet International
- Ukrainian government structures such as the Governmental Commissioner for Gender Policy

ENDNOTES

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- 6 CARE International, [“I Know I Cannot Quit.” The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry](#), March 2017.
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- 10 IDLO, [Justice for Women: High-Level Group Report](#).
- 11 The unions are from Argentina, Chile, Paraguay, Brazil, Peru, Ecuador, Colombia, Panama, Costa Rica, Nicaragua, El Salvador, Guatemala, Mexico and the Dominican Republic.
- 12 The coalition comprises trade unions, civil society organizations, women’s rights organizations, and humanitarian activists from Morocco, Palestine, Tunisia, Iraq, Kuwait, Jordan, Lebanon, and Bahrain.
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- 14 [Global Garment and Textile Industries: Workers, Rights and Working Conditions](#), 2023 Solidarity Center brief.

- 15 WIEGO, [Women and Men in the Informal Economy: A Statistical Brief](#), 2019.
- 16 Sawsan Tabazah, [“The Dark Side of Domestic ‘Servitude.’”](#) *The Jordan Times*, January 2, 2018.
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- 18 This is a migrant workers recruitment and employment system applied in the Middle East region that ties workers to their employers. Through this system, employers have control over workers’ employment and residency in their destination country.







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