

2019 GUIDE

**GLOBAL 16 DAYS
OF ACTIVISM
AGAINST
GENDER-BASED
VIOLENCE
CAMPAIGN!**

#RatifyILO190

RUTGERS
School of Arts and Sciences





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**A WORLD
WITHOUT VIOLENCE
IS POSSIBLE.**



**THROUGH COLLECTIVE EFFORTS
AND GUIDED BY THE LEADERSHIP
OF WOMEN AT THE GRASSROOTS
LEVEL, WE CAN GET THERE.
THIS ADVOCACY GUIDE IS HERE TO
SUPPORT YOUR EFFORTS!**

In this advocacy guide, you will find details about the 2019 Global 16 Days Campaign theme and goals which includes key background information, resources, and suggested action items to amplify your voice and highlight your initiatives.

GLOBAL 16 DAYS CAMPAIGN 2019 THEME:

ENDING GENDER-BASED VIOLENCE (GBV) IN THE WORLD OF WORK

This theme began during the 2018 campaign to help bridge the women's rights and labor rights movements with the common goal of calling for the adoption of a new set of International Labour Organization (ILO) instruments on ending violence and harassment in the world of work. Good news! We reached this goal and welcome the adoption of ILO Convention 190 (C190) supplemented by ILO Recommendation 206 (R206)!

This year, we celebrate this milestone and turn our collective advocacy toward ratification and implementation.

#RatifyILO190 GLOBAL 16 DAYS CAMPAIGN 2019 GOAL

To advance women's rights by ending gender-based violence (GBV) in the world of work, this year's Global 16 Days Campaign aims to mobilize women to take action across movements and to promote new alliances. **By bridging movements, we can collectively work toward the following campaign goals:**

- **#RatifyILO190.** Let's make these standards a reality in the lives of women around the world by ensuring a wave of national ratifications of ILO C190 on ending violence and harassment in the world of work.

- **Implement ILO C190 & R206.** Ending violence and harassment in the world of work means ending it for **ALL** women workers. Your voice is needed to influence a strong, feminist implementation of these instruments that addresses the gendered dynamics of violence and discrimination faced by women in the world of work. Implementation can happen at the national level after ratification by governments, and can be initiated by employers and unions sooner by allowing the new standards to guide their practices.



**JOIN IN THE EFFORT TO
HAVE 50 GOVERNMENTS
RATIFY ILO C190 BY
2025!**



ABOUT THE GLOBAL 16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE CAMPAIGN

The global **16 Days Campaign** was launched in 1991 and continues to be coordinated by the **Center for Women's Global Leadership (CWGL)**. Running each year from November 25th (International Day Against Violence Against Women) to December 10th (International Human Rights Day), the 16-Day period reinforces the recognition of violence against women as a human rights violation. As part of the 16 Days Campaign, you are joining a movement of 6,000+ organizations in over 187 countries and participating in collective advocacy that has reached 300 million people to date. **See our 2017 evaluation report** for more information about the campaign's global reach and impact.

Since 2018, beyond the 16-Days period of November 25th – December 10th, the campaign has begun to expand its advocacy efforts from **16 to 365** days of the year to emphasize the importance of **accountability** in the pursuit of a world without violence. This strategic shift was inspired by recommendations made by women's rights organizations participating in 16 Days campaigns worldwide.



WOMEN'S RIGHTS ARE HUMAN RIGHTS:

WHY ENDING GBV IN
THE WORLD OF WORK IS
ESSENTIAL TO UPHOLD
WOMEN'S HUMAN RIGHTS

Violence and harassment in the world of work is a global phenomenon that disproportionately and uniquely impacts women, prohibiting them from fully realizing their human rights.

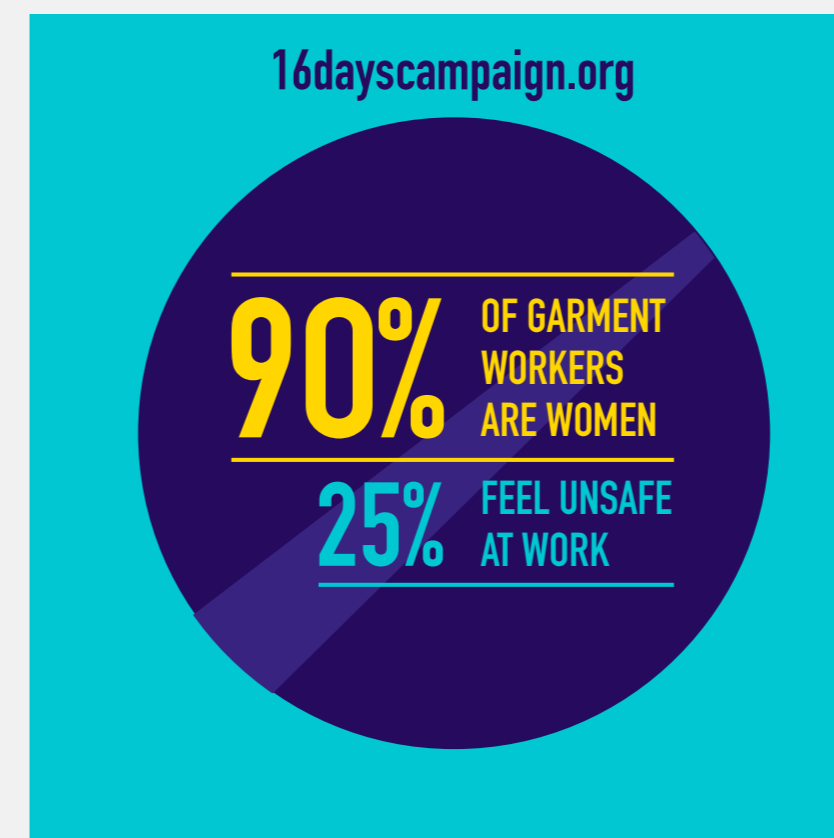
No country, from the Global North or Global South, has succeeded in eliminating GBV in the world of work, which contributes to social and economic inequality, creates vulnerability, and perpetuates exploitation and precarious working conditions for millions based on gender and other intersecting identities. Recent women-led movements such as #NiUnaMenos and #MeToo have indeed helped break the long silence surrounding sexual harassment in the world of work on a global scale and forced a conversation about the need to fundamentally transform the power structures and discriminatory norms that enable gender-based violence and discrimination.

Now is the time to collectively demand the ratification and implementation of ILO C190 and R206, which recognize GBV in the world of work as a global concern negatively impacting women's human rights and lay out minimum standards to address it. Together, these key moments provide an unprecedented opportunity to move toward a world of work free of violence for all women.

Why is GBV in the world of work a feminist human rights concern?

GBV in the world of work is a form of discrimination against women and a human rights violation, which obligates States to **prevent, investigate, prosecute, and provide remedies for such acts.** The obligation to end GBV also requires a comprehensive response beyond individual cases.¹ Acts of GBV against women and other vulnerable populations are not isolated incidents: they are linked to structural inequalities, making them an issue of broader societal concern as well as a matter of social justice. Human rights standards uphold that all forms of GBV, including those taking place in the world of work, prohibit the enjoyment by women workers of the right to live free from violence, among other human rights and fundamental freedoms. This was recently reaffirmed by women's [human rights mechanisms in a joint statement](#) issued during the process of adopting these new ILO instruments. Further, this issue is a feminist concern because it demonstrates the urgent need to address the gendered dynamics of violence in both the public and private spheres, and recognize its links to gender inequalities, discrimination, and unequal power relations in many different areas of women's lives.

Women must be able to work in conditions of safety and security, with dignity, agency, and autonomy.



How does GBV in the world of work undermine women's economic security?

Economic vulnerability and poverty increase women's risk of violence and harassment as job-seekers and workers. These dynamics often impede women's access to the labor market and, once admitted, make them dependent on jobs with exploitative conditions or abusive employers, co-workers, or third parties. GBV against women workers is also linked to their ability to work, which has serious financial implications as it "removes productive individuals from the workforce through absenteeism, presenteeism (where individuals are at work but not productive due to sickness, distraction or distress) and lateness."² There is clear evidence of it being connected to disrupted work histories, lower or loss of income, and frequent changes in jobs.³ The impact of this lost or reduced income in the short-term has long-term effects including lower retirement income or pensions, and so continues to have negative consequences for women's economic security throughout their life-cycle, including contributing to poverty in older women.

¹ CEDAW Committee, General Recommendation 35, 2017.

² Nata Duvvury, Evidence Brief: Economic and Social Costs of VAWG. (On file with CWGL)

³ Helge Hoel, Kate Sparks, and Cary L. Cooper, The Cost of Violence/Stress at Work and the Benefits of a Violence/Stress-free Work Environment. Geneva: International Labour Organization, 2001.

How does intimate partner violence impact women in the world of work?

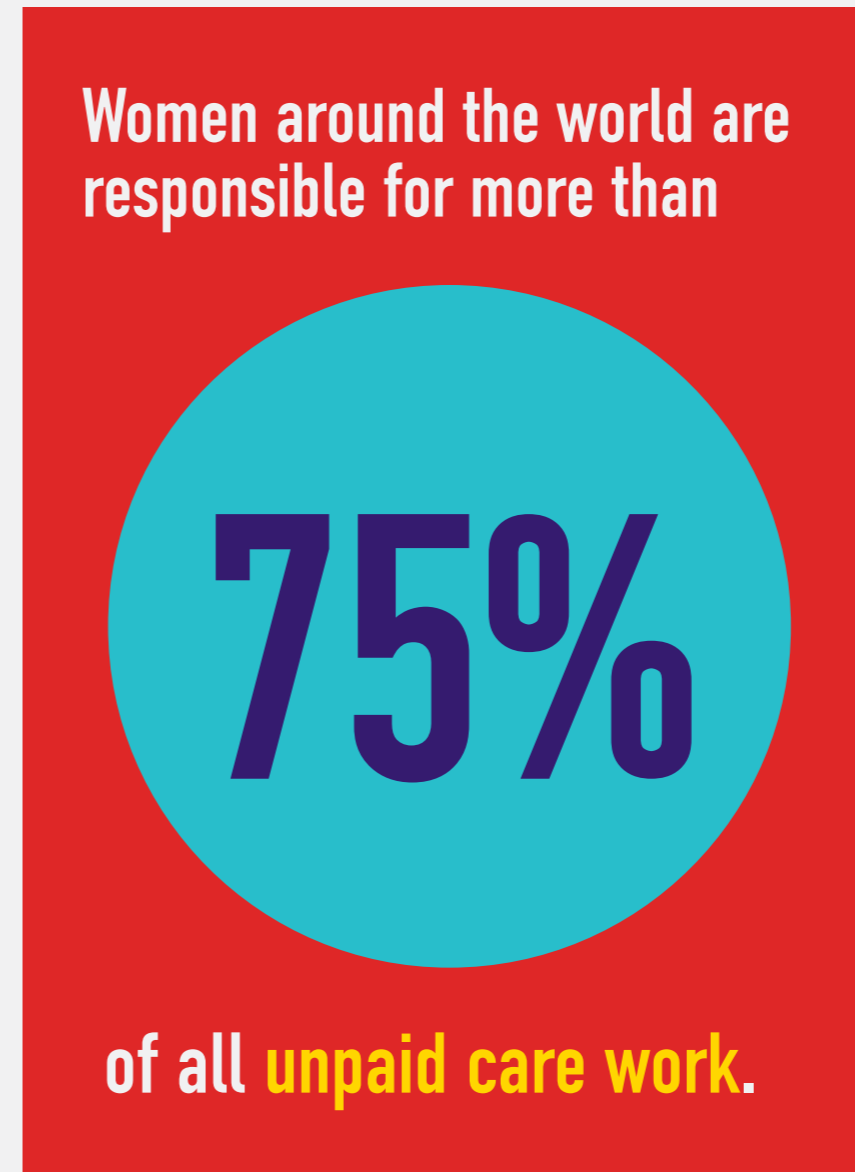
A culture of discrimination, exploitation, and violence against women at work is closely related to a wider societal culture, where patriarchy and unequal power relations anchored in discriminatory gender-stereotypes contribute to IPV.⁴

IPV negatively impacts women's health and wellbeing, and has a direct influence on the jobs and employment they seek, as well as their work performance, attendance, and productivity. It also results in financial and material constraints, including vulnerability to homelessness for a woman and her children.⁵ When there is an absence of paid leave or other supportive measures for women at work, the impact of IPV can further limit their ability to seek legal and other forms of redress and support. IPV also has negative consequences to a woman's safety at work, and that of her co-workers and employers, when she is being stalked or harassed by the abuser.

How does GBV in the world of work impact women's health, including their reproductive health?

There is ample evidence to show that GBV has been known to result in the impairment of a woman's physical and mental health, and with long-term traumatic effects. GBV at work can negatively impact job satisfaction and commitment, and increase sickness absenteeism, turnover rates, and affect productivity.⁶ There are also key links between gender-based discrimination and violence in the world of work and a woman's reproductive health. For example, in the absence of anti-discrimination laws and policies, women may be fired for becoming pregnant, find themselves without a job when they return from maternity leave, or not be entitled to adequate paid maternity leave. In extreme cases, women's reproductive capacity is treated as a liability to productivity, and women have been known to have hysterectomies to prevent the negative impact of menstruation or pregnancy on their work.⁷ Cases have been exposed of migrant domestic workers having entered into contracts that include clauses where they must agree to not become pregnant during their employment; there have been cases of migrant workers undergoing unsafe abortions (which is recognized under international law as a form of violence against women) for fear of losing their employment.⁸ GBV has also been shown to increase the risk of women being infected by

sexually transmitted diseases, including HIV. In many countries, persons with HIV, including women, are dismissed or not employed based on discriminatory prejudices.



How is GBV in the world of work linked to the invisibility and devaluation of women's economic contributions?

Adherence to discriminatory gender norms and stereotyping about women's place in society being within the home, primarily as a caregiver, contributes to **women around the world being responsible for more than 75% of all unpaid care work**⁹. Though this work is crucial for society and the economy, it remains unrecognized, unseen, and unvalued. The continued failure of governments to adequately recognize, reduce and redistribute women's unpaid care and domestic work puts has put them at a disadvantage in the labor market where they are over-represented in low-income, part-time, informal, and precarious jobs. Additionally, this combined burden of paid and unpaid work often limits women's time for other activities including rest, leisure, education, or professional development. **The economic devaluation in the labor market of what is typically perceived as women's work often contributes to the exploitative and hazardous conditions of work they face and is tied to the cultural devaluation of women.**

⁴ Jane Pillinger, Violence and Harassment against Women and Girls in the World of Work. Trade Union Perspectives and Actions, 55. Geneva: International Labour Organization. 2017.

⁵ See E/CN.4/2006/118, para. 33

⁶ Hoel, Sparks, and Cooper, The Cost of Violence/Stress at Work and the Benefits of a Violence/Stress-free Work Environment, 43-45.

⁷ Devayani Nighoskar, "Indian female farmers going 'womb-less' to boost productivity," Al-Jazeera, July 23, 2019. <https://www.aljazeera.com/indepth/features/indian-female-farmers-womb-boost-productivity-190723201905906.html>

⁸ Dovelyn Rannveig Mendoza, Preventing Pregnancy Discrimination among Temporary Migrant Workers: Lessons from Malaysia, Taiwan, and Thailand. Washington, D.C.: Fair Labor Association. March 2018.

⁹ Women at Work Centenary Initiative, Care Work and Care Jobs for the Future of Decent Work. Geneva: International Labour Organization. 2018.

WHAT IS THE COST OF INACTION?

- Women's human rights will continue to be violated with no accountability, further entrenching a cycle of impunity and normalizing GBV in the world of work.
- Women's vulnerability to exploitation from precarious conditions of work, at the hands of employers and other actors in global supply chains, where it has become increasingly difficult to pinpoint the responsible party, will increase.
- IPV will continue to have a negative and disproportionate impact on women's participation in the world of work, reinforcing their systemic disadvantage and gender inequality in society.
- Women will continue to be denied access to legal and other forms of recourse and support to deal with the immediate and long-term impact of GBV on their health and safety.
- Women's competencies and contributions will remain undervalued in all spheres, perpetuating their heightened vulnerability to discrimination and violence. Unpaid care work will continue in a cycle of invisibility.
- The world's potential for inclusive and gender-equitable economic development and shared prosperity will remain unrealized.

“
INVESTING IN THE PREVENTION OF VAWG IS NECESSARY TO BOOST HUMAN AND ECONOMIC DEVELOPMENT IN ALL CONTEXTS.¹⁰

”

¹⁰ Nata Duvvury, Evidence Brief: Economic and Social Costs of VAWG.

YOUR ACTIONS IN THE GLOBAL 16 DAYS CAMPAIGN CAN LEAD TO SOLUTIONS, INCLUDING:

- National ratification of ILO Convention 190 will operationalize its global standards and benefit women.
 - Gender responsive implementation of the ILO instruments that is informed and influenced by the lived experiences and collective actions of women as workers, activists, and union leaders.
-

Which populations and sectors are among the most vulnerable?

Although all workers are potentially at risk, there are some sectors in which exposure to violence and harassment is more pervasive. R206 explicitly mentions the need to implement specific measures to protect those working in the health, hospitality, social services, emergency services, domestic work, transport, education, and entertainment sectors. In addition to these sectors, the most significant impact of violence and harassment falls on marginalized women workers, including, but not limited to migrant workers, undocumented workers, women in conflict, and those in the informal sector, and does so depending on the intersections of their class, race, ethnicity, caste, sexual orientation, religion, ability, age, and nationality, among others. C190 explicitly calls on governments to ensure the right to equality and non-discrimination “for women workers, as well as for workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability that are disproportionately affected by violence and harassment in the world of work.” In addition, R206 details that “Convention [190] should be interpreted in accordance with applicable international labour standards and international instruments on human rights.”

Check our [Sector Focus Initiative](#) to find documented evidence of how violence and harassment affect women working in different sectors, relevant international standards and some promising practices for tackling them!

Why is bridging movements a good approach toward the campaign's goal?

As women, we are ALL workers- whether our work is paid or unpaid, formal or informal, in the family or in the office. Even our activism is our work! Bridging with women's leadership and building alliances across movements (from women's rights to labor rights, to those leading efforts on climate change, health, and more) gives us a holistic and integrated approach to ending violence in all spheres of our lives, whether public or private and can allow us to expose violence in situations where it remains hidden. Women's work spans across many spheres! Movements need to come together and jointly advocate to make the links more visible.

II. #RatifyILO190: How can ILO C190 + R206 be used to achieve our campaign goals?

#RatifyILO190 is an initiative of the Global 16 Days Campaign that aims to mobilize women, across movements, to collectively

take action in advancing the ratification and implementation of the newly adopted ILO instruments C190 and R206. Supporting and amplifying the leadership and diverse realities of women at the grassroots level worldwide will best ensure these instruments are implemented in a way that will lead to a world of work free from violence for all women, regardless of identity or circumstance, and across all spheres of work, whether paid or unpaid, formal or informal.



Let's dive in!

C190 & R206: celebrating a milestone & the hard work that got us here.

The process for these instruments formally began in 2015 when the ILO Governing Body placed this issue on the agenda of the 107th session of the ILC (2018). In the meantime, there have been expert discussions, reports, and ILO constituent meetings to inform and negotiate these new standards. The official adoption of C190 & R206 at the 108th session of the ILC (2019) was a key milestone for the labor rights and women's rights movements. Violence against women has been recognized as a human rights violation since the [1993 UN World Conference on Human Rights in Vienna](#) thanks to the leadership of women's rights activists. However, it has taken until this adoption to have a dedicated instrument that specifically addresses gender-based violence in the world of work. As we welcome and celebrate this historic moment, we also recognize that we have not reached the end of this road.

Now it is time to advocate for ratification and implementation C190 and R206 that meet feminist standards. These instruments should be a floor and not a ceiling for women around the globe.

“**VIOLENCE AND HARASSMENT IN THE WORLD OF WORK CAN CONSTITUTE A HUMAN RIGHTS VIOLATION OR ABUSE, AND...IS A THREAT TO EQUAL OPPORTUNITIES, IS UNACCEPTABLE AND INCOMPATIBLE WITH DECENT WORK.**”

-C190 Preamble

C190 & R206: what can we find in these instruments?

- Comprehensive definition of violence and harassment with a focus on GBV.
“**‘Violence and harassment’ in the world of work refers to a range of unacceptable behaviours and practices ... that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment. The term ‘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 Article 1

- **Broad definition of “worker”**
“**This Convention protects workers and other persons in the world of work, including employees as defined by national law and practice... 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 or responsibilities of an employer.**”

- C190 Article 2

- **Broad definition of the “world of work” that goes beyond the workplace**

“**This Convention applies to 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 worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;**
- (c) during work-related trips, travel, training, events or social activities;**
- (d) through work-related communications, including those enabled by information and communication technologies;**
- (e) in employer-provided accommodation; and**
- (f) when commuting to and from work.”**

-C190 Article 3

- **Acknowledgment of the disproportionate impact of violence on women and vulnerable groups**

“**Each Member shall adopt laws, regulations and policies ensuring the right to equality and non-discrimination in employment and occupation, including for women workers, as well as for workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability that are disproportionately affected by violence and harassment in the world of work.**”

-C190 Article 6

- **Recognition of the link between domestic violence and the world of work, and how it can be addressed**

“Noting that domestic violence can affect employment, productivity and health and safety, and that governments, employers’ and workers’ organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence..”

-C190 Preamble

“Appropriate measures to mitigate the impacts of domestic violence in the world of work...include:

- (a)** leave for victims of domestic violence;
- (b)** flexible work arrangements and protection for victims of domestic violence;
- (c)** temporary protection against dismissal for victims of domestic violence, as appropriate.
- (d)** the inclusion of domestic violence in workplace risk assessments;
- (e)** a referral system to public mitigation measures for domestic violence, where they exist; and
- (f)** awareness-raising about the effects of domestic violence.”

-R206 (18).

C190 DUTIES AND RESPONSIBILITIES OF GOVERNMENTS AND EMPLOYERS.

Key responsibilities of governments:

- respect, promote and realize the right of everyone to a world of work free from violence and harassment.
- adopt [...] an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work.
- adopt laws, regulations and policies ensuring the right to equality and non-discrimination in employment and occupation, including for women workers, as well as for workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability...
- take appropriate measures to: monitor and enforce national laws and regulations; ensure easy access to appropriate and effective remedies and safe, fair, and effective reporting and dispute resolution mechanisms; protect the privacy of those individuals involved and confidentiality; provide for sanctions; provide that victims of gender-based violence and harassment in the world of work have effective access to gender-responsive,

safe, and effective complaint and dispute resolution mechanisms, support, services, and remedies; recognize the effects of domestic violence and, so far as is reasonably practicable, mitigate its impact in the world of work; ensure that workers have the right to remove themselves from a work situation which they have reasonable justification to believe presents an imminent and serious danger; and ensure that labor inspectorates and other relevant authorities, as appropriate, are empowered to deal with violence and harassment in the world of work.

Key responsibilities of employers:

- adopt and implement, in consultation with workers and their representatives, a workplace policy on violence and harassment;
- take into account violence and harassment and associated psychosocial risks in the management of occupational safety and health;
- identify hazards and assess the risks of violence and harassment, with the participation of workers and their representatives, and take measures to prevent and control them; and
- provide to workers and other persons concerned information and training, in accessible formats as appropriate, on the identified hazards and risks of violence and harassment and the associated prevention and protection measures.

Ratification process

ILO member States are required to submit any new instrument to their competent national authority (e.g. the Parliament) for consideration to ratify, within twelve months of the date of its adoption (i.e., June 21, 2019). If ratified, a convention usually comes into force for that country one year later. Ratifying countries pledge to apply the convention in national law and practice, and to report on its application to the ILO regularly: For the majority of the conventions, governments have to provide reports every six years to the Committee of Experts on the Application of Conventions and Recommendations. From a global standpoint, C190 will come into force 12 months after being ratified by two Member States.

Opportunities for implementation

A key goal of this year's 16 Days Campaign is to influence a wave of ratifications

for C190, which is an important first step towards the implementation of these standards at the national level. However, not all implementation efforts need to wait for ratification—we can get started now! Here are some examples of where to target your advocacy for implementation prior to ratification:

- **Call on employers to integrate the newly adopted standards and underlying principles into their policies, codes of conduct, and with unions through collective bargaining agreements.**
- **Advocate for governments to incorporate key provisions of the instruments at the local level including in provincial/regional/state laws and policies, local ordinances and executive orders.**
- **Support women in unions to hold unions accountable to using these standards in their own bargaining efforts and structures for improved access and equality.**

SPOTLIGHT ON ILO CONVENTION 189

The adoption of Convention 189 concerning decent work for domestic workers in 2011 was a historic step forward. This legally binding instrument recognizes the contribution of domestic work to the economy and protects workers around the globe. The process of negotiating this new standard offers key lessons:

- The importance of building the capacity of workers to represent themselves during formal negotiation processes, especially informal workers.
- Although ratification is the ultimate goal, it is possible to demand progressive changes in national legislation prior to ratification and to achieve stronger collective bargaining agreements.
- Alliance-building is key. Women's rights organizations, unions and workers' associations must work together and coordinate their advocacy efforts towards the adoption and implementation of work regulations that are up to feminist standards.

Learn more about Convention 189 [here](#). Dive further into the stories of Domestic Workers' advocacy through [this International Trade Union Confederation \(ITUC\) publication](#) to gain examples for your own ratification and implementation advocacy. You can also check out their [12 by 12 Campaign](#) that was used successfully for cross-movement building to make progress with C189.

¹¹http://www.wiego.org/sites/wiego.org/files/resources/files/Mather_Yes%20we%20did%20it!_2013.pdf



PROMISING PRACTICES SPOTLIGHT: ADDRESSING DOMESTIC AND IPV IN THE CONTEXT OF WORK.

Thanks to historic efforts by the women's rights movement and mobilization by feminists globally, domestic and IPV are not considered private matters as was the perception years ago, and there is now increased awareness about its interlinkages with the world of work. Many governments, employers and unions have already started implementing promising practices in order to contribute to addressing violence at home and its impact at work which can help guide the local implementation of C190. Ideally, the ratification of C190 and R206 should pave the way for many more countries to protect and support IPV victims and survivors.

Governments

In 2004, the Philippines became the first country to establish a 10 days paid leave for victims of domestic violence. [In 2018 New Zealand adopted a similar law with additional progressive provisions, allowing victims to](#)

[ask for flexible working arrangements and makes discrimination against victims of IPV illegal.](#) In Namibia, an employer may lay a charge and apply for a protection order for an employee against their domestic abuser. Brazil's Maria da Penha Law authorizes a judge to order the employer to maintain the employment relationship of a victim of domestic violence and, when necessary, to grant the victim leave from work for a maximum of six months.

Employers

The "[Employer's Initiative on Domestic Abuse](#)" is a network of 300 small and large businesses that seeks to provide support to employers taking action against domestic abuse. Among their most recent initiatives, they have become partners of "[Everyone's Business](#)," a program that gives employers the tools to recognize and prevent domestic violence, be prepared to receive disclosures, and actively respond and speedily support employees experiencing IPV.

Unions

In a number of countries—including Australia, Brazil, the United Kingdom and Canada—many sectoral collective agreements provide paid leave and other entitlements to victims of IPV. For instance, under the collective agreement signed by the Brazilian postal company Correios, women employees who are victims of IPV have priority when

requesting to be transferred to another unit, city or state.¹¹ Unifor (Canada's largest private sector union) has managed to bargain since 1993 in their collective agreements the inclusion of a program called Women's Advocate, consisting of specially trained workplace representatives who assists women with concerns such as workplace harassment, intimate violence and abuse.¹²

For many more examples of promising practices and the sources for these, please visit www.16dayscampaign.org

As a result of the actions taken by the Global 16 Days Campaign community, there will be unprecedented public awareness of the new ILO instruments and a demand for ratification and implementation with a gendered approach.

¹² International Labour Office, Meeting of Experts on Violence against Women and Men in the World of Work. Geneva: International Labour Organization. 2016.

¹³ UNIFOR Women, "Bargaining a Domestic Violence Policy & Program." Toronto: UNIFOR Women's Advocate.

GLOBAL 16 DAYS CAMPAIGN ACTION MENU

GOVERNMENT ACTIONS

- Send a joint letter to your country's Head of State with copies to key ministries including the Ministry of Labor, Ministry of Women, Ministry of Finance, and Ministry of Foreign Affairs (or equivalent) to congratulate them on the adoption of ILO Convention 190 and Recommendation 206 with a demand for speedy ratification. [[Link to sample letter](#)]
- Conduct advocacy to influence parliamentarians and local government officials for law reform by organizing briefings to highlight the connections between the ILO instruments' key provisions and issues faced by women workers in different employment sectors in your country. You can access resources for several sectors on the 16 Days Digital Platform.
- Approach national human rights and/or women's commissions to draw their attention to issues faced by women in the world of work locally, as now broadly defined in C190. Encourage them to issue formal recommendations to your

government for ratification followed by implementation.

MOBILIZATION ACTIONS

- Adopt the 16 Days Campaign theme in local seminars, meetings, and public events during November 25-December 10, to raise public awareness about the new ILO instruments and their potential use in advancing women's human rights. Use this advocacy guide as a basis for inquiry and discussion. Tell the world by adding these engagements to the 16 Days Digital Platform Map. [[submit your Event](#)]
- Launch a petition to demonstrate public support for the implementation of these new global standards, from the grassroots up. [[Link to sample petition](#)]

ENGAGEMENT WITH UNIONS¹

- Participate in strategy meetings organized by national trade union confederations. Plan informative sessions with them to provide a feminist perspective for a gendered approach to implementing the new ILO instruments.
- Find out who in your local union is involved

in gender equality issues and/or the focal point for GBV in the world of work.

Plan a meeting to explore ideas for common campaign activities.

- Invite your local union to speak to your networks about the importance of organizing women around ending GBV in the world of work.
- Gather women workers' stories on GBV in cooperation with your local union to illustrate the importance of ratifying C190. These can be used for your advocacy activities.

MEDIA ACTIONS

- Meet with journalists to discuss and share information about the new ILO instruments and explain why they are important.
- Circulate a media advisory or press release about your campaign this year and its relevance to issues of violence and harassment in the local context.
- Publish an op-ed or letter to the editor in your local newspaper highlighting the adoption of the new ILO instruments and linking them to publicized claims of violence and harassment in specific sectors in the world of work in your country to demand action as noted in the new instruments

and prescribed in national laws.

DIGITAL ACTIONS

- Join or initiate Twitter waves, Tweetathons, Facebook live conversations, or social media calls to action and engage **@16DaysCampaign, #16DaysCampaign,** and **#RatifyILO190**. A new resource will be provided in early November and **@16DaysCampaign** will lead a Tweetathon - stay tuned for more information!
- Amplify your voice on social media through the use of **#RatifyILO190** shareables specially created for you and by adding a **#16DaysCampaign** frame to your profile picture.
- Tweet at key contacts such as government officials, employers, unions, journalists, parliamentarians, and activists to publicize and celebrate those who are taking steps to ratify.
- Imagine what a world without violence would look like and tag **#16DaysCampaign** when you share your expression of it on social media.

¹Actions recommended by the International Trade Union Confederation

Thank you for your commitment to women's rights as human rights and for helping to end gender-based violence in the world of work, once and for all.

Email 16days@cwgl.rutgers.edu with any recommendations to improve this Advocacy Guide for future versions.

Visit the official Global 16 Days Campaign website at www.16dayscampaign.org to share your activities and stay connected.



CENTER FOR WOMEN'S GLOBAL LEADERSHIP

160 Ryders Lane, New Brunswick, NJ 08901 USA Phone: 848-932-8782 Fax: 732-932-1180



Acknowledgements

The 2019 Advocacy Guide was conceptualized and edited by Melissa Upreti, Senior Director, Program and Global Advocacy. It was researched and drafted by MaryBeth Bognar, Program Coordinator. Consultants, Anya Victoria Delgado and Magali Brosio, contributed portions of the text. Krishanti Dharmaraj, Executive Director and Cosette Thompon, CWGL Affiliate, provided input at various stages of the process. The Guide was copyedited by Jonah Walters and designed by Orna Navon of One Design NYC. We are grateful to Marieke Koning of the International Trade Union Confederation who reviewed an early draft and contributed to the action menu and Nisha Varia of Human Rights Watch who provided helpful feedback.