

Resolution No. 1

Supporting an ILO Instrument for Gender-Based Violence at the Workplace

The 10th ITUC-AP General Council Meeting in Manila, Philippines, 27 - 28 October 2014:

- CONCERNED** about the continuing prevalence of gender-based violence (GBV)¹ within countries and across countries, in the world, in the region, in many sectors and across numerous settings including the workplace;
- REAFFIRMS** that GBV constitutes a violation of so many fundamental human rights and an obstacle to achieving gender equality, as articulated in the 1948 United Nations Declaration of Human Rights;
- RECOGNISES** that while both men and women can be victims of violence, available data shows GBV disproportionately affecting women (including girls) placing a huge burden on national economies, with serious productivity, health, economic and social costs, both direct and indirect, for themselves, their families and their societies;
- NOTES** the growing international attention to GBV at work including the 2009 International Labour Conference (ILC) Resolution concerning gender equality at the heart of decent work, and the 57th Session of the Commission on the Status of Women (March 2013) calling for actions to end and prevent violence;
- REAFFIRMS** its commitment to the continuing and full implementation of previous related resolutions in 2010² and 2012³, and **SUPPORTS** the conclusions and recommendations of the 2nd ITUC World Women's Conference (19 - 21 November 2013, Dakar, Senegal) which called for, among others, a dedicated ILO instrument on gender-based violence, including sexual harassment;
- COMMENDS** affiliates' initiatives which contribute to spreading information, prevention, identification of risks, preventing incidents and giving support for vulnerable groups, both within the workplace and in communities while also **RECOGNISES** that persistent challenges and obstacles to eradicating GBV still remain;
- NOTES** that existing international and regional human rights standards and national instruments relating to GBV do not adequately address all forms and the complexity of factors that contribute to GBV at work and

¹ Can take on multiple forms, including physical abuse, sexual violence, bullying, sexual harassment, etc.

² Elimination and Prevention of Violence Against Women (4th ITUC-AP RGC Meeting, 23 - 25 November 2010)

³ Trade Union Action Against Sexual Harassment (8th ITUC-AP RGC Meeting, 2 - 3 November 2012)

RECOGNISES that the workplace offers a particularly critical setting for addressing violence;

STRESSES

that a comprehensive ILO instrument on GBV which reflects, understands and considers the character of workplace relations would provide the basis for workers/unions, employers and governments to confront common challenges and assist in the much bigger challenge of preventing violence;

WELCOMES

the on-going coordination of efforts of affiliates and ITUC in calling the ILO Governing Body to include a standard setting item on GBV on the agenda of the future ILC;

**CALLS ON
AFFILIATES**

1. To continue to persuade more governments including employers and members of the ILO Governing Body to support an ILO instrument against GBV at work;
2. To step up efforts and implementation of strategies to prevent and eradicate GBV at work and protect affected workers including integrating issues of GBV in unions' bargaining agenda, reforming discriminatory and violence-supportive workplace policies, procedures and practices, promoting the policy of zero tolerance of GBV, increasing awareness, pushing for the passage and/or implementation of GBV-related laws, among others;
3. To implement equal participation and full involvement of both women and men in all efforts and build alliances at all levels to challenge GBV at work; and
4. To deepen the understanding of the problem of GBV, particularly its causes and consequences by replicating GBV impacts at work surveys in coordination with partners.