

Eliminating Gender-based Violence in the World of Work

There can be no decent work with violence at work. An end to workplace violence must be part of our vision for the future of work.

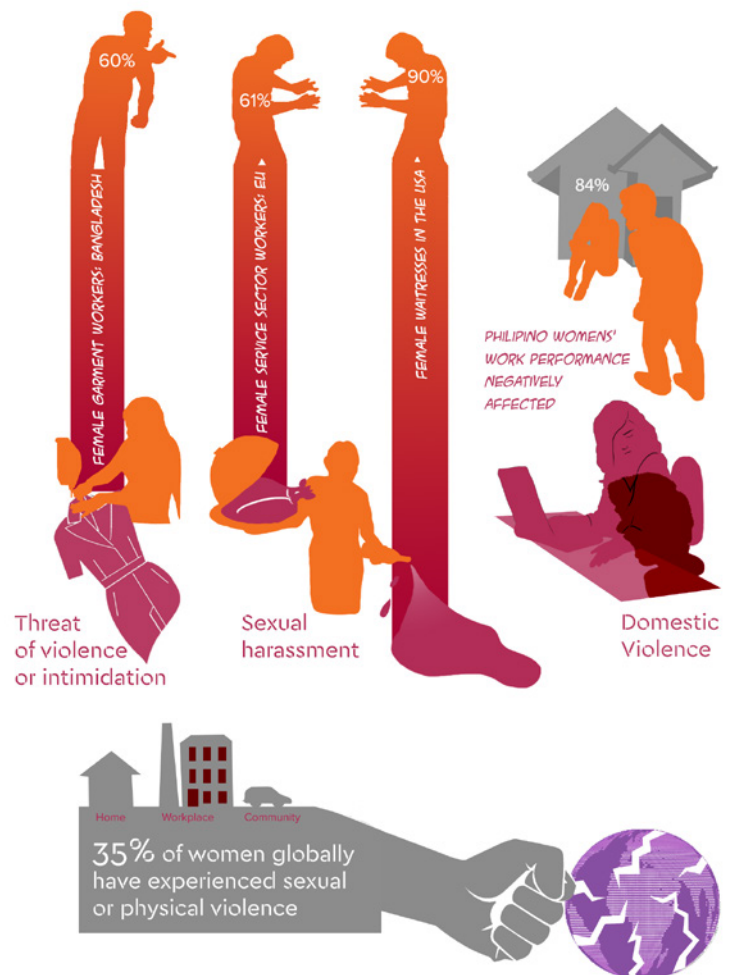
“ All human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.

ILO Declaration of Philadelphia, 1944 ”

Whilst both women and men experience violence and harassment in the world of work, unequal status and power relations in society and at work often result in women being far more exposed to violence and harassment. Gender-based violence remains one of the most tolerated violations of workers' human rights. According to the World Health Organisation, 35 per cent of women – 818 million women globally – over the age of 15 have experienced sexual or physical violence at home, in their communities or in the workplace. Violence against women can restrict women's economic and social position and have a significant impact on physical and mental health, leading to absenteeism, missed promotions and job loss.

Yet there is still no law at the international level that sets a baseline for taking action to eradicate

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SDG Target 5.2: Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation

violence and harassment, including gender-based violence and harassment, in the world of work. Trade unions have been lobbying for an ILO Convention on gender-based violence for many years. In 2018 the International Labour Conference will begin work towards an international standard on “violence and harassment against women and men in the world of work”. In preparation for the discussion, the ILO held a [Meeting of Experts on violence against women and men in the world of work](#) and issued a [Law and Practice report](#).

In addition to lobbying for an international law, trade unions are organising to stamp out gender-based violence in the world of work. Trade union organising has won paid leave for workers experiencing domestic violence, agreements with multinationals to eliminate sexual harassment in global supply chains, inclusion of prevention measures in occupational health and safety policies and has raised awareness that gender-based violence is simply not part of the job.

Draft recommendations:

1. Lobby and campaign for an ILO Convention and Recommendation on “Violence and harassment against women and men in the world of work”, with a strong focus on the gender dimension and an intersectional approach.
2. Strengthen union organising on gender-based violence, with special attention to young women and women in precarious and informal work.
3. Address gender-based violence as a priority in trade union collective bargaining agendas at the enterprise, sectoral, national, regional and global levels.
4. Build alliances against gender-based violence at national, regional and global levels.

♀ [ITUC campaign toolkit “Stop gender-based violence at work - support an ILO Convention”](#)

♀ [ITUC campaign “Stop gender-based violence in the world of work – Support an ILO Convention”](#)

♀ [ILO/ACTRAV Violence and Harassment against Women and Men in the World of Work - Trade Union Perspective and Action](#)