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**STRATEGIES TO END VIOLENCE AND HARASSMENT IN THE WORLD OF WORK -
PROMOTING RATIFICATION OF THE INTERNATIONAL LABOUR
ORGANIZATION'S CONVENTION 190
A MULTI-STAKEHOLDER INTERACTIVE DIALOGUE AND
STRATEGY SESSION**

Date: 8 September 2021

Time: 8 am - 10:30 am

REPORT



ABOUT THE NGO COALITION TO END VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

The NGO Coalition to End Violence and Harassment in the World of Work is an initiative of four substantive committees of the Conference of NGOs in Consultative Relationship with the United Nations (CoNGO) which have come together in a Campaign to assure ratification and implementation of the International Labour Organisation's Convention 190 (ILO C 190): the NGO Committee on Financing for Development, the NGO Committee on the Status of Women (NY), the NGO Committee on Social Development and the NGO Committee on Migration, in partnership with the NGO Committee to Stop Trafficking in Persons.

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INTRODUCTION

On 8 September 2021, the NGO Coalition to End Violence and Harassment in the World of Work, with the co-sponsorship of the Permanent Mission of Fiji to the UN, convened a virtual interactive dialogue and strategy session to take stock of the current opportunities and challenges on the road to ratification of ILO C 190, and to develop input for action plans to intensify the Campaign for Universal Ratification of the Convention. The Concept note and program for the session can be accessed [here](#)

The meeting brought together representatives from UN Member States, UN Women, the International Labour Organization (ILO), Non-Governmental Organizations (NGOs), trade unions, and other Civil Society Organizations (CSOs). (See Appendix 1 for a list of registrants).

The expectations from the session were outlined as follows:

1. Accelerate the process of ratification through national NGO advocacy/lobbying of governments at all levels.
2. Raise awareness of the Convention itself by bringing into the fold NGOs and CSOs that are advocating for women's rights and the elimination of violence against women and girls, but not specifically involved in/aware of ILO C 190.
3. Get a better understanding of challenges (political, constitutional, rooted in traditional norms and practices) faced by governments in getting the Convention ratified.
4. Transmit the outcome report from the meeting to the UN Member States to strengthen the call for ratification.

The meeting was designed to allow for open discussions. Conversations were off-the-record, in the sense that interventions made in the meeting's breakout sessions were not intended for attribution to particular parties. As such, the following summary of the meeting does not refer to participants by name, beyond identifying those who contributed to the meeting's public opening session.

The meeting was organized around four main sessions.

- The first and second sessions comprised plenary presentations followed by a panel discussion. These two sessions were designed to orient meeting participants. In the second session, panelists framed their presentations in response to two questions:
 - a) What can you share about the legislative measures, policies, and programmes put in place at the country level to address violence and harassment in the world of work?
 - b) What can you share about the steps taken globally and at the country level to promote consensus for ratification of ILO C 190?
- In the third session, attendees met in four breakout sessions addressing two questions:
 - a) What are some of the challenges faced by Governments when considering ratification of the Convention?
 - b) How can NGOs and CSOs work effectively with other stakeholders and Governments to promote ratification and implementation of the Convention?
- In the fourth session, participants regrouped in the main room, where the co-facilitators and rapporteurs of the breakout sessions shared key recommendations from their respective sessions, followed by closing remarks and wrap up by the event moderator.

PLENARY SESSION- KEY POINTS OF DISCUSSION

Welcome remarks: Ms. Anita Thomas, Convener, NGO Coalition to End Violence and Harassment in the World of Work, Chair, NGO Committee on Financing for Development

Remarks on the Fiji Experience: H.E. Dr. Satyendra Prasad, Ambassador, Permanent Representative, Permanent Mission of Fiji to the United Nations in New York,

Introductory remarks: H. E. Dr. Jewel Howard -Taylor, Vice President of Liberia

Anita Thomas, Convener of the NGO Coalition to End Violence and Harassment in the World of Work, welcomed participants to the session on behalf of the Coalition. She expressed the Coalition's deep appreciation to H.E. Mr. Satyendra Prasad, Ambassador, Permanent Mission of Fiji for the co-sponsorship of the event, and for His Excellency's guidance and advice throughout the planning. She also thanked the ILO New York office and ILO staff members from Geneva for their support and ongoing collaborations with the Coalition. She shared that the Coalition believes multi-stakeholder collaborations on the ground, across aisles, and outside silos are crucial to strengthening advocacy efforts to advance ratification. She also pointed out that as women continue to earn less than men for the same work and face a higher risk of violence in their work and homes, governments must take an important step toward creating a legal environment that safeguards women's rights and incentivizes their work, thereby advancing economic growth and social well-being. Ratification of ILO C 190 must play a crucial role in establishing this enabling legal environment. (Transcript of Ms. Thomas's remarks can be accessed [here](#).)

H.E. Dr. Satyendra Prasad stated that Fiji was very pleased to co-host the event and excited by the energy that the Coalition has brought to this work in a timely moment when the United Nations General Assembly is being convened in the upcoming weeks. He provided an overview of the Fiji experience leading up to Fiji's ratification of Convention 190 and as the second country to become a signatory to the Convention. He pointed out that despite an extremely difficult time for multilateralism due to COVID-19 and lockdowns, the Convention did enter into force, because of "the spirit and force of multilateralism and what it offers".

Ambassador Prasad shared the following recommendations based on Fiji's experience, to encourage those countries on the path to ratification or considering ratification of C190:

- It is best when governments work with Civil Society, as much of the expertise related to the need for ratification sits outside of governments. This was an important element leading to Fiji's ratification of the Convention.
- In many governments, responsible parties and legal authorities relating to violence and harassment in the world of work are spread across different agencies and different ministries, such as the ministries for women and labour, as well as employment tribunals and the normal courts, making it difficult to coordinate the process of national compliance when considering ratification of an international treaty. Clearly, coordination is important to ensure that regulations and laws that govern the activities of different ministries and sectors are subsequently or concurrently altered. This is a difficult task, and it is best to work with civil society organisations, especially with those

organisations that have legal and practical experience in the world of work, as well as those dealing with the issue of violence and harassment in the world of work and violence and harassment in general.

- In many of our countries, jobs have been lost and women have been disproportionately impacted by this loss. In the case of jobs that are held by men and women, women's jobs have become to a large extent less secure than men's, and the vulnerabilities faced by women have been exacerbated in both the physical and the digital/remote workspace. This has put new pressures on systems and structures, on judicial and legal processes, and on human capacities. Oftentimes structures are not sufficiently in sync with the speed of all the changes taking place. As a consequence of COVID, harassment and violence in this new sphere of work has multiplied many folds. This is one of the most compelling reasons for countries and their citizens to be working together to ensure that Convention 190 is ratified, and that domestic procedures and processes are brought into compliance.

H. E. Dr. Jewel Howard-Taylor, Vice President of Liberia, delivered introductory remarks calling all governments to action:

H.E. Dr. Taylor shared a powerful message calling "for Strategic Actions of all Leaders, Members of Parliaments, Legislatures and Stakeholders in advocating for the ratification of this landmark C 190 Convention." As Liberia's first female Vice President and President of the Liberian Senate, she affirmed her "commitment to working with the Leadership and Members of the Liberian Senate for the speedy ratification of this Convention as soon as we reopen for the 5th Session; to ensure it is forwarded to the Speaker and Members of the House of Representatives for its passage and then sent to the President for his signature and passage into LAW. I also commit to adding my voice to this fight as it is an integral part of the Fight for Gender Equality and Women's Rights". (Full transcript of Her Excellency's presentation can be accessed [here](#).)

Key recommendations for action

- Inequality, discrimination, sexual harassment, and violence in the workplace are unacceptable and should not be condoned and it is a must that all Nations accede to and have the C 190 instrument ratified in their Countries to:
 - show this is an urgent issue that needs to be addressed and corrected.
 - provide a platform for genuine changes against negative behaviors in the workplace.
 - secure the environment where women work in order to allow them to become more secure and more productive.
- The passage of this legislation is just the beginning. We need to change the mindset of men the world over and change the narrative to ensure that women are partners in peace, development, growth, and are sustainable cornerstones to help build the better and more equitable world we want to see.
- We need more "HeforShe" champions to join this campaign, who believe in this fight, and who will become additional strong voices for changes in the work environment for women.

**Keynote address: Ms. Manuela Tomei, Director, WorkQuality Department,
International Labour Organization**

In her keynote address, **Ms. Manuela Tomei** focused on: a) the historic importance of C 190 and its accompanying Recommendation 206 and its enhanced significance in the context of the current pandemic; b) the current status of ratification of the Convention and future prospects and c) how civil society can contribute to promoting ratification and implementation of the Convention. (Ms. Tomei's PowerPoint slides can be accessed [here](#).)

a. The historic importance of ILO Convention 190

The Convention 190 and Recommendation 206 were adopted by a large tripartite majority of the conference of the ILO in June 2019 (composed of governments, employers, and workers' organisations), and is considered to be ground-breaking and historic. The Convention generates obligations for the States that have ratified. While Recommendation 206 is non-binding, it provides very useful guidance for the implementation of the Convention. However, the number of abstentions and votes against Recommendation 206 were higher than against the Convention. Some of the key aspects of importance are as follows:

- It provides a shared understanding of harassment; adopts an inclusive, integrative, and gender-responsive approach; and applies to both workers and persons in the world of work.
- It states that harassment can take place in the physical workplace (*office, factory, farm, home*) and also when involved in activities concerning work such as commuting to work, having a meal, following a training course, teleworking, etc.
- In ratifying the Convention countries affirm that ending violence and harassment at work is a collective responsibility wherein governments, employers, and workers representatives have to play their part. As employers have an essential role to play in preventing violence and harassment, the Convention calls on employers to adopt workplace policies and to include violence and harassment within their occupational safety and health (OSH) risk management and assessment policies and procedures.
- The integrated approach to the implementation of the Convention is based on the recognition that no single law, policy, or measure will be sufficient to end violence and harassment in the world of work. There needs to be a battery of measures of different nature and by different actors that work in sync and reinforce each other.
- The most effective way to put an end to this scourge is by preventing violence and harassment from arising in the first place. But, when it occurs, it is important to ensure that those impacted are offered adequate protection as well as effective remedies and sanctions. Providing guidance on what to do and how to do it is essential.
- Governments will need to be mindful of and responsive to women and men in a distinct manner, well adapted to different circumstances.

Working conditions have deteriorated considerably because of COVID 19.:

- Examples include neighbors throwing chlorine at nurses out of fear of contracting the virus, retailers being physically or verbally assaulted by clients exasperated by the long queues or lack of products on the shelf; migrant workers getting dropped off in front of their Consulates

without any money or place to go, because of the closure of borders due to lockdown measures.

- Reliance on teleworking has allowed businesses to keep afloat and permitted workers to make a living, but at the risk of heightened domestic violence, as well as a higher risk of exposure to cyberbullying and cyber harassment related to work. When looking ahead, it is important that the regulation and organisation of teleworking factor in violence and harassment, including gender-based violence and harassment, into occupational safety and health (OSH) risk mapping and management strategies
- Enterprises will also need to address and consider the nexus of domestic violence and the workplace as well as its implications, not only for the victim (usually a woman), and on her capacity to work and continue to perform, but also, on the overall working environment. Therefore, what type of measures can the employers reasonably be expected to take?

b. Current status of ratification and future prospects for ratification.

Eight countries have ratified the Convention to date, with Greece being the most recent country to ratify. Many other countries have already finalized the internal processes (see PP slides for a list of countries) for the ratification of the Convention. Ratification will not by itself solve the problems of violence and harassment in the world of work, but it conveys a strong signal of political determination to tackle this scourge and obliges ratifying States to take action and engage with the concerned actors, and to be accountable towards the national and international community. Therefore, it is important for everyone including civil society to join forces and to mobilize to exert pressure for further ratification of the Convention.

c. What can Civil Society Organisations do?

Recovering from the pandemic includes working together to ensure workplaces are free from harassment and violence. To promote the ratification of ILO C 190, CSOs and NGOs can do the following:

- Lobby government representatives and or employers' or workers' organizations, as well as parliamentarians. It is important to develop effective communication strategies. Persuasive arguments need to be used that may speak to the different actors involved.
- Once ratification is achieved, Civil Society can help to keep institutions accountable for delivering on their national and international commitments as well as monitor and remind concerned actors of their obligations.
- Develop, join, and or support international and national campaigns in support of the ratification and implementation of Convention 190.
- Mobilize members and other CSOs to create a movement in support of Convention 190.
- Make their voices heard offline and online, including by using the hashtag #RatifyC190.

Two questions were posed to Ms. Tomei from the floor. These questions were shortlisted from the questions submitted by CSO and NGO registrants of the session at the request of the Coalition.

- **Question 1:**

- **Hester LeRoux, Care International:**

- Given that ratification can take a long time - sometimes several years - even in countries that are in favor of ratification in principle, how can employers be persuaded to recognize the new global standard now and to take action on strengthening their workplace policies and practices to end Gender-Based Violence and Harassment at work, even before ratification is completed in their home or host countries?

- **Answer:**

- Judging by how employers voted in the context of the ILO conference in 2019, they are persuaded and are aware that violence and harassment is bad for business. The issue is not how to persuade them, but how to engage them from the very onset of national processes of consultations around the ratification of the Convention which provides opportunities for different parties to listen to each other's concerns and needs. Such dialogue generates positive pressure on employers and reminds them of their duty of care to workers, while providing a safe and healthy workplace. It is important to place violence and harassment, including gender-based violence, as part and parcel of the broader duty of care, which is especially significant in the context of the pandemic.

- Instead of approaching individual companies to change their practice, an important role can be played by associations or federation of employers representing business interests. These Federations could work together with different companies to assess the current practices and policies the companies have already in place. Engagement and collective reflection on how existing policies compare with the relative obligations stemming from the Convention can contribute to jointly developing a roadmap for delivering on the Convention.

- **Question2:**

- **Flora Partenio, DAWN:**

- “What do you consider to be the most effective measures to work with governments in terms of regulatory advance and law aimed at preventing violence, especially gender-based violence? How can we work with the business enterprise sector, especially the big-tech sector, on clear and concrete actions, beyond an awareness-raising agenda? What kind of investments would be important to ensure the engagement of the enterprise sector?”

- **Answer:**

- It is important to highlight the fact that governments are not starting from scratch. No country is totally without a provision either in the labour law or in occupational safety and health or non-discrimination equality legislation that speaks to the issue of violence and harassment. This provides a foundation that we can build upon, to see how existing legislation can be improved to make it more effective and more comprehensive. We need to ensure this does not become a technocratic issue, confined to legal experts. Work needs to be grounded in the concerns and experiences of the people involved. This is key to building legitimacy as a basis for delivering concrete results.

MULTI-STAKEHOLDER PANEL – KEY POINTS OF DISCUSSION

Moderator: Ms. Jane AEBERHARD-HODGES, International Gender Equality Consultant & Policy and Diplomacy Director, Every Woman Treaty

Speakers:

- **H.E. Ms. María del Carmen Squeff**, Ambassador, Permanent Representative, Permanent Mission of Argentina to the UN in New York
- **H.E. Mrs. Joan Margarita Cedano**, Ambassador, Deputy Permanent Representative, Permanent Mission of the Dominican Republic to the UN in New York
- **Ms. Kalliopi Mingeirou**, Chief, Ending Violence Against Women and Girls Section, UN Women
- **Ms. Marie Clarke Walker**, Chair of the Workers' Group for ILO Convention 190, Former Secretary-Treasurer of the Canadian Labour Congress (CLC)
- **Dr. Charlotte M. Karam**, Founding Director, Center of Inclusive Business and Leadership for Women, Adjunct Professor, Olayan School of Business at the American University of Beirut (AUB)

Ms. Jane AEBERHARD-HODGES

ILO Convention 190 is the first on so many levels.:

- It is the first binding international text on violence and harassment in the world of work.
- It provides the first clear definition of violence and harassment in the world of work, including gender-based violence.
- It is a first with regard to its very broad scope of coverage.
- And it is the first international instrument to recognize domestic violence and the ways in which it spills over into the world of work.

H.E. Ms. María del Carmen Squeff provided an overview of Argentina's path to ratification and its implementation efforts. (Transcript of Ambassador Squeff's presentation can be accessed [here](#))

- Argentina has a strong commitment to the fight against gender-based violence in all spheres, and this is also reflected in the ratification of ILO C 190. This process was completed in February 2021 with the deposit of the instrument of ratification. Before that date, the President of Argentina, Alberto Fernandez, succeeded in ensuring this goal by fostering Law no. 27580 that passed in December 2020.
- Argentina is the fourth country to ratify the Convention. After ratification, the country has one year to adapt its national regulations to the provisions of the international Instrument and in particular, to enact the law that embraces the provisions of C 190. The Ministry of Labor, Employment, and Social Security, and the Ministry of Women, Genders, and Diversity are currently working together to guarantee the implementation of the Convention.
- The Convention reinforces and is aligned with international Human Rights law and Argentina's national legislation, in particular the Law on Comprehensive Protection to Prevent, Punish and

Eradicate Violence Against Women (26,485), under which violence in the world of work is one of the modalities that is addressed.

- ILO and the Government of Argentina are working on a roadmap to implement the Convention. In 2020, an inter-ministerial table was created to establish an action plan. It is composed of the Ministries of Labor, Employment and Social Security, Women, Genders and Diversity, Productive Development and Justice, Economy and Human Rights, as well as the Secretariat of Management and Public Employment. In addition, other decentralized organisations such as the National Institute Against Discrimination, Xenophobia, and Racism have joined this table.
- The Plan consists of five pillars:
 1. Conducting tripartite consultations
 2. Preparing a preliminary draft of the law referring specifically to the application of the norm
 3. Organizing debates with actors related to the world of work
 4. Launching a training programme for companies and unions, and
 5. A federal approach to this process in charge of the inter-ministerial table.
- Merely imposing sanctions is not enough. Lack of women's economic independence must be factored in as an important obstacle when facing situations of violence.
- In the context of the COVID-19 pandemic, it is relevant to address the issue of violence and harassment. The right to live a life free of violence and to develop autonomous life projects without discrimination is an essential condition to live in more equal, diverse, just and respectful societies for the human right of all people.

H.E. Mrs. Joan Margarita Cedano shared insights on the measures, policies, and programmes being put in place in the Dominican Republic to address violence in the world of work, but more importantly all forms of violence, particularly towards women. (Transcript of Ambassador Cedano's presentation can be accessed [here](#))

- Last November, the Council of Ministers adopted a National Strategic Plan for a Life free of Violence in the Dominican Republic
- Under the coordination of the Ministry of Women, all cabinet members have signed an accord to improve the "Coordination in the Prevention of Gender Violence, in line with the SDGs. All relevant ministries and departments relating to the issue are being integrated into implementation planning.
- As a first product of the plan, a campaign entitled "*It is possible to live without violence*" was launched last week. The campaign addresses the mindset that violence is normal and aims to strengthen the Government's role in building a culture of peace between women and men and aims to tackle the whole of society. Its three pillars are:
 - Awareness and Training Actions.
 - Legal Assistance.
 - Psychological support, including through an Emergency Line * 212.
- As part of the plan, strategies are being put in place to **identify** violence; **reject** it and **adopt** practices to enable a life free of violence.
- **Ratification of ILO C 190** - The Government is currently working with relevant partners, including the UN, to take concrete steps towards ratification. But broader reform strategies are closely associated with these efforts, *for example, broadening the principles of equal pay, broadening paternal*

leave rights, the inclusion of fathers in the right to attend pediatric appointments during workdays, and the full assimilation of rights of domestic workers.

- **Two key findings that have been learnt along the way:**
 1. We need to talk more about policies and less about politics when it comes to ending violence. We need policies that enable a culture of respect. Ratification is only one part of the picture.
 2. We need to avoid the feminization of the issue. It is not only women who are impacted. If the issue is feminized, the likelihood is that fewer women will be recruited and the relationship at work will be based on fear.

Ms. Kalliopi Mingeirou shared the following reflections:

- Ratification of international conventions is very important because of the message they convey around Commitment. Adoption and ratification of legislation initiate a ‘whole of society’ process, further strengthening the role that civil society and governments can play and the contributions that multi-stakeholder platforms can bring into the discussion. For example, the experience of Nicaragua provides evidence that a law adopted 20 years back continues to address violence and harassment against women and girls twenty years later.
- **Practical guidance** – what can we do already before countries ratify. ILO and UN Women have developed a handbook on how to address violence against women in the broader world of work. This provides very specific guidance and promising practices from around the world. The handbook can be accessed [here](#).
- **Continuum of violence:** - Recent WHO and UN Women global estimates reiterate the finding that 1 in 3 women face violence, mainly intimate partner violence or broader violence from a non-partner. This shows the pervasiveness of the phenomenon in the broader context, hence the need to address violence against women in the broader world of work. This is part of the continuum of violence that women face at home, commuting to work, and at work. It is a broader reflection of the violence that women and girls face around the world.
- There is a need for a comprehensive approach – a broad way of addressing it. A **Whole of Government** approach and a very strong multi-stakeholder platform as everybody has a role to play. The private sector plays an important role. A Whole of Government Approach to ratification and implementation of C 190 is important, ensuring a strong multisectoral approach, collaborating closely with all concerned actors including urban planners, the transport sector and the private sector, and the indispensable role of CSOs in this regard.
- The Generation Equality Forum in Paris articulated the global agenda for achieving gender equality including addressing violence against women and girls - including in the world of work. At the Forum, there was a joint commitment on tackling violence in the world of work, which also includes advocacy for the ratification of C 190 and creating policies for safe workplaces. This Commitment is still open, and all are invited to join it.

Ms. Marie Clarke Walker shared information about the work that took place prior to 2018 and 2019 leading up to the adoption of the Convention. (Transcript of Marie Clarke's presentation can be accessed [here](#))

- From 2009 and probably before, Trade Union women consistently campaigned and lobbied their governments. Finally, majority support was reached at the ILO in 2015. The negotiations took place over two years in 2018 and 2019. On June 21, 2019, the majority of governments, employers, and all trade unions voted to adopt this historic Convention and Recommendation.
- When they started this process, they knew that violence and harassment was a huge problem. The ITUC and Global Unions have been central to the adoption of the Convention which enshrines the rights for everyone in the world of work to be free from violence and harassment.
- There is a strong emphasis on women and gender-based violence as well as intersecting identities. The years leading up to adoption were years of intense advocacy, campaigning, and negotiations backed up by global engagement of women in unions with support from civil society allies. While there were moments of tears, challenges, and backlash; there were also moments of solidarity, sisterhood, and joy. As millions of workers globally are affected by violence and harassment, it was important to make sure to engage everyone.
- Trade union activists looked at work in different sectors to provide strong evidence of violence and harassment in particular sectors and their disproportionate impacts on women, racialized, indigenous, migrant, disabled workers, LGBT +, and other groups who face discrimination. Those working in situations of vulnerability were encouraged to share their stories.
- With the onset of COVID-19:
 - Incidences of violence and harassment surged, particularly in cases of domestic violence, gender-based violence, violence against front-line workers, transit operators, and cyberbullying leading to millions of workers being exposed to technologically enabled harassment.
 - Domestic workers and migrant workers were impacted heavily as they were evicted from their accommodations in foreign countries. They were fully dependent on their employers and were left without jobs and had nowhere to go. As everyone was glued to their screens, it was difficult to avoid seeing the linkages among discrimination, inequality, violence, and harassment, which raised public consciousness about the racial injustice that Black and Indigenous communities face globally.
- All the stories that were told during the negotiations of the Convention were coming to light during COVID. There was jubilation on June 21st (when the Convention was adopted) led by workers in the informal sector, civil society organisations, and trade unionists as they broke into song and danced.

Dr. Charlotte Karam provided an overview of the [Center of Inclusive Business and Leadership for Women \(CIBL\)](#) and its work with employers in the Middle East and North Africa focused on multi-stakeholder mobilization as well as the progress made to bring the issue of violence and harassment into the public domain. (Dr. Karam's presentation can be accessed [here](#).)

- The seed project for the launching of the Center started five years before the Center was established and focused specifically on gender-based violence in the workplace.
- Despite concerted and sustained advocacy over the last four decades, progress towards protection against gender-based violence (GBV) in the workplace has been slow. However, within the last decade, there has been an important shift to bring in demands and measures against GBV into the public domain and influencing public opinion about protection.
- While sexual harassment has long been on the agenda for women and feminist organizations, efforts easily fall off the agenda with frequently rising political instability and sectarian tensions.
- As governments come and go (Lebanon's experience with the failure of three governments, three different gender machineries), there have been several significant efforts. Recognition of these efforts is key to building momentum and strengthening legitimacy.
 - In 2012, the first formal legal legislative draft was put forth to the Lebanese Parliament by Feminist Collective and Legal Agenda, a local CSO, did not pass.
 - In 2014, a first draft law where both sexual and racial harassment would be legally criminalized as forms of discrimination was presented but quashed in Parliament.
 - In 2017, the First Minister of Women, Jean Ogasipian (supported by Abir Chebaro), submitted a different draft law that was approved by the Lebanese ministerial cabinet, but did not move forward for voting.
 - In 2019, CIBL, ABAAD, SEEDS, and Lebanese League for Women in Business (LLWB) began collaborating with Violette Khairallah, the new Minister of State for Economic Empowerment of Women and Youth (EEWAY) to put forth another draft law but did not move forward.
 - Later in 2019, two different gender machineries within the government worked on two different draft laws which were brought together. A consolidated law was passed in December 2020
- In the context of Lebanon and many conflict and post-conflict failing states, the initiatives that need to be undertaken by the government are extremely important, but there must be parallel efforts that work towards gender-based protections within the workplace despite the failings of the governments.
- The private sector has to play a key role in implementing the recommendations of ILO C 190 and implementing protections that supersede what the law recommends.
- The works of the Center can be categorised into the following steps:
 1. **Engage employers as a core partner.** In the context of Lebanon, there is an overlap between those that own or are on the board of directors of the largest employers in the country and those that are politicians. Therefore, directly engaging, convincing, and persuading them through dialogue is very important in terms of building momentum. The Center's technique has been to integrate the narrative into executive education programmes, and into the accounting and finance curriculum for the executive level programs.

2. **Work directly – hands-on in supporting local and customised initiatives.** Create draft templates working with human resource directors to develop implementation strategies and to monitor those strategies The Center has done this work in partnership with UNDP and UN Women at the local level and with Middle East Partnership Initiative.
3. **Cultivate a parallel process** to engage in direct conversations with ministers, parliamentarians, and activists. There needs to be an organic, parallel process in lobbying the government. The work the Center has done through lobbying the government, helping to draft the law or review the law are good examples of a parallel process.
4. **Fill the data deficit** – Reliable data is necessary to track employer efforts and to understand how the implementation efforts are perceived and experienced by individual employees. The Center has launched the first iteration of the [KIP Index and Lived Experience Index](#) which tracks the experience of recruitment, retention, and promotion of employees across the MENA region.

Three questions were posed to the speakers from the floor.

- **Question 1:**
 - **Hanifa Mezoui, Ph.D.**, Convention of Independent Financial Advisors (CIFA)
Harassment, or even violence in the workplace, is most often reflective of the organizational culture of the business or office concerned. It is incumbent on every organization to maintain a congenial workplace culture that supports rather than demeans workers and ensures respect for all. What kind of mechanisms would this Convention put in place that would support workers in reporting unacceptable conduct? And what kind of mechanisms would it have to ensure follow-up that corrective action has been identified and taken?
- **Answers:**
 - **Dr. Charlotte Karam**
Once the window opens, work with employers to draft actual policies to specific recommendations, to train specific individuals within the workplace to ensure that complaints are handled properly in compliance with the Convention or the national law. Strong social dialogue between those who know the world of work is crucial to ILO C 190 related efforts.
- **Question 2:**
 - **Neha Prakash**, International Transport Workers Federation (ITF)
Given that COVID-19 has been used as justification for scaling back/ending gender-equality initiatives, what key elements should we include in our collective response to ensure no one is left behind, with particular concern for workers in countries hit hardest by the pandemic?
- **Answers:**
 - **Ambassador Cedano:**
Competing priorities are hard to handle, *for example, recuperation of economies vs. managing a health crisis, tourism reconstruction vs. other industries in the Dominican Republic.* How do we ensure that these issues are not put on the back burner? One strategy: building the case with up-to-date and relevant data. The national statistics office of the Dominican Republic is putting in place a system for statistical data on violence to keep the conversation going based on up-to-date data.

- **Question 3:**
 - **Roula Seghaier**, International Domestic Workers Federation
How can we reconcile the application of C 190 with the lack of recognition of informal employment by some governments?

- **Answers:**
 - **Ambassador Cedano:** In the case of the Dominican Republic, the work that many women do to provide care for their families is widely unrecognized work and the government is putting in measures to fully assimilate this in the labor code provisions.

 - **Marie Clarke Walker**
 - Responding in general to the questions, she noted that it is important to continue to use stories; draw on allies from other sectors; to support petitions that are out there. (Avaaz, Arab Union, the pending decision of the European Union council).
 - We need to do everything we can to push the reality. Remind people that you are lobbying. Talk about the fact that these things could be happening to their mothers, daughters, nieces - people they know.
 - Continue to use social media platforms and other ways to get the word out, *for example, kitchen parties, canvassing, the importance of eradicating violence and harassment.*
 - Unions are running public awareness campaigns; conducting capacity-building sessions and reviewing and negotiating new workplace policies and new collective agreements that have the Convention and ensure that measures to prevent, address and remedy violence are in policies and procedures. Unions have also issued guidance for trade union representatives who are supporting victims of domestic violence, lobbying for more funding for domestic violence organisations, and calling on governments to urgently act.

BREAKOUT SESSIONS

Each of the breakout sessions addressed the following two questions:

- a. What are some of the challenges faced by Governments when considering ratification of the Convention?
- b. How can NGOs and CSOs work effectively with other stakeholders and Governments to promote ratification and implementation of the Convention?

Breakout session 1

Co-facilitators: Houry Geudelekian, Chair, NGO Committee on the Status of Women & Leslie Wright, Zonta Brooklyn

Resource Person: Ms. Reem Aslan, Gender Technical Specialist, Decent Work for Women Program in Jordan, ILO

Respondent: Hester de Roux, Care International

Key points of discussion:

- The message is not about how to eliminate Violence Against Women, but more with the focus on Violence and Harassment against women in the workplace. So, with this narrow focus, we hope to move the needle a little and go on to other spheres.

Reem Aslan provided a regional perspective with regard to efforts toward ratification of C 190

- Over the last 2 years, we brought the government on board for the Convention. We collected quotes from different parties, such as migrant workers, national workers, heard cases of violence and harassment, recollections came from both men and women. We also collected quotes from legislators, to show that there is a buy-in in the parliament. We also received quotes from employers.
- Legislations are not in line with the Convention, because the Convention came with new definitions that are related to violence and harassment. We have to work with the government raising awareness among the public on what the definitions are, what we mean by these words.
- Labor law and social security law, it is broader when we talk about the world of work.
- Social dialogue is very important. National strategy on harassment and violence in the world of work is in place at the request of civil society. The national strategy is endorsed by the trade unions.
- Employers videotaped some quotes where they talked about the importance of the Convention.
- We have many materials in Arabic, but also translated to other languages. We have policies in Jordan already and can be shared if needed.

Hester de Roux:

- Care International is fighting poverty with women and girls at the center, especially women at the very edge of precarious work and away from social security. She shared examples of the experience of garment factories in Asia, Made by Women, made with international fashion brands, and we are eager to share this with others.

- Workers' organizations and trade unions have been pushing strongly for protection from harassment and violence at the workplace. Care joined these efforts in 2017, and now we are in the ratification campaigns.
- Colleagues in country offices adapt their strategies to the local and national contexts. In some countries, the issues are extremely sensitive. A key component of each campaign was forging alliances with women's organizations, unions, and worker's organizations.
- Care was able to build stronger working relations with government institutions, partly by sharing their research. In many countries, they also had connections to the business sector, and many of their private sector partners have made public statements. This multi-stakeholder approach including all stakeholders from the beginning, ensuring the strong role of CSOs in this process to amplify voice is important to get the messages widely spread.
- At a strategic campaign planning session, we co-hosted with ITUC, ActionAid, and IWRAW in April, colleagues from around the world shared what lessons they have learnt about effective campaigning on C190. The three strategies that have so far been found to be crucial to move towards ratification are:
 1. Build broad coalitions, including with feminist movements and women's organisations.
 2. Build a strong evidence base to make the case for ratification.
 3. Keep raising awareness so that momentum and focus can be maintained amidst many competing priorities.

Key inputs from participants:

Bobbee Cardillo, The Zonta USA Caucus is trying to focus on changing things in the USA, and the best approach to make the most impact is working in coalitions.

Maria Tsirantonaki, International Trade Union Confederation – Brussels has been working very closely with several international civil society organizations globally. It worked closely with the national trade union in Greece and Action Aid in Greece in the ratification efforts in Greece.

- When we are talking about the challenges, we are also talking about opportunities for governments to bring about change. The global #MeToo Movement erupted in Greece only early this year, but the civil society and unions have used this strategically with the C190 process with ongoing efforts to raise awareness and push the government for ratification.
- Unions have a crucial role, as well as governments and employers for prevention and remedy. Unfortunately, with the new labor law amendment in Greece, the role of trade unions has been minimized.
- While there are good provisions for workplace policies, there is nothing that says this needs to happen together with the representative of the worker.
- The role of social dialogue, not just at the societal level, but also at the workplace level is important.
- We need to be vigilant when it comes to implementation.

Fatma Khafagy, Alliance for Arab Women

- Egyptian Feminist Union is working closely with parliamentarians

- In Egypt, the word sexual harassment was only weakly linked in the penal code. Also, when we do not specify what sexual harassment is and where it happens, sexual harassment in the workplace goes unnoticed.
- It is important to convince governments to address the issue of violence and harassment in the workplace. In Egypt, some multinational companies have some procedures in place for addressing this, while other companies do not have these.
- We collect information from these multinationals. When these processes exist in the company, more people apply to them and also contribute to a low rate of absenteeism from women and a higher rate of productivity.
- Sexual harassment in public transportation is very high in Egypt, and CSOs have been working on it for some years now and it is bringing good results. It is important to have mobile applications to address harassment in public spaces and to clarify what safe transportation means.

Breakout session 2

Co-facilitators: Jackie Shapiro, Chair, NGO Committee to Stop Trafficking in Persons
 Susan O'Malley, International Federation of Business and Professional Women
Resource Person: Ms. Mwila Chigaga, Senior Gender Specialist for Eastern and Southern Africa, ILO
Respondent: Nisha Varia, Human Rights Watch

Key points of discussion:

Mwila Chigaga shared the following key insights:

- Lesson Plan- strategy is everything. Use Beijing Platform for Action.
- Messaging is crucial. Need a win-win for constituencies.
- Avoid C190 being feminized. Not just a women's issue. There is a bias against gender issues. For instance, in the private sector - this speaks to the productivity of the enterprise, in the best interests of business to have a productive workplace.
- The decision to ratify is a sovereign right of government. Important for every country to be a good global citizen is the message to promote.
- Other lessons- some ministries are key- Foreign Affairs, Labor, Justice, and cabinet offices. Include cabinet officers. Parliaments are critical. Most governments need parliament approval. Locate a "champion" ministry. Not always Labor, possibly with help from the Ministry of Gender, the Ministry of Foreign Affairs.
- Build government ownership- this takes time and consistent effort. Positive pressure on the government is important.
- Be aware that decisions are often taken at the personal level. Some unconscious bias is still found.
- Employers and Workers must have a strong commitment to the process. Put effort into knowledge sharing: seminars, dialogues, interviews, etc.
- In each ratifying country, we convened national dialogues and brought together national coalitions. Positive pressure works on governments. It is key to focus on results. Look at the Beijing Platform for Action. Be alert to unconscious bias. Have a clear strategy.

Nisha Varia shared that Human Rights Watch supports ratification globally and focuses on key countries in regions. She shared recommendations:

- Building diverse coalitions is key to success. Advocacy work is led primarily by trade unions and labor groups but also can link to Me Too groups. Other types of groups can be involved: journalists, human rights groups. Try to build coalitions. Cross-sectoral coalitions build momentum. For example, in France, feminists and labour unions are working together as a coalition.
- Not starting from scratch. Do detailed legal analysis to see what we have and what we can build on.
- Considering how to engage domestic workers in private homes who fall outside minimum workplace numbers is important. Intentionality needed to include the less organized, the informal sector.

Key inputs from co-facilitators and participants:

- **Jackie Shapiro** - It is important to link social justice and human rights in the interests not only of governments but also it is GOOD BUSINESS. Good for business, good for people, good for government.
- **Susan O'Malley**: Education is critical from the earliest grades. Why not organize an education program around the ILO C190?
- **Dr. Eleanor Nwadinobi, Medical Women's International Association**
 - Concern to avoid feminization. For too long we have been apologetic. We must say females suffer more.
 - Yes, treaties are sovereign rights of government, but we must hear the voices outside of government. Often, we need to bring more informal constituencies into the mix.
 - Let us not forget the Ministries for Finance. We need their help.
 - The experience of the fifty-one women who faced exploitation and abuse at the hands of aid workers in the Democratic Republic of Congo during the 2018-2020 Ebola Crisis shows that sometimes even aid workers have failed the world of work.

Breakout session 3

Co-facilitators: **Maria Fornella, Chair**, NGO Committee on Social Development & **Sr. Winifred Doherty**, Congregation of Our Lady of Charity of the Good Shepherd

Resource Persons:

Ms. Maria Arteta, Sub-regional Gender and Non-Discrimination Specialist, Decent Work Team for Central America, Haiti, Panama, and the Dominican Republic

Mr. Javier Cicciaro, Project Officer of the ILO in the Spotlight Initiative Argentina

Respondent: **Verónica Montúfar**, Public Services International

Key points of discussion *(combining Discussants and break-out group participants):*

- Ratification toolkits and pooling knowledge – identify key countries to develop a road map
- The administrative processes needed in each country are different – find out the process in your country.

- Need to collaborate with a range of actors, including government and political parties (inc opposition), employers, etc. This will identify challenges and help find solutions
- Ratifying and implementation will involve a diverse range of gov departments and stakeholders – C190 speaks to many issues.
- Effective to include unions and women's groups who are experienced mobilisers and who can support normative shifts in attitudes and include the convention as a women's rights issue
- Education and awareness-raising are key – many do not even know about the Convention; it is harder to push for change without awareness which can create demand.
- First-person stories can be effective awareness-raising tools, especially through social media, as they can show the need for the convention
- Vital to bridge the gap between data, research, personal stories, narratives, etc. to engage with the issues and build visibility. (For example, data gaps for older people/workers, the self-employed, informal sector, etc.)
- Building a coalition on this issue is vital.

Maria Arteta, ILO:

- The administrative processes needed in each country are different– find out the process in your country.
- All countries, as members of the ILO, have the obligation to submit the Convention to the government to ratify it. There are still countries that have not submitted.
- Go to the ILO website to find out who has submitted and who has not – make sure they submit!
- Need to create a dialogue with the government, with employers (which are not supported in all regions) – need to get actors to speak to each other because it allows for a conversation and to hear what the concerns are.
- Costa Rica, for example, has sent the Convention for consultation, and they have found out what the main concerns are which would make employers, etc. hesitant to ratify.
- Concerns about the informal sector, third parties, those who are not employees ... so the government is trying to say how they are going to address those
- NGOs can do a lot – we have seen the power that mobilising, and especially women, can have. If you can mobilise and make this visible – people do not know about ILO conventions. Can use social media, we can talk to our friends, we can add people to the coalition.

Javier Cicciaro, ILO:

- In Latin America, Argentina, together with four other Latin American countries, was chosen to be part of the EU/UN Spotlight initiative to eliminate all forms of violence against women
- The ILO is part of this initiative, as the world of work has a key role in preventing the elimination of gender-based violence.
- Therefore, Argentina, as the fourth country to ratify C 190, and as member of the Spotlight Initiative, understands the importance of boosting ratification everywhere – and can present the Argentine experience to illuminate challenges of C 190 ratification.
- 1 in 3 employed persons in Argentina experience violence or harassment at work.
- While it was the Argentine government that initiated the process, it counted with the support of a highly mobilized women's rights movement, a strong women's trade unionist movement and other very active women organizations.
- While it was a specific aim, it was also perceived as part of the process of respecting women's rights.

- At the highest governmental level, it was an inter-ministerial process and was integrated into the **National Action Plan against gender-based violence (NAP against GBV)** to improve workers' conditions and Women's Rights.
- It entailed the development of training programmes for employers and unions, and the establishment of a network across provinces.
- The NAP against GBV also introduced measures to comply with the ILO convention.
- A main challenge encountered was Normative adaptation, due to the federal nature of the Argentine Republic.
- Another major challenge is transforming a culture of gender-based violence where it is seen as a natural occurrence.

Verónica Montúfar, Public Services International:

- PSI is working on a ratification campaign, prioritizing the education of members of the campaign, so first a "Train the trainers" program.
- Importance of forming a global trade union coalition to do this work of Ratification Campaign.
- A recommendation for the NGO Coalition would be to build on actions by key countries and their path to ratification to establish a roadmap for joint advocacy efforts and pooling of knowledge, similar to the efforts by the trade union movement.

Breakout session 4

Facilitator: Ms. Gemma Adaba, Social Justice in Global Development

Resource Person:

Mr. Coen Kompier, International Labour Standards Specialist for Northern Africa, ILO

Respondent: Ms. Madeleine Kennedy Macfoy, Education International (EI)

Key points of discussion:

Coen Kompier, ILO shared the following insights concerning promoting ratification of ILO C190 - ILO's engagement with states and stakeholders:

- ILO's engagement with states and stakeholders revealed two major challenges when considering ratification of the Convention and promoting consensus on key issues:
 1. Lack of proper understanding of the Convention
 2. Cultural norms, beliefs, practices, and prejudices at the societal or community level. - One example provided by Kompier was that of a government that refused to consider coverage of LGBT+ individuals under the provisions of any national laws. This presents an obstacle to ratification of the convention, as all categories of workers are protected from violence and harassment according to its terms. No provision is made for considering exclusions.
- One area of misalignment of national law with the Convention, namely, that laws on violence and harassment were applicable to women only in some countries. It was important to recognize that the coverage of the convention is comprehensive, applying to all categories of workers and all types of workplaces.

- **Strategies and Approaches:**

- In working with Governments in the Northern Africa Region to prepare a pathway for ratification of the Convention, a first step for the ILO sub-regional Office was to hire legal experts as consultants charged with a review of all relevant national laws to determine areas of alignment or disagreement with the provisions of the Convention and to recommend changes where this is deemed necessary. This process of domestication aims to align national laws with the Convention.

- **Capacity building at societal and community level**

- There is a need to raise awareness and build capacity concerning the provisions of the Convention while addressing issues raised by each community. Societal actors needed to understand that a range of legal and policy tools come into play to create a safe and secure violence-free working environment, including, not only criminal law but also Occupational Health and Safety laws and policies.

- **CSO Strategies**

- Recommendation for strategies CSOs could adopt when engaging with government entities and stakeholders:
 1. Take a gradual approach - focus on vulnerable people as a priority
 2. Ensure adequate collection of relevant data and statistics
 3. Share the experiences of people on the ground
 4. Be concrete with suggestions

Ms. Madeleine Kennedy-Macfoy:

- Link up with other movements - This is a convention that applies to everybody, that is, to every worker in every part of the world. Other movements and groups who feel excluded, need to be brought on board.
- Join hands and find points of common interest to enable us to push forward on ratification.
- Trade Unions - Education International and Global Union have released a toolkit - to train trainers to raise awareness, and to develop people's capacity and expertise. One blockage in governments is that they might not have the people in the ministry who have the expertise and information they need to understand from where in the system this convention can be administered, and whether there are gaps and if so, how they can be filled, as well as the legal issues that need to be addressed.
- The involvement of young people is critical. Young workers are some of the most vulnerable.

Key inputs from facilitator and participants:

- **Gemma Adaba:** stressed the need to focus on human rights, as implementing the Convention is all about guaranteeing to all workers their fundamental human rights.
- **Sonia George, SEWA (INDIA)**
 - The situation of informal workers: The concern here is that defining the world of work for informal workers is more complex. For many workers, the place of work is their home, or other peoples' homes in the case of domestic workers, or public spaces.
 - We need to develop a tool to understand the complexities of what constitutes a workspace for informal workers.

- **Rebecca Ocran Abaido, NAGRAT (Ghana)**
 - Workers and their unions are collaborating to ensure the ratification of C190.
 - Most government ministries and other agencies agree in principle to most of the articles of the Convention. But it needs to be domesticated into the national law. Some of the articles have been captured in bits and pieces, but we need to continue to advocate for the Attorney General and Parliament to domesticate the Convention in its entirety, into the national law. This is where the difficulty lies. However, the workers and unions continue their advocacy for ratification and are hopeful it will happen.
- **Lindile Gertrude Mtsweni, COSATU (South Africa)**
 - Workers embarked on a national strike to try to force the government to ratify the Convention as it will be beneficial for all workers, and in particular for the most vulnerable workers
 - For the vulnerable workers (domestic workers, street vendors, and others) the issue of job safety and security is very fundamental.

APPENDIX 1- LIST OF PARTICIPANTS

Representation from Governments, Permanent Missions, the ILO, and the UN Women

Vice President of Liberia	H. E. Dr. Jewel Howard-Taylor
Ambassador, Permanent Representative, Permanent Mission of Fiji to the United Nations in New York	H.E. Dr. Satyendra Prasad
Ambassador, Permanent Representative. Permanent Mission of Argentina to the United Nations in New York	H.E. Ms. María del Carmen Squeff
Ambassador, Deputy Permanent Representative, Permanent Mission of Dominican Republic to the United Nations in New York	H.E. Ms. Joan Cedano
Permanent Mission of Argentina to the UN	Ms. Pilar Eugenio
Permanent Mission of South Africa to the UN	Mr. Andy Makwabe
European Union Delegation	Ms. Beatriz de Faria Scotton
ILO	Ms. Manuela Tomei
ILO	Mr. Matthieu Cognac
ILO	Mr. Coen Kompier
ILO	Ms. Mwila chigaga
ILO	Ms. Valentina Beghini
ILO	Ms. Maria Arteta
ILO	Ms. Elena Dedova
ILO	Mr. Javier Cicciaro
ILO	Ms. Reem Aslan
ILO	Ms. Herrana Addissu
ILO	Ms. Zahra Yusifli
UN Women	Ms. Kalliopi Minjeiro
UN Women	Ms. Michelle Silva

Civil society participants:

1	ABAAD Resource Center for Gender Equality	Ghida Anani	15	Center for Migration, Gender, and Justice	Dr. Lara-Zuzan Golesorkhi
2	ACT Alliance	Alison Kelly	16	Center of Inclusive Business and Leadership for Women, Olayan School of Business	Dr. Charlotte Karam
3	Africa Development Interchange Network (ADIN)	Yvonne O' Neal	17	Chair of the Workers' Group for ILO Convention 190	Marie Clarke Walker
4	African Women's Development and Communication Network (FEMNET)	Rachel Kagoiya	18	Co-Chair/NGO Committee on Human Rights	Bobbi Nassar
5	Afrihealth Optonet Association	Dr. Uzodinma Adirieje	19	Congregation of Our Lady of Charity of the Good Shepherd	Winifred Doherty
6	All Pakistan Women Association	Dur e Shawar	20	Congress of South African Trade Unions (COSATU)	Lindile Gertrude Mtsweni
7	Alliance for Arab Women	Fatma Khafagy	21	Congress of South African Trade Unions (COSATU)	Mary Nxumalo
8	Amis des Etrangers au Togo (A.D.E.T.)	Dosse SOSSOUGA	22	Congress of South African Trade Unions (COSATU)	Matshediso Sebatana
9	Asia Pacific Women Watch/NAWO	Prof. Pam Rajput	23	Convention of Independent Financial Advisors (CIFA)	Hanifa Mezoui
10	Association du Developpement et de la promotion de Droit de l Homme	Hawa Sidibe	24	DAWN (Development Alternatives with Women for a New Era)	Flora Partenio
11	Bread for the World	Nikola Wiebe	25	ECPAT-USA/CSTIP	Jackie Shapiro
12	Business and Professional Women Voluntary Organization	Khadiga Eltazi	26	Edmund Rice International	Kevin Cawley
13	CARE International	Hester le Roux	27	Education International (EI)	Madeleine Kennedy Macfoy
14	Center for Egyptian Women's Legal Assistance (CEWLA)	Nada Nashat	28	Education International (EI)	Anais Dayamba

29	Education International (EI)	Pathma Krishnan	44	International Presentation Association	Despoina Afroditi Milaki
30	Every Woman Treaty	Jane AEBERHARD-HODGES	45	International Trade Union Confederation	Maria Tsirantonaki
31	GMAF - Grupo de Mujeres de la Argentina - Foro de Vih Mujeres y Familia	Lucia Belen Rivas Camaño	46	International Trade Union Confederation	Marieke Koning
32	Feminist Taskforce	Rosa Lizarde	47	International Transport Workers Federation	Neha Prakash
33	Human Rights Watch	Nisha Varia.	48	International Youth Council Afghanistan	Hizbullah Baryal
34	The Independant Dames Endeavor TIDE	Mercy Sati Reeves	49	ISIS-Women's International Cross Cultural Exchange (DBA Women's International Peace Centre)	Juliet Were
35	Institute of the Blessed Virgin Mary - Loreto Generalate	Cynthia Annamma Mathew	50	Make Mothers Matter	Valerie Bichelmeier
36	Institute of the Blessed Virgin Mary - Loreto Generalate	Janet Palafox	51	Man Up Campaign Mexico	Michelle Macias
37	International Council of Nurses	Hoi Shan Fokeladeh	52	Man Up Campaign US	Fred Sullivan
38	International Domestic Workers Federation	Roula Seghaier	53	Man Up Campaign US	Valentin Camano
39	International Federation of Business and Professional Women/NGOCSW (NY)	Susan O'Malley	54	Medical Women's International Association	Dr. Eleanor Nwadinobi
40	International Federation of Business and Professional Women/ New Zealand	Hellen Swales	55	Migrant Forum in Asia	William Gois
41	International Federation on Ageing & NGO Council on Ageing, NYC	Robin Fenley	56	NAGRAT - GHANA	Rebecca Ocran Abaido
42	International Movement ATD Fourth World	Monica Jehangir	57	Pan Pacific and South East Asia Women's Association (PPSEAWA)	Akari Yamada
43	International Organization for Victim Assistance	Yael Danieli	58	Public Services International	Verónica Montúfar

59	Red Dot Foundation	ElsaMarie DSilva	76	United Methodist Church - General Board of Church and Society	Quinn Wonderling
60	Red Dot Foundation/NGO Committee on Social Dev.	Gillian D'Souza	77	United Methodist Women	Dionne Boissiere
61	Religious of the Sacred Heart of Mary	Veronica Brand	78	United Methodist Women	Joan Capel
62	Rural infrastructure and human resource development organization (Rihrho)	Balqiaz khan	79	United Religions Initiative (URI)	Martha Gallahue
63	Self-Employed Women's Association (SEWA)	Sonia George	80	US Women Caucus at the UN	Susan H. Lee
64	Sisters of Charity Federation	Teresa Kotturan	81	Vivat International	Paulus Rahmat
65	Social Justice in Global Development	Eva Hanfstaengl	82	White Ribbon Alliance	Elena Ateva
66	Social Justice in Global Development /NGO Committee on Migration	Gemma Adaba	83	Women Entrepreneurship Platform (WEP)	Katerina Mouratidou
67	Society for International Development (SID)	Magdalena Ackeran	84	Women First International Fund/NGO Committee on Financing for Development	Anita Thomas
68	Soroptimist International	Berthe De Vos-Neven	85	Women First International Fund	Sakshi Srivastava
69	Soroptimist International	Francesca Fletcher-Williams	86	Women in Global Health	Ann Keeling
70	Soroptimist International/NGO Committee on Social Development/	Maria Fornella	87	WomenSport International	Diane C. Huffman
71	South African Transport and Allied Workers Union (SATAWU)	Nokuthula Sifunda	88	Women's Major Group	Sehnaz Kiyamaz Bahceci
72	Stakeholder group on Ageing/AARP International Affairs	Erica Dhar	89	WUNRN-Women's UN Report Network	Lois Herman
73	UNANIMA International	Jean Quinn	90	Zonta Club of Brooklyn	Leslie Wright
74	Unchained At Last/NGO Committee on the Status of Women	Houry Geudelekian	91	Zonta International	Pamela Morgan
75	Union des Amis Socio Culturels d'Action en Développement (UNASCAD)	Joseph Severe	92	Zonta USA Caucus	Bobbee Cardillo

APPENDIX 2- RESOURCES

BACKGROUND MATERIALS ON ACTIVITIES OF THE NGO COALITION TO END VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

1. The NGO Coalition's letter to the UN Member States, calling for Ratification of ILO C-190 – [can be accessed here](#)
2. The NGO Coalition Participated in the fourth meeting of the Group of Friends for the Elimination of Violence Against Women and Girls was held on June 29, 2021, in the context of the International Labour Organization (ILO) Action Week on C190; you can read the article and watch the full event at this link

CORE BACKGROUND RESOURCES:

1. [Convention 190](#) concerning the elimination of violence and harassment in the world of work
2. [Recommendation 206](#) concerning the elimination of violence and harassment in the world of work
3. ILO Series of Technical Briefs – [Violence and harassment in the world of work](#)
4. [The Campaign tool kit, where people can download all materials and edit as well, is hosted at the following link](#) (ILO Campaign)
5. Brief [ILO Violence and Harassment Convention, 2019 \(No. 190\): 12 ways it can support the COVID-19 response and recovery](#)
6. [Ratifications Work tracking August 31.docx](#)
7. The Global Unions have jointly developed these materials:
 - VHWV Activity Workbook: <https://psishort.link/C190>
 - Activities Facilitator Guide: <https://psishort.link/C190Facilitator>
8. **Report/Advocacy Brochure:** [Safety and Dignity at Work: A Guide to the 2019 ILO Violence and Harassment Convention](#) (June 2020); *Plus an explainer video: [VIDEO: #RatifyC190: End Violence and Harassment at Work](#)*
9. [Sexual Harassment in a Changing Workplace: Through the Context of Culture and COVID-19](#)
10. [The impact of workplace harassment and domestic violence on work outcomes in the developing world – Science Direct](#)
11. [The Gender Equal Health and Care Workforce Initiative \(GEHCWI\)](#)
12. [The economic costs of sexual harassment in the workplace](#)
<https://www2.deloitte.com/content/dam/Deloitte/au/Documents/Economics/deloitte-au-economic-costs-sexual-harassment-workplace-240320.pdf>
13. [Handbook – Addressing Violence and Harassment Against Women in the World of Work](#)

ADDITIONAL RESOURCES

14. [Convention No.190](#) concerning the elimination of violence and harassment in the world of work (Bilingual version - French and English)
15. [Recommendation No. 206](#) concerning the elimination of violence and harassment in the world of work (Bilingual Version - French and English)
16. ILO Guide on C190 and R206 - [Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No.206](#)
17. Easy-to-read Guide C190 - [Some world agreements about stopping violence and harassment at work](#)
18. Brief ILO The COVID-19 response: [Getting gender equality right for a better future for women at work](#)
19. [Safe and healthy working environments free from violence and harassment](#)
20. [ILO Violence and Harassment Convention No. 190 and Recommendation No. 206, Policy brief for workers' organisations](#)
21. [ILO Standards and COVID-19 \(coronavirus\)](#)
22. [ILO Empowering women at work: Government laws and policies](#)
23. **Report/Advocacy Brochure: [Safety and Dignity at Work: A Guide to the 2019 ILO Violence and Harassment Convention](#)** (June 2020); Plus an explainer video:
 - a. **Spanish:** [report](#), [press release](#), [video](#)
 - b. **French:** [report](#), [press release](#), [video](#)
 - c. **Arabic:** [report](#), [press release](#), [video](#)
24. <https://www.solidaritycenter.org/union-women-leaders-urge-nations-ratify-ilo-c190/>
25. [Social protection, violence, and migrants](#)
26. Dossier about The Political Economy of Conflict and Violence against Women: Cases from the South (an article on the situation of rural women workers and violence is included): https://dawnnet.org/wp-content/uploads/2019/12/DawnInforms_2019_04-EN_v10.2-Digital.pdf
27. Case studies of countries and areas both in conflict and post-conflict in Mozambique, Palestine, South Africa, and Liberia, we offer fresh perspectives on how violence against women is deeply embedded in local political economies of war, conflict, and transition: https://dawnnet.org/wp-content/uploads/2020/03/20200312_PEC-CS_Final.pdf