



## **Call for Submissions:**

# **Practices, Experiences and Lessons Learned in Tackling Gender-Based Violence and Harassment in the World of Work in Asia and the Pacific**

### **I. Background**

Violence and harassment not only harm individuals but also businesses, the economy and society as a whole. There is a widespread notion that violence and harassment are unacceptable and that they need to be eliminated. Many countries across the globe have improved national legislations to prohibit various forms of violence. However, there are gaps in policy and implementation, and violence and harassment remain pervasive throughout the world of work.

Recognizing the need to enhance efforts to realize a world of work free from violence and harassment and promote decent work for all, the International Labour Organization (ILO), at the International Labour Conference in June 2019, has adopted the first international instrument Convention on Violence and Harassment, 2019 (No. 190)<sup>1</sup>, and the accompanying Recommendation on Violence and Harassment, 2019 (No. 206)<sup>2</sup>, to combat violence and harassment in the world of work. They recognize that violence and harassment can constitute a human rights violation, and gender-based violence and harassment disproportionately affects women and girls. They also recognize the right of everyone to a world of work without violence and harassment and call for a comprehensive, inclusive, gender-responsive approach for the prevention and elimination of violence and harassment in the world of work.

According to C190, violence and harassment in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes

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<sup>1</sup> Violence and Harassment Convention, 2019 (No. 190):

[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C190](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190)

<sup>2</sup> Violence and Harassment Recommendation, 2019 (No. 206):

[https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_ILO\\_CODE:R206:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_ILO_CODE:R206:NO)

gender-based violence and harassment. Gender-based violence and harassment is defined as violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.

The Convention protects workers and other persons in the world of work including employees, persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants and individuals exercise the authority, duties and responsibilities of an employer, and it applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas.

Following the adoption of the Convention and Recommendation, the next step for member States is to work towards ratification and implementation at the national level in consultation and collaboration with employers' and workers' organizations and other relevant stakeholders. In order to support efforts of the ILO Constituents and other relevant stakeholders in Asia and the Pacific in working towards the realization of a world of work free from violence and harassment, the ILO Office in Asia and the Pacific, in partnership with UNFPA and the ILO/UN Women Joint Programme "Safe and Fair: Safe and Fair: Realizing Women Migrant Worker's Rights and Opportunities in the ASEAN region" is calling for good practices, experiences, and lessons learned in preventing and responding to gender-based violence in the world of work. While the Convention and Recommendation concern violence and harassment in general, this Call will have a specific focus on gender-based violence and harassment in the world of work which includes sexual harassment.

Gender-based violence and harassment can be directed at men or women because of their sex or gender. However, women and girls are disproportionately affected because violence and harassment often stem from unequal power relations, and women and girls generally have lower status in society due to patriarchy. Eliminating violence and harassment therefore requires actions to specifically address gender dimensions of violence and harassment. Due to severity of problems affecting mostly women and girls, it is priority to address gender-based violence and harassment including sexual harassment.

Information collected will be used to support the ILO constituents and other development partners to strengthen their efforts in preventing and responding to gender-based violence and harassment including sexual harassment in the world of work and they may be included in the future publications of the ILO. Information collected will also contribute to SDG5 Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

## **II. Objectives**

The objectives of this call are to:

- Increase knowledge on existing policies, programmes and initiatives to tackle gender-based violence and harassment in the world of work and create a world of work free from gender-based violence and harassment and in Asia and the Pacific.

- Identify effective measures in tackling gender-based violence and harassment in the world of work in Asia and the Pacific.
- Increase knowledge on challenges faced and lessons learned in developing and implementing measures to tackle gender-based violence and harassment in the world of work in Asia and the Pacific.

### **III. Scope**

Submissions should be made based on your experience (as an individual or part of an institution or organization) in preventing and responding to gender-based violence and harassment which includes sexual harassment in the world of work in all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas. For further information on definitions and scope, please see Annex 1.

Geographical scope is Asia and the Pacific.

The key guiding questions are as follows:

- What was the situation that called for actions to tackle gender-based violence and harassment in the world of work?
- What actions were required to tackle gender-based violence and harassment in the world of work?
  - What initiatives have worked to effectively tackle gender-based violence and harassment in the world of work?
    - Any examples of an inclusive, integrated and gender-responsive approach that was used in preventing and responding to gender-based violence and harassment in the world of work?
    - What are strategies and advocacy used to gain meaningful commitment from government, employers' and workers' organizations in addressing gender-based violence in the world of work?
    - Any examples of strategies used to ensure that those affected by gender-based violence and harassment in the world of work have access to support, services and remedies, and are protected from further victimization?
- What were the results of the actions to tackle gender-based violence and harassment in the world of work?
- What were challenges faced and lessons learned in developing and implementing measures to address gender-based violence and harassment in the world of work?

### **IV. Who can submit?**

Governments, workers' organizations, employers' organizations, companies, community organizations, groups, and other development partners including individuals who have experiences, good practices, and lessons to share from Asia and the Pacific countries can make submissions.

## **V. What happens to your submission?**

A peer review will be carried out to identify the experiences, good practices and lessons learned that can be used in the forthcoming publications and capacity building workshops.

The selection committee may contact you to seek further information or clarifications.

The selection committee will notify the applicants with selected submissions by 15 November 2019.

## **VI. Instruction for submission**

To participate in the call, please make your submission using the template in Annex 2. Please make your submission as concise as possible.

The completed form can be submitted via email ([BANGKOK@ilo.org](mailto:BANGKOK@ilo.org)) by **20 October 2019**. Please type "Call for Submissions" in Subject.

Please indicate if there are any potentially sensitive issues that need to be taken into account before sharing your experience with others or publishing it.

## **Annex 1: Further explanations on definitions and scope**

According to C190, definitions and scope are provided as follows:

“Violence and harassment” in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.

“Gender-based violence and harassment” means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.

C190 protects workers and other persons, in the world of work, including employees as defined by national law and practice, as well as persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants and individuals exercising the authority, duties and responsibilities of an employer. C190 applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas.

The call is for gender-based violence and harassment in the world of work occurring in the course of, linked with or arising out of work:

- a) In the workplace, including public and private spaces where they are a place of work
- b) In places where the workers is paid, takes a rest break or a meal or uses sanitary, washing and changing facilities
- c) During work-related trips or travel, training, events or social activities
- d) Though work-related communications enabled by information and communication technologies
- e) In employer-provided accommodation
- f) When commuting to and from work.

As the Convention acknowledges that domestic violence (or intimate partner violence as commonly referred) becomes a world of work issues when it impairs the work performance of victims and their capacity to continue to work, when it spoils the working environment and becomes a threat for co-workers or third parties, submissions on actions taken to mitigate the impact of domestic violence in the world of work can also be made.

## **Annex 2: - Submission Form**

### **1. Applicant information**

<b>Name</b>	
<b>Country</b>	
<b>Organization (if applicable)</b>	
<b>E-mail</b>	
<b>Phone number</b>	

### **2. Your story – experience, initiatives and lessons learned**

<b>Your story is related to (Please tick the most relevant category):</b>
<input type="checkbox"/> <b>Development of laws, policies and programmes</b> <input type="checkbox"/> <b>Implementation and enforcement of laws, policies and programmes</b> <input type="checkbox"/> <b>Initiatives at the institutional level</b> <input type="checkbox"/> <b>Initiatives at the community level</b> <input type="checkbox"/> <b>Other</b>
<b>Title of your story</b>
<b>Background</b> (What was the situation that called for actions to tackle gender-based violence and harassment in the world of work? Please include a brief description of background context and timeframe which led to initiatives/measures. Please also provide sufficient information on types of violence and harassment, and grounds (e.g. gender or sex) for violence and harassment.)
<b>Initiatives/measures taken</b> (What actions were required to tackle gender-based violence and harassment in the world of work? Please include purpose, objectives, how they were implemented, who were engaged, what went well, what the challenges were, etc.)

**Results** (What have been the key achievements, positive changes, outputs and impacts? Were there any unintended negative consequences?)

**Enabling/hindering factors** (what are factors/conditions that supported/hindered the implementation of initiatives/measures? How were the challenges overcome?)

**Lessons learned** (What were challenges faced and lessons learned in developing and implementing measures to address gender-based violence and harassment in the world of work? Please include information on lessons as well as any cautions and limitations on its potential applicability in other setting or situations.)

**Recommendations** (What are bottlenecks and what are further required at the policy and institutional levels to effectively tackle gender-based violence and harassment? Include policy recommendations, recommendations to improve the existing arrangements to eliminate gender-based violence and harassment in the world of work, recommendations for others who may be thinking of doing something similar based on your story.)

**Other relevant information/materials** (Please share further information or documents such as website links, brochures and other materials, reports, photos, to support the understanding of your experience)

