

Resolution No. 2

STEPPING UP JOINT EFFORTS TO CURB GENDER-BASED VIOLENCE (GBV) AT THE WORKPLACE

The 13th ITUC-AP Regional General Council in Singapore on 24 - 25 October 2015:

- RECOGNISES** the significant negative impact of GBV on national economies, workplaces, enterprises and workers, affecting mostly women, in terms of safety hazards, decreased well-being, productivity, health, economic and social costs, among others;
- APPRECIATES** the diversity of actions taken by affiliates, working with parties and allies, to address GBV at work, including pioneering workplace surveys which bring together solid evidence of the link between GBV and the world of work, and the potential gains for workplaces as unique settings for promoting GBV prevention, workers' safety and protecting and assisting affected workers;
- RECOGNISES FURTHER** that preventing and dealing with the impact of GBV at work is not just a "women's issue" but a gender equality and human rights challenge that concerns and affects all, including men;
- REITERATES** that work towards equality, in particular, economic empowerment and equal participation of women in decision-making, is the lasting and sustainable solution to eradicating GBV;
- REAFFIRMS** its commitment to the continuing and full implementation of previous related resolutions in 2010¹, 2012², and 2014³ which called for, among others, a specific ILO instrument on gender-based violence and implementation of strategies to prevent and eradicate GBV at work;
- CALLS ON AFFILIATES**
1. To deepen the understanding of GBV, contribute to the international knowledge base and support evidence-informed union work on this issue by replicating workplace surveys on GBV and its impact on workers and workplaces;
 2. To continue to push the GBV agenda at the forefront of debates with employers and governments at various levels;

¹ Elimination and Prevention of Violence Against Women (4th ITUC-AP RGC Meeting, 23 - 25 November 2010)

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

³ Supporting an ILO Instrument for Gender-Based Violence at the Workplace (10th ITUC-AP RGC Meeting, 27 - 28 October 2014)

3. To continue to build and share knowledge and best practices; raise awareness among workers, employers and communities; collaborate on prevention and joint work to stop GBV at work and assist victims;
4. To intensify actions at every level to get more men involved as partners and advocates in advancing gender equality and GBV prevention and sustain dialogues within our own organisations and between men and women on these issues; and
5. To demonstrate and translate sustained leadership, commitment and support for gender equality, women's empowerment and leadership into tangible concrete actions and resources to carry out this work.