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## Joint Statement by C20, L20, T20, W20 and Y20 on Eliminating Violence and Harassment in the World of Work

In their 2018 Leaders' Declaration, G20 leaders acknowledged that "[g]ender equality is crucial for economic growth and fair and sustainable development." They also committed to "improve labour conditions for all" and "promote initiatives aimed at ending all forms of discrimination against women and girls and gender-based violence."<sup>1</sup>

These G20 statements are timely in the wake of #MeToo and similar movements, which have exposed the systemic violence, harassment and discrimination faced by women and others who face systemic discrimination and inequality in the world of work.

As official engagement groups of G20, **C20, L20, T20, W20 and Y20 thus call on G20 to turn their words into action and:**

- **Increase resources to prevent, respond to, and monitor gender-based violence**, addressing root causes (which includes working with boys and young men to break down harmful gender norms and stereotypes and addressing compounded vulnerability) and collaborating with grassroots movements and organisations to scale up their best practices;
- **Support the adoption of an effective ILO Convention and Recommendation concerning the Elimination of Violence and Harassment in the World of Work**, and push for strong, human rights-compliant, and inclusive wording in the Convention and Recommendation.

**Violence and harassment against women and others who face systemic discrimination and inequality is symptomatic of deeply entrenched inequalities and harmful gender norms and is exacerbated by a lack of strong national legislation, policies, monitoring mechanisms, and remedial pathways.** This has impacts on the world of work, where women and others who face systemic discrimination and inequality experience disproportionate levels of violence and harassment. Overrepresented in informal and precarious employment (e.g. as home-based and domestic workers), people belonging to one or more of these communities often experience compounded vulnerability, where the nature of their work and harmful attitudes associated with aspects of their identity increase the likelihood of them being targeted for violence and harassment in the world of work.

Violence against Women (VAW), including domestic violence, intimate partner violence (IPV) and sexual harassment, significantly impacts the world of work. The UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW) recognizes violence against women as a form of discrimination. The evidence shows that IPV has "a negative impact on workers' lives...the productivity of enterprises" and national economies<sup>2</sup> and has significant economic and social impacts on the health, safety, and effectiveness of workers.<sup>3</sup> G20 countries must thus work together to tackle the root causes of violence and harassment in both public and private spheres. Moreover, they must increase resources and implement strong legislation, policies, monitoring mechanisms and remedial pathways to prevent, redress and mitigate the impacts of violence and harassment.

As an important first step, G20 countries must adopt and ratify the ILO Convention and Recommendation concerning the Elimination of Violence and Harassment in the World of Work at the International Labour Conference in June 2019. In doing this, it is critical that G20 countries, in consultation with trade unions, national civil society organisations and women's rights organisations, push for strong, human rights-compliant, and inclusive wording in the ILO instrument and ensure the scope of the Convention is wide enough to protect groups most at risk of violence and harassment in the world of work. G20 countries must also ratify and comply with existing ILO Conventions and human rights treaties as a way of upholding the rights of all workers and dismantling systems that perpetuate inequality.

<sup>1</sup> G20. [G20 Leaders' declaration: Building consensus for fair and sustainable development](#), 2018.

<sup>2</sup> International Labor Organization, Conditions of Work and Equality Department. [Background paper for discussion at the Meeting of Experts on Violence against Women and Men in the World of Work](#), 2016.

<sup>3</sup> UN Women. [Ending Violence against Women Facts and Figures](#), accessed May 2018.