



# Gender-based violence in the world of work: Overview and selected annotated bibliography

by Adrienne Cruz  
and Sabine Klinger





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## Executive summary

Gender-based violence is described by many as the most prevalent human rights violation in the world. Of the varied ways in which sex discrimination manifests itself across the globe, such violence is exceptionally dehumanizing, pervasive and oppressive. No other form of sex discrimination violates so many fundamental human rights, as articulated in the 1948 United Nations Universal Declaration of Human Rights. These are included, for example, in Article 1 which provides that “All human beings are born free and equal in dignity and rights”, Article 3 which provides that “Everyone has the right to life, liberty and security of person”, and Article 5 which provides that “No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment”.<sup>1</sup>

Gender-based violence both reflects and reinforces inequalities between women and men.<sup>2</sup> At least one in three women around the world is estimated to have been coerced into sex, physically beaten and/or otherwise abused in her lifetime. For women aged 15 to 44 years, such violence is a major cause of disability and death.<sup>3</sup> Gender-based violence not only causes pain and suffering but also devastates families, undermines workplace productivity, diminishes national competitiveness, and stalls development.

The International Labour Conference – in its June 2009 Resolution concerning gender equality at the heart of decent work – described gender-based violence as a critical and major global challenge to the goal of equality between women and men.<sup>4</sup> The Conference – which annually brings together the ILO tripartite constituents comprising member States and representatives of workers’ and employers’ organizations from those countries – agreed on work-related strategies for its prevention and eradication.

Based on the Conference’s recommendations, which included a call for tools about gender-based violence in the world of work, the Bureau for Gender Equality (GENDER) took the lead to track current research, investigate trends and develop this overview and annotated bibliography. Its aim is to contribute to policy development at national level, especially with entry points for responses and prevention in the world of work; enhance knowledge sharing of good practices on eliminating gender-based violence; serve as an information resource for capacity building, in particular for the tripartite constituents; and promote relevant key ILO messages, including from the 2009 ILC Conclusions.<sup>5</sup>

The first of three sections provides an overview of ILO’s own research and policy development on gender-based violence within its mandate, namely across the world of

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<sup>1</sup> *The Universal Declaration of Human Rights*, UN General Assembly Resolution 217 (III), United Nations, New York, 1948.

<sup>2</sup> Glenn, S.; Melis, S. and Withers, L. *Gender (in)equality in the labour market; an overview of global trends and developments*, International Trade Union Confederation, Brussels, 2009, page 42.

<sup>3</sup> *UNWOMEN Facts & Figures on VAW*, see [www.unifem.org/gender\\_issues/violence\\_against\\_women/facts\\_figures.php](http://www.unifem.org/gender_issues/violence_against_women/facts_figures.php)

<sup>4</sup> *ILC Provisional Record 13, Sixth item on the agenda: Gender equality at the heart of decent work (General discussion), Report of the Committee on Gender Equality*, ILO, Geneva, 2009, page 13/65, paragraph 3.

<sup>5</sup> *Ibid*, pages 13/65 to 13/78.

work, as well as good practices from operational activities. After explaining the aims and audience as well as methodology used for the bibliography, key terms are defined. This is followed by analysis of the exposure and risks for gender-based violence victims as well as perpetrators within the world of work. Reasons for tackling such violence are explained from both a rights-based and economic efficiency approach. Some particularly high-risk groups as victims are then described: child labourers, forced and bonded labourers, migrant workers, domestic workers, health services workers and sex workers. This is followed by discussion of the research on how using a men and masculinities perspective can reveal some men's vulnerability to violence exposure, and ways to better engage males in stopping violence and promoting gender equality.

The second section comprises the annotated bibliography. It is divided into two parts with entries in English, as well as some in French and Spanish as this tool is also available worldwide on the internet. The first part contains some 75 international, regional and country-based entries, and the second part contains over 50 tools, measures and guides. Each entry summary, which appears in the language of its publication, highlights key messages or research findings, lessons learned and/or good practices.

A concluding section highlights some trends and challenges that emerged during the literature review, as well as opportunities identified to step up efforts for preventing and eradicating gender-based violence in the world of work. These are largely based on the above-mentioned 2009 ILC Conclusions and are summarized within the framework of the four strategic objectives of the ILO. These are employment, social protection, social dialogue and tripartism, and fundamental principles and rights including the role of international labour standards. A recurring theme throughout this section, as well as preceding ones, concerns the importance of social dialogue between the tripartite constituents in order to address and take action to prevent and stop gender-based violence in the world of work. A closing message recalls the 2009 Conference's strong call to end gender-based violence, which it stressed was critical to achieving gender equality and decent work.





# I. Overview

## Promoting decent work that is free from violence

The primary goal of the ILO is to achieve full and productive employment and decent work for all women and men in conditions of freedom, equity, security and human dignity. Since the 1920s, the ILO has addressed the issue of violence in the workplace, and for decades it has advised on policy and programmes to eliminate sex discrimination in work. Today the Office works more visibly on these two aspects together, as well as engaging in a breadth of activities concerning gender-based violence in the world of work. There is research, policy development and operational activities including capacity building and training activities. Partnerships have also expanded to address, in line with the UN system emphasis, gender-based violence.

### **ILO policy framework on gender-based violence**

The ILO policy framework on gender-based violence is guided by the 1998 Declaration on Fundamental Rights and Principles at Work, as well as the 2008 Declaration on Social Justice for a Fair Globalization. The latter states that gender equality and non-discrimination must be cross-cutting issues in the four strategic objectives of fundamental principles and rights at work, employment, social protection, and social dialogue and tripartism.

International labour standards are laid out in Conventions that are legally-binding once ratified by member States. The main relevant ones, which include the key gender equality Conventions, are the following:

- ▶ Forced Labour Convention, 1930 (No. 29)
- ▶ Migration for Employment (Revised) Convention, 1949 (No. 97)
- ▶ Equal Remuneration Convention, 1951 (No. 100)
- ▶ Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- ▶ Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143)
- ▶ Workers with Family Responsibilities Convention, 1981 (No. 156)
- ▶ Indigenous and Tribal Peoples Convention, 1989 (No. 169)
- ▶ Worst Forms of Child Labour Convention, 1999 (No. 182)
- ▶ Maternity Protection Convention, 2000 (No. 183)

Measures called for in ILO Recommendation 200 concerning HIV and AIDS and the world of work include taking action to prevent and stop violence and harassment in the workplace. And a possible instrument on domestic workers' rights was discussed in 2010 by the International Labour Conference, which will conduct its second and final discussion in 2011. The background report providing the basis for this discussion contains reference to member States' obligations to protect domestic workers against abuse, harassment and violence.

## › ILO research and policy development on the issue

Research in 1999 led to an ILO *Annotated bibliography on sexual harassment*,<sup>6</sup> followed in 2006 by the third edition of similar research entitled *Annotated bibliography on violence at work*.<sup>7</sup> Linking violence to ILO work on sex discrimination began with a Gender and Work Series issues paper on *Violence against women in the world of work*, published in 1999 to coincide with a global UN video conference on the theme of “A World Free of Violence Against Women”.<sup>8</sup>

Research as well as technical advice and support concerning gender-based violence in the world of work is conducted by the five ILO Regional Offices as well as many field offices around the world. For example, field analysis of Poverty Reduction Strategies (PRSs) in force for 30 African countries in 2009 showed that 18 of the second-generation PRSs refer to prioritizing gender-based violence. At headquarters, research and analysis of national legislation, case law and practice on sexual harassment in ILO member States is undertaken by the International Labour Standards Department (NORMES). Violence against migrant workers, of whom more than 50 per cent in many destination countries are women, is addressed by the International Migration Branch (MIGRANT). Research by the Conditions of Work and Employment Programme (TRAVAIL) focuses on laws, workplace policies, and prevention initiatives. Analysis of the violence-prone situation of child labourers is carried out by the International Programme on the Elimination of Child Labour (IPEC).

A guide on collective bargaining including on the issue of sexual harassment is an example of a tool published by the ILO, as are working papers on stress and workplace violence, published by the Sectoral Activities Department (SECTOR). The latter concern sectors such as health; education; hotels, catering and tourism; financial services; the performing arts; journalism; postal; and transport. The department is also piloting a revised version of the tool known as HealthWISE, which stands for Work Improvement in Small Enterprises and which contains a module devoted to discrimination, harassment and other forms of workplace violence. Finally the Safety and Health at Work and the Environment Branch (SafeWork) addresses sexual harassment and other forms of violence at work through its interactive initiative known as SOLVE, which stands for “Managing Emerging and Health-related Problems at Work: Stress, tobacco, alcohol and drugs, HIV/AIDS and violence”. SOLVE aims to assist employers’ and workers’ organizations to develop comprehensive policies and action within enterprises or organizations to address these psycho-social challenges in the workplace.

## › ILO operational activities on the issue

In addition to the above-mentioned expertise and technical advice provided on policy and legislation, many ILO field offices conduct training courses. These are offered to the tripartite constituents on sexual harassment provisions in legislation and specific policies as well as workshops on codes of practice and elements of the workplace violence debate. International training and capacity building courses on gender equality and

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<sup>6</sup> *Annotated bibliography on sexual harassment*, ILO, Geneva, 1999.

<sup>7</sup> *Annotated bibliography on violence at work*, ILO, Geneva, 2006.

<sup>8</sup> *Violence against women in the world of work*, Gender and Work Series No. 1, ILO Bureau for Gender Equality, Geneva, 1996.

related violence issues are conducted by the Turin-based International Training Centre (ITC-ILO).

A number of technical cooperation projects are currently being implemented by the ILO on issues that are linked to gender-based violence such as child labour, migration, and human trafficking. A Special Action Programme was launched in 2001 to spearhead ILO activities to combat forced labour including human trafficking, bonded labour, and irregular migration.

Efforts to eliminate violence against female migrant workers are based on a strategy of preventing exploitation and abuse through promotion of gender-sensitive regulated and managed migration policies, bilateral and multilateral agreements, and labour standards for migrant workers within a decent work framework.

ILO constituents play an important role in several regional initiatives to combat gender-based violence and have the potential to support national attention to the issue through their involvement in development frameworks, particularly Decent Work Country Programmes (DWCPs) and, where their involvement can be ensured, United Nations Development Assistance Frameworks (UNDAFs). An ILO analysis of all 2009 UNDAFs showed that one-third make an explicit reference to decent work and concepts such as gender equality.<sup>9</sup>

ILO initiatives on gender-based violence in the world of work form part of its wider support for the 1979 United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the campaign launched in 2008 by the UN Secretary-General entitled “UNiTE to End Violence Against Women”. The ILO contributed technical inputs to an international UN-led expert meeting in May 2008, which produced a model framework for legislation concerning gender-based violence.

The ILO also contributes to such initiatives through its regular inputs to UN reports on the issue submitted to the Economic and Social Council (ECOSOC) and the General Assembly, as well as exchanges of information among constituents and non-governmental organizations and participation in task forces of UN system entities. These task forces seek to enhance support, within the entities’ respective mandates, to national-level efforts such as eliminating gender-based violence.

## Why this annotated bibliography?

When compiling this annotated bibliography, the following aims, audience and methodology guided the research.

### › Aims

The following are the specific aims of this annotated bibliography:

- ▶ contribute to policy development at national level, especially with entry points for responses and prevention in the world of work
- ▶ enhance knowledge sharing of good practices on eliminating gender-based violence

<sup>9</sup> *ILO Governing Body 2011: Report of the Director-General – Fourth Supplementary Report: Decent work and the multi-lateral system* (GB.310/17/4), ILO, Geneva, March 2011, paragraph 19.

- ▶ serve as an information resource for capacity building, in particular for the tripartite constituents
- ▶ identify research gaps and emerging challenges, and in particular make the missing link in contemporary research regarding the workplace
- ▶ promote relevant key ILO messages, including from the 2009 ILC Conclusions (see below).

Finally, an overall goal is to form a more substantial part of the ILO contribution to the UNiTE campaign as well as to the United Nations Entity for Gender Equality and the Empowerment of Women's (UN WOMEN) focus area on “violence against women”.

Gender-based violence was raised as a new area of concern by ILO tripartite constituents at the 2009 International Labour Conference when they engaged in an in-depth discussion of 21st century manifestations of sex discrimination. The resulting Conclusions recommend specific strategies that governments and the social partners – workers' and employers' organizations – as well as the ILO itself should use to achieve gender equality in the world of work, including tackling gender-based violence. Paragraph 54(b) instructs the ILO to “develop and disseminate tools and undertake research to prevent and eliminate sexual harassment of women and men and violence against women at work”, for which this annotated bibliography is one such tool.

“Sexual harassment and other forms of harassment are serious forms of discrimination across the world that undermine the dignity of women and men, negate gender equality and can have significant implications. Gender-based violence in the workplace should be prohibited; policies, programme, legislation and other measures, as appropriate, should be implemented to prevent it. The workplace is a suitable location for prevention through educating women and men about both the discriminatory nature and the productivity and health impacts of harassment. It should be addressed through social dialogue, including collective bargaining where applicable at the enterprise, sectoral or national level”.

Report of the Committee on Gender Equality  
98th Session of the International Labour Conference  
Geneva, June 2009

## › Audience

Users of this tool comprise the ILO tripartite constituents of governments and workers' and employers' organizations, the UN system and its entities, national-level policy makers, ILO staff as well as implementing partners, academics, gender equality promoters, health operators, representatives of civil society, and trainers.

## › Methodology used

GENDER took the lead to develop this tool in order to contribute to the knowledge base on gender-based violence in the world of work. An internal and external peer review was conducted, and the draft was shared with headquarters-based Gender Coordinators of the four substantive sectors, as well as Senior Gender Specialists in each of the five regions.

The methodology used for the review of relevant literature for this tool focused on internet-accessible texts, most of which are in the ILO Labordoc database and published within the last ten years in English, French and Spanish. A set of world of work-related themes of concern to ILO constituents was used to guide identification of texts. Almost all entries in this annotated bibliography reflect the fact that the overwhelming majority of victims of gender-based violence are women and girls. However, an attempt was made also to identify texts that address the gender-related risk factors for men and boys to be victims of workplace violence – as well as the gender-related factors that contribute to perpetrators, the large majority of whom are males – committing such violence.

The review, which included texts published by the ILO and its constituents, and a selection of UN and other publications, was complemented by information contained in “Article 22” files maintained at headquarters. These files are comprised of government reports and official information from recognized sources submitted to the Office under Article 22 of the ILO Constitution, which states that “each of the Members agrees to make an annual report to the International Labour Office on the measures which it has taken to give effect to the provisions of Conventions to which it is a party. These reports shall be made in such form and shall contain such particulars as the Governing Body may request”. According to Article 23 of the Constitution, these reports can also be the focus of comments by the most representative workers’ and employers’ organizations, and in the context of the Conventions relevant to the theme, many national trade unions and employer associations do indeed contribute comments. The Committee of Experts on the Application of Conventions and Recommendations, which is composed of independent legal experts appointed by the ILO Governing Body, examines the Article 22 reports and Article 23 comments to assess respect for the ratified Convention in law and in practice. The Experts’ most recent statements relevant to gender-based violence are summarised here (see box).

**Comments by the ILO Committee of Experts on  
the Application of Conventions and Recommendations**

In its 2009 Report, reflecting on 60 years of reporting on Convention No. 111, the Committee of Experts noted that “[an] important implementation gap concerns sexual harassment, which is a serious form of sex discrimination and a violation of human rights at work. The Committee therefore recalls its 2002 general observation highlighting the importance of taking effective measures to prevent and prohibit both quid pro quo and hostile environment sexual harassment at work. Laws on sexual harassment often lack clear definitions and appropriate responses in terms of remedies and complaints mechanisms. Confining sexual harassment to criminal procedures has generally proven inadequate, as they may deal with the most serious cases, but not with the range of conduct in the context of work that should be addressed as sexual harassment, the burden of proof is higher and there is limited access to redress”.<sup>10</sup>

In 2002, the Committee noted “the strong tendency among northern European countries to focus on ‘new occupational risks’ such as stress, psychological harassment and sexual harassment, and to gear part of their action towards these phenomena”.<sup>11</sup>

<sup>10</sup> *General Report of the Committee of Experts on the Application of Conventions and Recommendations, Report III (Part 1A), 98th Session of the International Labour Conference, Geneva, 2009.*

<sup>11</sup> *General Report of the Committee of Experts on the Application of Conventions and Recommendations, Report III (Part 1A), 90th Session of the International Labour Conference, Geneva, 2002.*

In the annotated bibliography, a short summary of each entry appears in the language of the published text with highlights of key messages, innovative initiatives and/or focus of pertinent chapters. The entries are brief in order to include a richer cross-selection of possible information sources, the most relevant of which the reader can then access in full with the provided website address.

## Understanding gender-based violence from the world of work perspective

### › Defining “gender-based violence”

Violence against women was defined in 1993 by the United Nations Declaration on the Elimination of Violence against Women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”.<sup>12</sup>

The Declaration stated that such violence encompasses, but is not limited to, the following:

- ▶ physical, sexual and psychological violence in the family including battering, sexual abuse of girls and young women in the household
- ▶ dowry-related violence, marital rape, female genital mutilation and other harmful traditional practices
- ▶ non-spousal violence and violence related to exploitation
- ▶ physical, sexual and psychological violence in the community including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere
- ▶ trafficking of women and forced prostitution
- ▶ physical, sexual and psychological violence perpetuated or condoned by a State, wherever it occurs.

This definition was expanded in 1995 by the Fourth World Conference on Women in its Beijing Platform for Action, which added that such violence includes:

- ▶ forced sterilization and forced abortion
- ▶ coercive or forced contraceptive use
- ▶ female infanticide and prenatal sex selection
- ▶ women’s human rights violations in situations of armed conflict – particularly murder, systematic rape, sexual slavery and forced pregnancy.

The Beijing Platform for Action identified as particularly vulnerable to violence those “belonging to minority groups, indigenous women, refugee women, women migrants including women migrant workers, women in poverty living in rural or remote communities, destitute women, women in institutions or in detention, female children, women with disabilities, elderly women, displaced women, repatriated women, women living in

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<sup>12</sup> Declaration on the Elimination of Violence against Women, adopted by the United Nations General Assembly (A/RES/48/104), New York, 20 December 1993.

poverty and women in situations of armed conflict, foreign occupation, wars of aggression, civil wars, [and] terrorism including hostage taking...”.<sup>13</sup>

#### Examples of regional treaties to tackle gender-based violence

- ▶ Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa, adopted in 2003 by the African Union
- ▶ Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women, adopted in 1994 by the Organisation of American States
- ▶ (Draft) Council of Europe Convention on preventing and combating violence against women and domestic violence

Yet another form of gender-based violence – economic exploitation – was recognized by the Commission on Human Rights in its Resolution 2003/45 on “Elimination of violence against women”.

In addition to the above, forms of workplace violence can include bullying, mobbing and harassment based on, among other things, a person’s domestic circumstances, race, language, political beliefs or opinions on trade unions, and national or social origin.<sup>14</sup>

#### What is the difference between “gender-based violence” and “violence against women”?

*“‘Gender-based violence’ is still an emerging and developing term. Originally it was used mostly to replace the term ‘(male) violence against women’, because the word woman refers to both individuals of the female sex and to feminine gender roles in society. Those developing the term wanted to emphasize that violence against women is a phenomenon that is related to the gender of both victim and perpetrator. Many definitions continue to focus solely on the fact that women are victims of violence....*

*However, there is a development towards extending this definition to all forms of violence that are related to (a) social expectations and social positions based on gender and (b) not conforming to a socially accepted gender role. In this way gender-based violence is increasingly a term that connects all acts of violence rooted in some form of ‘patriarchal ideology’, and can thus be committed against both women and men by women and men with the purpose of maintaining social power for (heterosexual) men”.*<sup>15</sup>

*Gender Matters – Manual on gender-based violence affecting young people*  
Council of Europe, Budapest, 2007

<sup>13</sup> Platform for Action and the Beijing Declaration, Fourth World Conference on Women, Beijing, 4-15 September 1995, paragraphs 114-116.

<sup>14</sup> *Framework Guidelines for Addressing Workplace Violence in the Health Sector*, ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2002, page 4.

<sup>15</sup> For full explanation see: [www.eycb.coe.int/gendermatters/chapter\\_2/1.html](http://www.eycb.coe.int/gendermatters/chapter_2/1.html)

## › Defining “the world of work”

“Work” is commonly defined as any physical or mental activity to produce or accomplish something. ILO uses the concept of “the world of work” to encompass such activities that are both paid and unpaid.

Paid labour is an activity or service performed for which cash and/or in-kind payment is made. Unpaid labour comprises both “productive work” and “reproductive work”. Unpaid productive work includes, for example, family members toiling in subsistence agriculture or in the family business but receiving no payment. Unpaid reproductive work is mostly carried out within the household – such as preparing food, child and elderly care, and cleaning – but can also be performed within the community such as attending births or helping maintain community property.<sup>16</sup> Unpaid reproductive work is overwhelmingly performed by women and girls in most countries, although time-use studies or polls in some show an increasing number of males are performing a more equitable share.

The concept of the world of work also helps capture paid productive work that does not take place within the traditional “public sphere” such as a factory or office, but which is employment such as selling products in the street or artisanal production or piecework in the home. The latter situations may be due to, among other things, the necessity of some workers to combine paid work with their unpaid reproductive duties, and/or where rigid gender stereotypes reduce women’s mobility or restrict the types of paid work in which they can participate. Also, new forms of “workplaces” have emerged due to globalization and technological advances (see box).

### **Emerging challenges for tackling gender-based violence including discrimination, the economic crisis and globalization**

Several forms of discrimination that have received more attention recently also have implications for gender-based violence in the world of work. For example, persons who are homosexual, bisexual, lesbian and transgender can be victims of violence based on their sexual orientation. Such violence can include blackmail, death threats and physical attacks even leading to death. Similarly, disabled women and men can be sexually abused or encounter institutional barriers to equal opportunities in education and training.<sup>17</sup>

The ongoing economic crisis in many countries has exacerbated potential violence victims’ vulnerabilities. Evidence from some regions shows more girls and boys are being forced into street work, including sexual exploitation, to survive.<sup>18</sup> And some men, whom many societies expect to be the traditional breadwinner, are experiencing sustained stress caused by job loss which is coupled with substance abuse. Together these factors heighten their risk of committing violence, especially toward wives or partners.<sup>19</sup>

<sup>16</sup> *Women Workers’ Rights – Modular Training Package*, section on “Introduction to gender analysis and planning”, ILO International Training Centre, Turin, 1994, pages 73-97.

<sup>17</sup> *Equality at Work: Tackling the Challenges. Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work*, Report of the Director-General, International Labour Organization, Geneva, 2007, pages 42-44.

<sup>18</sup> Pinheiro, P., *World Report on Violence Against Children*, United Nations, Geneva, 2006, page 241.

<sup>19</sup> “The Role of Men and Boys in the Fight Against HIV/AIDS in the World of Work”, paper prepared for Expert Group Meeting in Brasilia on The Role of Men and Boys in Achieving Gender Equality, ILO, Geneva, 2003, page 6.



For example according to some sociologists in Japan, the country's prolonged economic recession is largely to blame for an increase in reported abuse of women and rising levels of abuse for children and the elderly. Statistics released in November 2010 by the Cabinet Office showed a record 73,000 persons reporting some form of violence in 2009. This is an increase from the preceding year, when 68,000 cases were reported. And it is more than double those reported in 2002, when Japan enacted its first laws against domestic violence. Women, who in 2009 were over 80 per cent of the victims of domestic violence, reported not only physical violence but one in three had suffered regular verbal and psychological abuse.<sup>20</sup>

Another emerging challenge is the fact that many workplaces have extended beyond the traditional physical boundaries and have become more “fluid.”<sup>21</sup> This is due to globalization and especially technological advances in sharing information. These have translated into new forms of work organization such as isolated or mobile locations, all of which have implications for tackling gender-based violence in the world of work.

The world of work concept also comprises not just the place of work but related contexts where gender-based violence can take place, such as on public transportation going to work, or returning back home after a night shift. Finally, the world of work concept recognizes the critical role that household outputs, such as feeding and caring for family members, contribute to national economies by reproducing and sustaining the labour supply. The corollary of this is that excluding the broader place of economic activities that could be classed as unpaid care work would mean that measures to address gender-based violence would be incomplete and of limited scope.

## › Gender-based exposure and risks

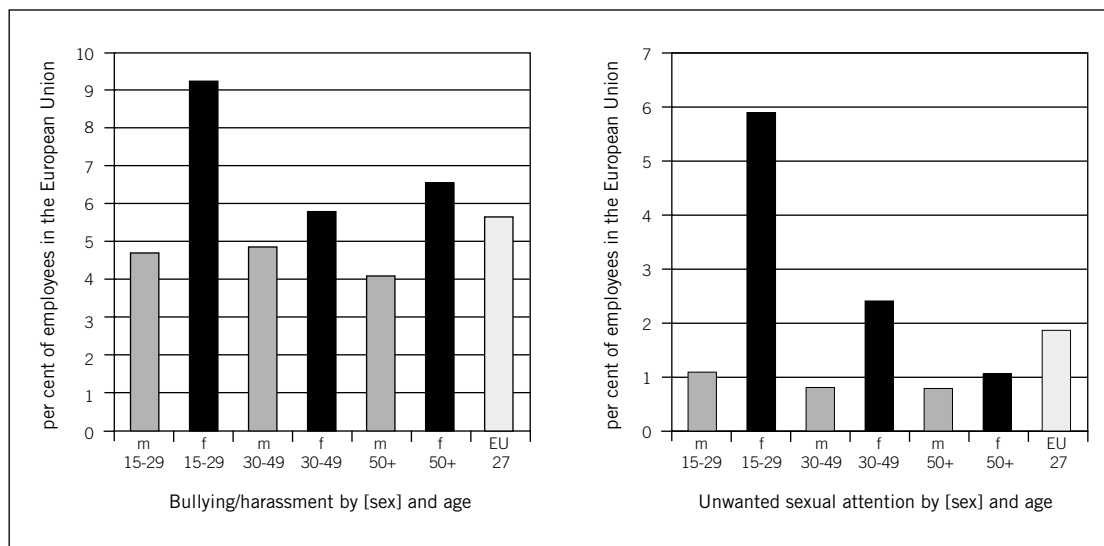
Differences between women and men's exposure to the risk of specific forms of workplace violence are reinforced by sex-segregated workplaces – both horizontally (across operational layers of the organization or company) and vertically (up and down the hierarchy). While men predominate in better-paying and higher status jobs as well as hold more supervisory positions, the majority of women are concentrated in lower-paying and lower status jobs with little decision-making power. Women form a significant percentage of workers in occupations at higher risk to violence such as teachers, social and healthcare workers, and as shop and bank clerks. Women are particularly exposed to risks as migrant workers and domestic workers, as dependent family workers and within the informal economy. In terms of contractual relations, women are over-represented among workers holding atypical and precarious jobs, thus often lack both individual and collective bargaining power. Data from the European Union (EU) demonstrates that sex and age are strong factors in experience of gender-based violence (see figure 1 below).

Gender-related expectations about “male” and “female” behavior also influence levels of exposure to risk when men and women workers have the same job tasks in similar conditions – although variations are small, across countries men tend to experience slightly higher levels of physical violence while women experience marginally more verbal abuse and sexual assault. This could be due to some men's socialization into

<sup>20</sup> Kakushi, S., “Japan, Increase in Domestic violence – Economic Issues”, InterPress Service, Tokyo, 6 December 2010.

<sup>21</sup> Haspels, N.; Kasim, Z.M.; Thomas, C. and McCann, D., *Action against sexual harassment at work in Asia and the Pacific*, ILO, Bangkok, 2001, page 23.

**Figure 1 Sex- and age-disaggregated differences in European workers' exposure to violence**



Source: *Fourth European Working Conditions Survey*

European Foundation for the Improvement of Living and Working Conditions, Dublin, 2007

gendered patterns of behavior that may lead them to be more likely to “meet aggression with aggression, while women may be better at defusing, coping with and avoiding aggressive incidents”.<sup>22</sup>

Concerning males as victims of violence, groups more vulnerable include those who work in nightshifts in small stores, as they are more frequently exposed to armed robberies and related violence; men are also over-represented in law enforcement jobs.<sup>23</sup> Sex-segregated workplaces and sectors where men dominate and women are not present due to stereotyping about “men’s work” and “women’s work” seem to contribute to more exposure for some men. For example, data shows that groups of males who hold subordinate positions in relation to others in all-male workplaces are vulnerable to sexual violence from their co-workers.<sup>24</sup> Specific settings also expose men and boys to such violence, such as all-male institutions like the military, prisons for men, and in armed conflict when males may be forced to join militia groups.<sup>25</sup>

## Reasons to tackle gender-based violence in the world of work

Gender-based violence is described by many as the most prevalent human rights violation that both reflects and reinforces inequalities between women and men.<sup>26</sup> Both the

<sup>22</sup> Ibid.

<sup>23</sup> Chappell, D. and Di Martino, V., *Violence at Work* (third edition), ILO, Geneva, 2006, page 293.

<sup>24</sup> McCann, D., *Sexual Harassment at Work: National and International Responses*, Conditions of Work and Employment Series, No. 2, ILO Conditions of Work and Employment Programme, Geneva, 2005, page 5.

<sup>25</sup> “The Role of Men and Boys in the Fight Against HIV/AIDS in the World of Work”, paper prepared for Expert Group Meeting in Brasilia on The Role of Men and Boys in Achieving Gender Equality, ILO, Geneva, 2003, page 7.

<sup>26</sup> Glenn, S.; Melis, S. and Withers, L. *Gender (in)equality in the labour market; an overview of global trends and developments*, International Trade Union Confederation, Brussels, 2009, page 42.

rights-based and economic efficiency or “business case” approaches are compelling reasons for tackling such violence.

### › The human rights case

The ILO uses a rights-based approach to gender-based violence, which violates victims’ fundamental human rights as articulated in the 1948 UN Universal Declaration of Human Rights. These principles are included in Article 1 which provides that “All human beings are born free and equal in dignity and rights”; in Article 3 which provides that “Everyone has the right to life, liberty and security of person”, and in Article 5 which provides that “No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment”.

Immediate as well as long-term disruption is caused by violence, whether domestic or in the workplace or both. In a study across several regions of the United States, three-fourths of women suffering domestic violence were harmed or harassed at their workplace by abusive spouses or partners, either on the phone or in person. Confrontation affects co-workers who step in to halt an altercation, as well as those witnessing an act of violence<sup>27</sup> whether committed by a colleague, client or stranger. In addition to impacting interpersonal relations, violence can affect the way the work is organized and the working environment. Gender-based violence in the world of work is also an obstacle to development and implies significant costs for developing country economies including lower accumulation rates of social and human capital and “the generation of other forms of violence both now and in the future”.<sup>28</sup>

### › The business case

In addition to pain and suffering caused by such violence, direct financial costs include those resulting from victims’ absenteeism and turnover, illness and accidents, disability or even death. Indirect costs include the victims’ decreased functionality and performance, quality of work, and timely production. In the case of an organization or company, violence at work can include destruction of property; the impact of violence can also negatively affect motivation and commitment among staff, loyalty to the enterprise, working climate, its public image, and even openness to innovation and knowledge building.<sup>29</sup> Court cases on harassment and violence can divert and drain an enterprise’s budget; if cases are lost or settlements agreed to, there can be major direct financial implications. The number of labour court recorded cases for the period following the 1995 Beijing Platform for Action showed fines skyrocketing in several jurisdictions.<sup>30</sup>

<sup>27</sup> Johnson, P.R. and Gardner, S., “Domestic violence invades the workplace”, in *Women in Management Review*, vol. 15, number 4, city not specified, page 200.

<sup>28</sup> Bott, S.; Morrison, A. and Ellsberg, M., *Preventing and Responding to Gender-based Violence in Middle and Low-Income Countries: A Global Review and Analysis*, Policy Research Working Paper 3618, World Bank Gender and Development Group, Washington DC, 2005, page 12.

<sup>29</sup> Di Martino, V. “Violence at the workplace: The global response”, *Africa Newsletter on Occupational Health and Safety*, issue 12, city not specified, 2002, page 5.

<sup>30</sup> Aeberhard-Hodges, J., “Sexual harassment in employment: Recent judicial and arbitral trends”, *International Labour Review*, vol. 135, no. 5, ILO, Geneva, 1996.

A poor public image can contribute to difficulty in both recruiting and retaining staff. And reduced productivity, coupled with higher insurance premiums and compensation payments in case of violence-related litigation, all ultimately impact competitiveness.<sup>31</sup>

In the United Kingdom domestic violence was estimated to cost the economy £2.7 billion a year in decreased productivity, lost wages and sick pay, with the total direct and indirect costs – including pain and suffering – estimated to be £23 billion annually.<sup>32</sup> And an example of direct costs is the largest-ever employment discrimination verdict in July 2010 in the United States (see box).

**Novartis must adopt sexual harassment policy and pay huge sex discrimination fine in US**

In the United States a class of 5,600 female sales representatives of Novartis Pharmaceutical Company claimed pay, promotion and pregnancy-related sex discrimination claims. A unanimous decision by nine jurors in July 2010 found Novartis liable for sex discrimination, and the jury awarded 12 former Novartis sales representatives US\$ 3.36 million in compensatory damages and an additional US\$ 250 million in punitive damages for the class of 5,600 females. The jury's verdict also meant that the 5,600 women were entitled to additional awards of back pay and to seek compensatory damage awards up to US\$ 300,000 each.<sup>33</sup>

United States District Court, Southern District of New York  
Fourth Amended Class Action Complaint, Case 1:04-cv-09194-CM  
Amy Velez, et al versus Novartis Corporation

## › Advantage of workplace-related initiatives

While governments are responsible for ensuring that national legislation and institutional frameworks address workplace violence, the workplace itself is recognized as a relevant context in which this matter can be discussed with a view to prevention.<sup>34</sup> In these settings participatory approaches include confronting common challenges and using dialogue and collective bargaining to address them in order to produce efficiently services and/or products while ensuring respect for workers' human rights. Workers and managers can successfully overcome the work-related problems they often face through discussions, well-designed company human resources policies, and through collective bargaining. The latter, which is unique to workplaces, can form a solid basis for effectively tackling violence. Strong commitment of both trade unions and management is instrumental in progressively reducing the incidence of workplace violence.

<sup>31</sup> Di Martino, V.; Gold, D. and Schaap, A., *Managing Emerging Health-Related Problems at Work – SOLVE: Stress, Tobacco, Alcohol and Drugs, HIV/AIDS, Violence*, ILO Infocus Programme on Safety and Health at Work and the Environment, and ILO International Training Centre, Turin, 2002, part 5, page 12.

<sup>32</sup> "Tackling Domestic Violence – At Work", BBC News report, London, 14 March 2006.

<sup>33</sup> See full judgement at the Federal Contractor Misconduct database: [www.contractormisconduct.org/ass/contractors/175/cases/1414/2007/novartis-velez\\_complaint.pdf](http://www.contractormisconduct.org/ass/contractors/175/cases/1414/2007/novartis-velez_complaint.pdf)

<sup>34</sup> Di Martino, V., "Violence at the workplace: The global response", *Africa Newsletter on Occupational Health and Safety*, city not specified, 2002, page 4.

*“Violence against women occurs in every country of the world to a greater or lesser degree, with numerous serious consequences for the women themselves as well as for society more generally... It is detrimental to the health, dignity, security and autonomy of its victims, while seriously inhibiting their chances of a normal life and the opportunity to participate fully in the workforce. From a trade union perspective, violence against women is not only a violation of human rights, but also a type of violence which has a direct and detrimental impact on a woman’s access to paid work (e.g. because the victim cannot fully participate in the labour market due to the mental and physical consequences of the abuse) and, as a consequence, on her income and on society as a whole”.*

*Gender (in)equality in the labour market: an overview of global trends and developments*  
International Trade Union Confederation (ITUC)  
Brussels, 2009

*“Both men and women can be sexually harassed, and it must not be forgotten that this can involve members of the same, as well as the opposite sex. There can be no doubt that genuine harm and distress can be caused, sometimes involving physical assault...*

*[Among] the employers’ responsibility...is:*

- ▶ *to include a section on sexual harassment in the company equal opportunity policy, making it clear that it is potentially a serious disciplinary offence;*
- ▶ *to promote discussion on the subject in all training sessions on equality;*
- ▶ *to expect supervisors and managers at all levels to be aware of the problem and alert to possible incidents;*
- ▶ *to provide opportunities for private counselling; and*
- ▶ *to ensure that a procedure exists for independent investigation of allegations should that be necessary”.*

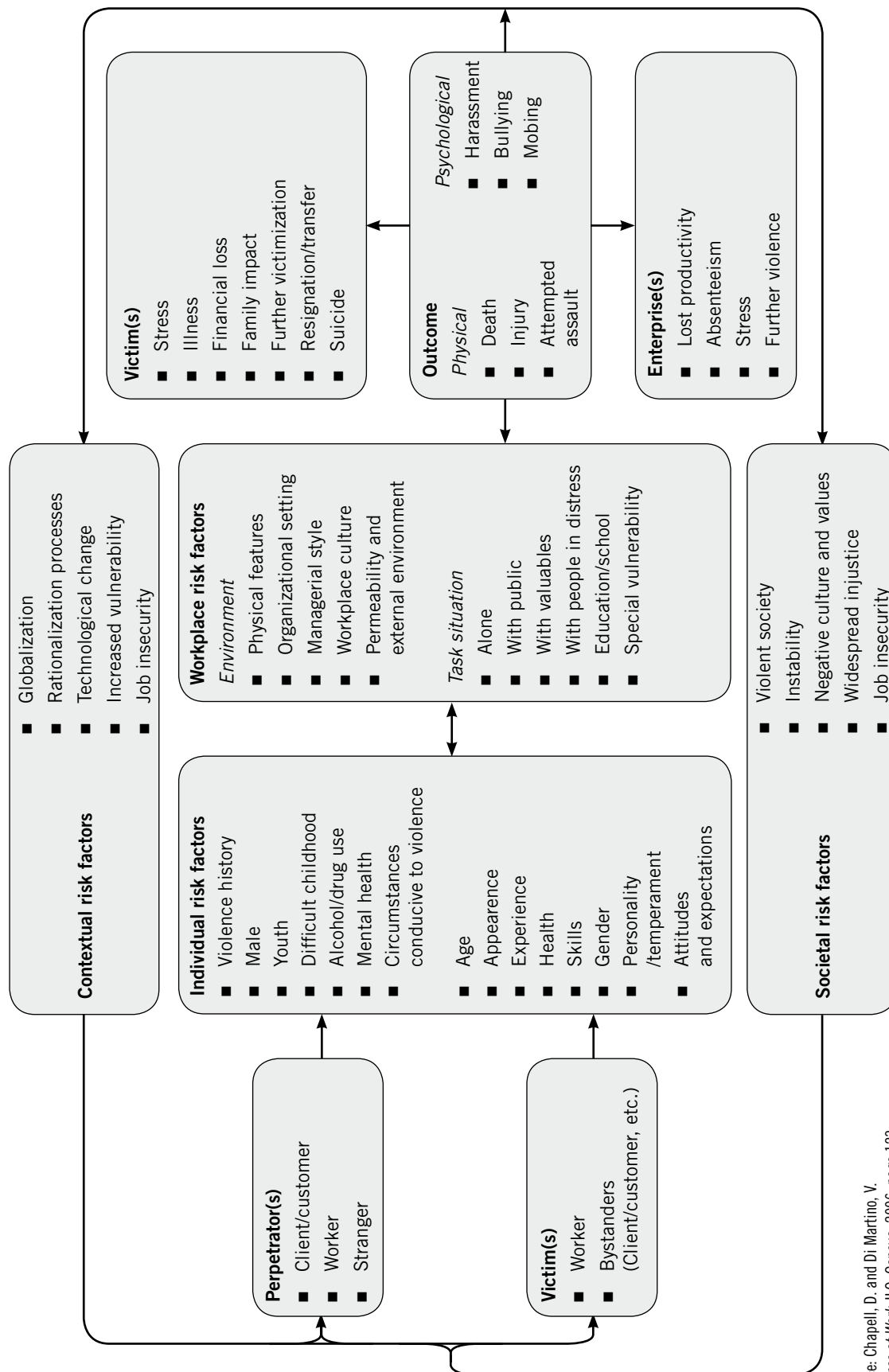
*As one employer to another...What’s all this about EQUALITY?*  
ILO Bureau for Employers’ Activities, Geneva, 1997

## Risk factors for victims and perpetrators

A starting point for understanding gender-based violence in the world of work is to examine the risk factors for violence in general in workplaces – from contextual and societal to individual and workplace-related. Of course, the existence of relevant national legislative frameworks on gender-based violence as well as a workplace-level policy and implementation strategy are also important contextual factors.

An interactive model (see figure 2 below) portrays these factors, as well as negative outcomes of workplace violence for victims and the organizations or companies in which they work. This model, which is more applicable to women and men in the formal sector, does not attempt to capture the dynamics of violence in the private sphere nor the interaction between such violence and the workplace. However it is useful for a general understanding of some contextual and societal risk factors that apply to all workers. These can include increasing globalization, vulnerability and insecurity of jobs, as well as violence rates within the particular society and levels of instability and injustice.

Figure 2 Workplace violence: an interactive model



Source: Chapell, D. and Di Martino, V.  
*Violence at Work*, ILO, Geneva, 2006, page 123

The model shows that the perpetrator of workplace violence and victim may have a professional relationship or be strangers. Risk factors for perpetrators include a history of violence and/or as a victim themselves, being male (although women are not excluded from such behaviour), a difficult childhood, substance abuse, and/or mental disorder – although it should be noted that none of these factors should be seen as necessarily determinant. Risk factors for victims include their age, experience, being female, and attitudes and expectations. Outcomes for victims of violence comprise stress, illness, financial loss, and vulnerability to further victimization. Many may resign or transfer, and some will even commit suicide.

Workplace risk factors are comprised of the working environment such as organizational setting and managerial style, as well as the workplace culture and external environment. Task-related risk factors include working alone, with the public and/or people in distress, and in educational settings. Exposure of workers to violence is also higher in settings where trade unions do not exist, hence there is no possibility to address the problem collectively including through collective bargaining. Violence-related outcomes for organizations or companies are lost productivity, absenteeism, stress and further violence.

### › Particularly high-risk groups as victims

Some groups at high risk for gender-based violence in the workplace, about which brief descriptions follow, are girls and boys in child labour, forced and bonded labourers, migrant workers, domestic workers, health services workers, and sex workers. Some workers belong to several of these groups, which increases their vulnerability. For example, a working boy may also be trapped in a bonded labour situation, and many migrant women find few options in their destination country for employment other than as a domestic worker. In an area of armed conflict refugees, internally displaced persons and those working in the area – especially women and girls, but also some men and boys – are extremely vulnerable to sexual violence perpetrated by combatants in addition to sexual exploitation, domestic violence and other such violence during and after the conflict.<sup>35</sup>

Other contributing factors can include job precariousness, young age and inexperience. For example, a young nurse with little professional work experience and a temporary contract may more likely be the target of sexual harassment than an experienced nurse with a permanent contract. Attitudes and behaviours are also relevant: “perceived” vulnerability may trigger violence by the perpetrator in the same way as real vulnerability.

Also it is important to note that in most countries, many forms of workplace violence are not reflected in official records of employers and the police or other authorities. This lack of reporting is due to a number of factors including that many workers – particularly women – feel constrained to remain silent about their victimization because of fear of reprisals against them, including the possibility of losing their livelihood. Alternatively, a lack of trust in bodies to which reporting is to be made, or a belief that little can or would be done to provide real redress, may also lead to under-reporting.<sup>36</sup>

<sup>35</sup> Vann, B., *Gender-Based Violence: Emerging Issues in Programs Serving Displaced Populations*, Reproductive Health for Refugees Consortium, Arlington, 2002, page 3.

<sup>36</sup> *Preventing violence and harassment at the workplace*, European Foundation for the Improvement of Living and Working Conditions, 2003, page 29.

– *Child labourers*

Girl and boy child labourers, of whom there are some 218 million around the world – are considered to be the most vulnerable to violence<sup>37</sup> and to suffer it more systematically. Depending on the region, the large majority of child labourers are in agriculture, 22 per cent are in services and 9 per cent are in industry.<sup>38</sup> Some 60 per cent are in hazardous work such as glass factories, mining, and plantation agriculture. Working boys and girls – the latter of whom are more vulnerable to sexual violence – are more exposed to violence in general because of, among other things, their smaller physique and dependence on adults. The workplace cultures where child labourers tend to be found are often characterized by verbal abuse, sexual harassment, physical brutality and in some cases rape or murder. The use of girls and boys in armed conflicts, one of the worst forms of child labour that is specified in Article 3(a) of ILO Convention No. 182, also exposes them to the additional and horrific violence within warzones.

– *Forced and bonded labourers*

Forced or compulsory labour, in which some 12.3 million women and men as well as many girls and boys around the world are trapped, is when work or service is exacted from any person under the menace of any penalty and for which the person has not voluntarily offered. A State or individuals can threaten such persons to keep them in such work against their free will by, among other things, withholding food or wages, threatening or committing physical or psychological violence, restricting the labourers' movements, or threatening their denunciation to the authorities. Forced labour can take the form of debt bondage, trafficking for labour or sexual exploitation, and other forms of slavery-like practices such as forced domestic servitude, migrant sweatshops, or farm workers kept against their will by illegal tactics with little or no pay.<sup>39</sup> Bonded labour is a system found predominantly in South Asian countries in which a worker – usually an adult male – pledges labour services of himself and often his family members to an intermediary or a landowner to work off a debt or wage advance over a period of time. However this situation is manipulated, so that the worker and his wife and children may become dependent on the intermediary or landowner and work in slave-like conditions for long periods of time. Around 5.7 million boys and girls are trapped in forced or bonded labour,<sup>40</sup> with these children representing two-thirds of all children in the worst forms of child labour.<sup>41</sup>

– *Migrant workers*

Although migration for employment purposes is an empowering experience for many women, who now comprise about half the number of all migrants, in a number of cases it can result in women being more vulnerable to violence during the entire migration process, for example at the hands of recruiters or smugglers. Women migrants, along

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<sup>37</sup> *The end of child labour: within reach – Global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work*, Report of the Director-General, ILO, Geneva, 2006, page xi.

<sup>38</sup> Pinheiro, P., *World Report on Violence Against Children*, United Nations, Geneva, 2006, page 239.

<sup>39</sup> See: [www.ilo.org/global/topics/forced-labour/lang--en/index.htm](http://www.ilo.org/global/topics/forced-labour/lang--en/index.htm)

<sup>40</sup> Facts on violence against children at work, ILO Department of Communication and Public Information, Geneva, 2006.

<sup>41</sup> Pinheiro, P., *World Report on Violence Against Children*, United Nations, Geneva, 2006, page 241.



with girls, make up an overwhelming 98 per cent of those trafficked for sexual exploitation. In destination countries, they can be offered jobs in sectors that are more at-risk since they tend to be “invisible” and often isolated, such as domestic workers, and hence more vulnerable to verbal abuse or physical aggression including sexual harassment or rape.<sup>42</sup>

#### – *Domestic workers*

Domestic workers, who are also predominately female, are especially vulnerable to violence as they work and often live in private homes and hence are isolated from their own families and support systems.<sup>43</sup> Their work is mostly undervalued and many are underpaid yet overworked with long hours, which limits contact with social and other support systems.<sup>44</sup> Those working in informal arrangements are unprotected by regulations and not covered by social services; where such regulations exist for foreign domestic workers, these tend to be restrictive rather than protective of domestic workers.<sup>45</sup> Child domestic workers are especially exposed to psychological and emotional violence as well as sexual harassment, sexual abuse and sometimes rape.<sup>46</sup> Domestic workers can also suffer violence from co-workers in households with more than one employee.<sup>47</sup> Frequently-reported verbal abuse includes inappropriate language, shouting and insults.<sup>48</sup> Domestic workers who live in the same home where they work, as well as migrant domestic workers who generally have less access to local community support, are exposed to several forms of mistreatment, which in some cases has led to extreme violence or their death.

#### – *Health services workers*

Low salaries and concerns about safety and health, including being victims of violence, are some of the adverse working conditions in health services faced by men and women, the latter of whom make up 80 to 90 per cent of workers in health services.<sup>49</sup> Health services workers are eight times more likely than those in manufacturing to have experienced the threat of physical violence,<sup>50</sup> and it has been estimated that 70 per cent of

<sup>42</sup> *ILO overview paper*, prepared for the International Conference on “Gender, Migration and Development: Seizing Opportunities, Upholding Rights”, Manila, 25-26 September 2008.

<sup>43</sup> D'Souza, A., *Moving towards Decent Work for Domestic Workers: An Overview of the ILO's Work*, ILO Bureau for Gender Equality working paper 2/2010, Geneva, page v.

<sup>44</sup> *Decent work for domestic workers, Report No. IV(1)*, prepared for the 99th Session of the International Labour Conference, Geneva, 2010, page 1.

<sup>45</sup> Haspels, N.; Kasim, Z.M.; Thomas, C. and McCann, D., *Action against sexual harassment at work in Asia and the Pacific*, ILO, Bangkok, 2001, page 56.

<sup>46</sup> “Inventory for the Commission on the Status of Women: Violence against Women – ILO Contribution”, unpublished paper, ILO, Geneva, 2010, page 1.

<sup>47</sup> D'Souza, A., *Moving towards Decent Work for Domestic Workers: An Overview of the ILO's Work*, ILO Bureau for Gender Equality working paper 2/2010, Geneva, page 25.

<sup>48</sup> *Costa Rica: Female labour migrants and trafficking in women and children*, ILO Series on Women and Migration, No. 2, Geneva, 2002, page 23.

<sup>49</sup> *Information Note – The Informal Economy and Decent Work: A Policy Resource Guide*, ILO, Geneva (forthcoming).

<sup>50</sup> *Fourth European Working Conditions Survey*, European Foundation for the Improvement of Living and Working Conditions, Dublin, 2007, page 38.

incidents among nurses are not reported.<sup>51</sup> The risk of exposure to violence has been exacerbated by reforms and falling public investment in the sector, increasing social instability leading to violence in general including domestic violence, and the pressures of working time arrangements. Violence can be inflicted by co-workers who are the main perpetrators of psychological abuse, and by patients who are the main perpetrators of physical abuse.<sup>52</sup> Women workers are vulnerable due to their generally more precarious, low-paid and lower status jobs,<sup>53</sup> and nurses are three times more likely than other occupational groups across all sectors to experience workplace violence.<sup>54</sup> Women workers in this sector are more exposed to verbal abuse, sexual offences and harassment,<sup>55</sup> and shift work and irregular hours also put them at risk when commuting to and from work. The consequences of such violence can negatively impact on the quality of care provided, as well as result in workers leaving healthcare professions. This can lead to reduced public healthcare services, as well as an overall increase in health costs. If already-scarce health workers in developing countries leave or migrate, equitable access to primary health care is threatened.

#### – Sex workers

Sex workers – of whom women make up the great majority – are highly vulnerable to many forms of gender-based violence. This is often perpetuated by clients, brothel owners or other controllers, and law enforcement officials. Sex workers are also more vulnerable to violence from their intimate partners, their families, neighbours, and other sex workers.<sup>56</sup> Adolescents and younger girls and boys exposed to the sex industry and who are trapped in this, considered one of the worst forms of child labour, are even more vulnerable to such violence.<sup>57</sup> Sex workers' high risk for HIV-infection is linked with, among other things, their increased exposure to coerced sex and rape as well as their weak ability to negotiate safer sex with clients through condom use – especially in contexts where sex work is illegal or on the margins of the law.<sup>58</sup>

#### › Engaging men to help stop violence perpetration

Using a “men and masculinities” approach, about which a large amount of literature exists with many good practices documented including some that are listed in the annotated bibliography, is crucial for understanding how men and boys become vulnerable as

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<sup>51</sup> Thomson, H., “Study shows nurses are regular targets of violence – But 70 per cent of incidents go unreported” in *University of British Columbia Reports*, vol. 50, No. 3, March 2004, Vancouver, page 1.

<sup>52</sup> Di Martino, V., *Workplace violence in the health sector – Country case studies synthesis report*, ILO, Geneva, 2002, page 17.

<sup>53</sup> Di Martino, V., *Relationship between work stress and workplace violence in the health sector*, ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2003, page vii.

<sup>54</sup> Di Martino, V., *Workplace violence in the health sector – Country case studies synthesis report*, ILO, Geneva, 2002, page x.

<sup>55</sup> *Framework guidelines for addressing workplace violence in the health sector – training manual*, ILO, International Council of Nurses, Public Services International, World Health Organization, Geneva, 2005, page 53.

<sup>56</sup> *Addressing violence against women and HIV/AIDS: What Works*, World Health Organization and Joint United Nations Programme on HIV/AIDS, Geneva, 2010, page 4.

<sup>57</sup> A “sex worker” refers to a consenting female, male or transgender adult over the age of 18 who receives money or goods in exchange for sexual services, whether regularly or occasionally. Children under the age of 18 are considered to be victims of commercial sexual exploitation. See *UNAIDS Terminology Guidelines (January 2011)*, Joint United Nations Programme on HIV/AIDS, Geneva, 2011, page 21.

<sup>58</sup> *UNAIDS Guidance Note on HIV and Sex Work*, Joint United Nations Programme on HIV/AIDS, Geneva, 2009, page 13.

victims of violence themselves and for identifying reasons why males disproportionately engage in violent behaviour. Such an approach is also critical for understanding the way gender roles, expectations and varying definitions of what it means to be “a man” help drive some males’ perpetration of violence. Gender analysis shows that unequal power between the sexes suppresses women and girls – but also reveals significant negative effects on men and boys. These include enormous health disadvantages, such as in the area of occupational health and safety since men predominate in dangerous industries such as mining.

In many societies part of proving one’s “masculinity” involves risky behaviours such as unprotected sex with multiple partners – which only fuels HIV infection rates. And power-oriented masculinities are often associated with ethnocentrism, rejection of other cultures, and inflexible and rigid barriers to change. Dominant and violent military masculinities in conflict zones around the world can create extreme forms of oppression that affect women and girls, as well as men and boys.<sup>59</sup>

#### **Working with males to end gender-based violence and promote equality between women and men**

*“Men are not only the predominant perpetrators of violence against women, but their decision-making roles and power in the economic, political and social spheres necessitate their commitment to eradicating violence against women. An important aspect of the significance of involving men in efforts to eliminate violence against women is that men hold higher positions of power and decision-making in most communities in the world, making it crucial to garner their support and commitment in ending violence against women....*

*Cooperation, partnership and dialogue between women and men must be fostered in order to create alternatives to violence and foster environments that nurture peace and development. Men should also take collective action against violence against women in order to encourage other men to get involved and to show that it is a sign of strength to fight violence, instead of a sign of weakness. In addition, working with men to end violence should be viewed as part of an overall goal of achieving gender equality, meaning that working with men is complementary to empowering women and achieving gender equality as a whole.”<sup>60</sup>*

*Elimination of Violence against Women in Partnership with Men*

<sup>59</sup> “The Role of Men and Boys in Achieving Gender Equality”, Report of the Expert Group Meeting, United Nations Division for the Advancement of Women with the Joint United Nations Programme on HIV/AIDS, International Labour Organization, and United Nations Development Programme, Brasilia, October 2003, page 12.

<sup>60</sup> Lang, J., *Elimination of Violence against Women in Partnership with Men*, Gender and Development Discussion Paper Series no. 15, United Nations Economic and Social Commission for Asia and the Pacific, city not specified, 2003.



## II. Annotated bibliography

The following entries are organized into two parts (see preceding section for details on the methodology used). The annotated bibliography covers a wide range of literature and research published since the year 2000, but it does not purport to be an exhaustive listing.

The first part of the bibliography comprises international entries followed by regional ones with some country-based entries. International entries include flagship reports and surveys with cross-regional data, research on general themes, and other texts of interest to a global audience. The international entries feature relevant ILO publications, followed by a selection from the UN system, certain governments as well as workers' and employers' organizations, researchers, and civil society. Next are some regional entries, which provide an overview of specific themes including some country-focused texts. The latter are in no way complete nor solely representative of the literature on gender-based violence in specific countries but are listed in order to highlight recognized challenges and good practices. It should be taken into account that comparability of data across the entries is not only difficult but also can be biased. Different sensitivity to this issue in different contexts may contribute to distortions in reporting – either over- or under-reporting. This means that in some countries with relatively higher sensitivity to and awareness about the issue, there may be higher reported rates of victimization.

The second part of the bibliography comprises entries that describe concrete measures, strategies and tools intended to give guidance on how to prevent, respond to and eliminate gender-based violence in the world of work. This part also features ILO publications, followed by a selection of international, regional and country-focused texts published by constituents, the UN, non-governmental organizations and others.

All entries are listed in descending chronological order, so that the reader sees the most recent first. All summaries appear in the language in which the text was published, along with its website address for ease of access. Although some entries could be categorized under both the first and second parts due to inevitable overlapping, each entry is listed only once in the most relevant part.

### Part one: international, regional and country-based entries

#### › International

##### ***Moving towards Decent Work for Domestic Workers: An Overview of the ILO's Work***

D'Souza, A., Working Paper 2/2010, ILO Bureau for Gender Equality, Geneva, 2010  
[www.oit.org/wcmstp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_142905.pdf](http://www.oit.org/wcmstp5/groups/public/---dgreports/---gender/documents/publication/wcms_142905.pdf)

This working paper, produced in anticipation of discussions by the International Labour Conference about a possible instrument in 2011 on domestic workers' rights,

highlights the contribution of domestic workers to the care economy. The paper draws on research about problems that confront the workers including gender-based violence. Among other challenges, the paper notes a general lack of statistics related to domestic work and related issues, which differ from region to region. In Europe the number of domestic workers – mostly international migrants – is rising as more women enter the labour market. In Africa migration for such work is mainly from rural to urban areas within countries. The paper describes responses and initiatives at several levels and concludes with proposed elements of an inter-regional programme on domestic work.

### ***Decent Work for Domestic Workers – Report IV(1)***

Prepared for the International Labour Conference, 99th Session, ILO, Geneva, 2010  
[www.ilo.org/wcmsp5/groups/public/@ed\\_norm/@relconf/documents/meetingdocument/wcms\\_104700.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_104700.pdf)

Live-in and migrant domestic workers are particularly vulnerable to mistreatment, warns this report which was prepared for discussions by the International Labour Conference on a possible instrument in 2011 on domestic workers' rights. The text, based in part on a questionnaire for member States in consultation with workers' and employers' organizations in the countries, describes verbal abuse as frequent. Physical abuse is sometimes carried out with impunity in front of third parties to humiliate the worker, and sexual harassment is also prevalent. The text examines coverage of domestic workers by international labour standards, analyses national legal measures concerning them, and describes linkages between migrant domestic work, slavery, and forced labour. The report also highlights some national, bilateral and international initiatives for effectively protecting migrant workers from abuse.

### ***Violence Against Children: Preliminary Evidence from Colombia, El Salvador, Cambodia and Ecuador***

Blanco, F.; Breglia, M.G.; Guarcello, L. and Valdivia, C., Understanding Children's Work Project Working Paper Series, ILO, United Nations Children's Fund, World Bank Group, Rome, 2008

[www.ilo.org/public/libdoc/nonigo/2008/431647.pdf](http://www.ilo.org/public/libdoc/nonigo/2008/431647.pdf)

This study notes that the issue of child abuse in developing countries is of utmost importance for designing policies to protect vulnerable children and especially to combat the worst forms of child labour. However there is a limited empirical basis for formulating policies and programmes to address violence against girls and boys in the countries under review. For this reason the study uses sex-disaggregated data from four countries in order to provide a starting point for more detailed analysis of child abuse-related issues.

### ***Migration, Gender Equality and Development***

Moreno-Fontes Chammartin, G., ILO Overview Paper for International Conference on Gender, Migration and Development: Seizing Opportunities, Upholding Rights, Manila, 25-26 September 2008

[www.icgmd.info/docs/paper\\_ilo.pdf](http://www.icgmd.info/docs/paper_ilo.pdf)

This paper describes violence vulnerability factors for migrants, as well as strategies to protect their rights. Chapters include discussion of ways to seize opportunities for enhanced gender equality and benefits for women migrants and their families, good practices and lessons learned on maximizing benefits and minimizing costs of migration, and relevant international instruments and agreements. It suggests measures for ensuring coherence between gender, migration and development policies and programmes. Also described are good practice initiatives by governments, and workers' and employers' organizations, as well as by non-governmental organizations.

### ***Hazardous Child Domestic Work: A Briefing Sheet***

ILO International Programme on the Elimination of Child Labour, Geneva, 2007

[www.ilo.org/public/libdoc/ilo/2007/107B09\\_63\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2007/107B09_63_engl.pdf)

This briefing sheet includes discussion of harassment and violence towards child labourers. Girl children, particularly those living in employers' homes, are at special risk of such violence such as sexual harassment and abuse. The briefing sheet warns that physical abuse, in addition to mental health hazards, negatively affects girls' reproductive health and can have harmful consequences such as unwanted pregnancies and sexually-transmitted diseases including HIV.

### ***Violence at Work***

Chappell, D. and Di Martino, V., (third edition), ILO, Geneva, 2006

[www.ilo.org/public/libdoc/ilo/2006/106B09\\_110\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2006/106B09_110_engl.pdf)

Part one of this book examines aggressive acts in workplaces and ways in which women and young workers are more vulnerable, including due to their usually-lower status in the labour market and reduced bargaining power. Part two addresses the complex issues of workplace violence – rooted in, among other things, gender roles and cultural factors – as well as responses. Sections examine legal responsibilities and rights, occupational safety and health legislation, workers' rehabilitation and compensation statutes, and legislation frameworks such as on sexual harassment. Concluding sections focus on workplace violence guidelines and prevention strategies such as zero-tolerance policies, pre-employment screening and testing, training and post-incident management, and counselling and legal assistance. Good practices by workers' and employers' organizations are provided, as well as lessons learned and suggestions for future action.

### ***Facts on Violence Against Children at Work***

ILO Department of Communication and Public Information, Geneva, 2006

[www.ilo.org/public/english/bureau/inf/download/child/child\\_violence.pdf](http://www.ilo.org/public/english/bureau/inf/download/child/child_violence.pdf)

Violence is a neglected aspect of the impact of labour on children, notes this factsheet which summarizes findings of an ILO study on common forms of violence against children in the workplace. These included the most extreme example of exploitation

of children under 18 years old in sex work. In addition to the need to promote international standards to protect girls and boys from child labour, the factsheet stresses the need for a policy of zero tolerance for violence against working children, and it describes the wide range of measures needed to address the problem.

### ***Faits et chiffres – Les enfants victimes de la violence au travail***

[www.ilo.org/public/french/bureau/inf/download/child/child\\_violence.pdf](http://www.ilo.org/public/french/bureau/inf/download/child/child_violence.pdf)

Soulignant que la violence est un aspect négligé de l'impact du travail sur les enfants, cette fiche d'information résume les conclusions d'une étude de l'OIT sur les formes les plus répandues de violence au travail contre les enfants. L'exemple le plus extrême est l'exploitation des enfants de moins de 18 ans dans le commerce du sexe. En plus de promouvoir les instruments internationaux mis en place pour protéger les filles et les garçons du travail des enfants, la fiche d'information souligne la nécessité d'une politique de tolérance zéro vis-à-vis de la violence contre les enfants qui travaillent, et présente un large éventail de mesures qui sont nécessaires pour résoudre ce problème.

### ***Información sobre la violencia contra los niños en el trabajo***

[www.ilo.org/public/spanish/bureau/inf/download/child/child\\_violence.pdf](http://www.ilo.org/public/spanish/bureau/inf/download/child/child_violence.pdf)

La violencia es un aspecto de negligencia de los efectos del trabajo sobre los niños y se nota en esta hoja informativa que resume la búsqueda de un estudio de la OIT sobre las formas comunes de violencia contra los niños en el lugar del trabajo. La forma más extrema de la explotación de los menores de 18 años es el comercio sexual. Además de contar con normas internacionales para proteger a las niñas y los niños víctimas del trabajo infantil, la hoja de información hace de hincapié en la necesidad de una política de tolerancia cero para la violencia contra los niños que trabajan, y describe la amplia gama de medidas necesarias para abordar el problema.

### ***Sexual Harassment at Work: National and International Responses***

McCann, D., Conditions of Work and Employment Series, No. 2, ILO Conditions of Work and Employment Programme, Geneva, 2005

[www.ilo.org/travail/whatwedo/publications/lang--en/docName--WCMS\\_TRAVAIL\\_PUB\\_2/index.htm](http://www.ilo.org/travail/whatwedo/publications/lang--en/docName--WCMS_TRAVAIL_PUB_2/index.htm)

This book explores ways sexual harassment has been addressed at the international level as an aspect of sex discrimination and a form of violence against women. It discusses the trend of enacting national laws on sexual harassment and measures many governments, employers' and workers' organizations are using to prevent it and aid victims. For example in addition to legislation, many governments provide guidance on designing anti-sexual harassment measures and counselling for workers who are victims. Workers' and employers' organizations produce model policies and collective agreement clauses, issue guidance on complying with laws, conduct research, and provide training. The book notes that effective sexual harassment policies introduced by employers include a strongly-worded policy statement, simple but effective



complaints procedures, and remedial measures. Training, as well as monitoring and evaluation of policy implementation, should also take place regularly.

***Girl Child Labour in Agriculture, Domestic Work and Sexual Exploitation: Rapid Assessments of the Cases of the Philippines, Ghana and Ecuador***

ILO International Programme on the Elimination of Child Labour, Geneva, 2004

[www.ilo.org/ipecinfo/product/viewProduct.do?productId=339](http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=339)

This report, first of a four-volume research project on girl-child labour, includes discussion of the effects of violence on girls as well as attitudes of perpetrators, who often consider they have “adult privilege” when committing such acts. The report also analyses results of surveys including on child-relevant laws and national legislation, and it provides good practices and policy recommendations to combat child labour.

***A Comparative Analysis: Girl Child Labour in Agriculture, Domestic Work and Sexual Exploitation – The Cases of Ghana, Ecuador and the Philippines***

ILO International Programme on the Elimination of Child Labour, Geneva, 2004

[www.ilo.org/ipecinfo/product/viewProduct.do?productId=344](http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=344)

This second report of a four-volume research project analyses the findings from rapid assessments in the first volume. It discusses the underlying factors of gender disparities and consequences in the three countries under review for child domestic workers, those trapped in commercial sexual exploitation, and child labourers in agriculture. Recommendations are provided concerning national legislation, protecting existing child labourers, and more and better education opportunities.

***Global Child Labour Data Review: A Gender Perspective***

ILO International Programme on the Elimination of Child Labour, Geneva, 2004

[www.ilo.org/ipecinfo/product/viewProduct.do?productId=345](http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=345)

This data review, the third volume of a research project, comprises global child labour data from a gender perspective. It highlights gender disparities in sectors where girl-child labour is prevalent, including girls who may have been trafficked into sex work in which they are exposed to physical violence and sexually-transmitted diseases including HIV. Analysis of socio-cultural factors in each country is also provided in order to formulate more effective policies to combat specific forms of child labour.

***A Selected Annotated Bibliography on Girl Child Labour: A Gender Perspective***

ILO International Programme on the Elimination of Child Labour, Geneva, 2004

[www.ilo.org/ipecinfo/product/viewProduct.do?productId=347](http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=347)

This fourth volume of a series aims to facilitate research by institutions, governments, international agencies, labour unions, employers, NGOs and donors when carrying

out activities that require background information on child labour, particularly of girls. The literature review reveals a paucity of knowledge on the specificities of girl child labourers – especially in rural and domestic work – although more references concerning girls exploited in sex work and human trafficking were found. Subject areas include statistics and indicators, education, regional reviews and recommendations, and legislation.

***Workplace Violence in Service Sectors with Implications for the Education Sector: Issues, Solutions and Resources***

Verdugo, R. and Vere, A., ILO Sectoral Activities Programme, Geneva, 2003

[www.ilo.org/public/english/dialogue/sector/papers/education/wp208.pdf](http://www.ilo.org/public/english/dialogue/sector/papers/education/wp208.pdf)

This working paper, which comparatively examines trends and experiences from other services sectors, draws lessons to suggest ways in which the growing challenges of violence and stress can be addressed in the education sector. Issues discussed include sexual harassment, violence against girls including rape, and violence toward teaching staff, a majority of whom in many countries are women.

***Violence at Work in Hotels, Catering and Tourism***

Hoel, H. and Einarsen, S., ILO Sectoral Activities Programme, Geneva, 2003

[www.ilo.org/public/english/dialogue/sector/papers/tourism/wp211.pdf](http://www.ilo.org/public/english/dialogue/sector/papers/tourism/wp211.pdf)

This paper reviews literature about violence and stress at work in the service sectors and identifies the most vulnerable groups as women, part-time workers, young workers, immigrants, and ethnic minorities. When describing impacts of such violence it also highlights economic costs with examples, and it discusses the causes of and prevention strategies for violence, stress, sexual harassment and bullying. It concludes that reasonable measures to combat these problems – such as relevant training for both employees and managers – can also help to reduce stress and increase job satisfaction in the sector.

***Relationship between Work Stress and Workplace Violence in the Health Sector***

Di Martino, V., ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2003

[www.who.int/violence\\_injury\\_prevention/violence/interpersonal/WVstresspaper.pdf](http://www.who.int/violence_injury_prevention/violence/interpersonal/WVstresspaper.pdf)

The health sector, which is high-risk for stress and violence, also has relatively high levels of female workers. Those who are most vulnerable are in precarious, low-paid, low-status jobs. This study concludes with recommendations on designing and implementing anti-stress and anti-violence initiatives.

***Workplace Violence in the Health Sector: Management of Workplace Violence Victims***

Richards, J., ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2003

[www.who.int/violence\\_injury\\_prevention/violence/interpersonal/en/WVmanagement\\_victims\\_paper.pdf](http://www.who.int/violence_injury_prevention/violence/interpersonal/en/WVmanagement_victims_paper.pdf)

This study is based on literature and practice in the United Kingdom, with inputs from other countries where complementary or additional policy and practice has been documented. Its recommendations include that organizations seeking to prevent workplace violence should ensure such violence perpetrated by colleagues is given the same priority as that of other actors. The study reveals a need for more information on victim-support strategies among small and medium-size healthcare employers, and it provides suggestions on improving the various types and content of relevant training courses.

***Workplace Violence in the Health Sector – Country Case Studies: Brazil, Bulgaria, Lebanon, Portugal, South Africa, Thailand and an Additional Australian Study – Synthesis Report***

Di Martino, V., ILO, International Council of Nurses, World Health Organization, Public Services International, city not specified, 2002

[www.ilo.org/public/english/dialogue/sector/papers/health/violence-ccs.pdf](http://www.ilo.org/public/english/dialogue/sector/papers/health/violence-ccs.pdf)

Violence in the health sector significantly affects ambulance staff, nurses, and doctors, according to this study. Patients are the main perpetrators of physical violence, while staff are the main perpetrators of psychological violence. Case studies revealed significant differences among the countries reviewed concerning the most common types of violence in the sector. Strategies suggested include raising awareness and understanding by health personnel at all levels about workplace violence, and involving all stakeholders in developing and implementing strategies, legislation and workplace measures.

***Learning from Experience: A Gendered Approach to Social Protection for Workers in the Informal Economy***

ILO Social Security Department, Geneva, 2000

[www.ilo.org/public/libdoc/ilo/2000/100B09\\_139\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2000/100B09_139_engl.pdf)

This paper provides a conceptual basis and review of initiatives aimed at extending social protection to workers in the informal economy. It notes that unregistered individuals and enterprises can face harassment, extortion and closure – with women-headed enterprises often at considerable risk of the threat of violence by law-enforcers. After discussing informal workers' needs for social protection, the paper proposes an approach for achieving this based on a multi-dimensional matrix. A series of case studies provide good practices and insights on innovative systems for social protection of women and men working in the informal economy.

***Women's economic opportunity – A new pilot index and global ranking from the Economist Intelligence Unit, Findings and methodology***

Economist Intelligence Unit, city not specified, 2010

[http://graphics.eiu.com/upload/WEO\\_report\\_June\\_2010.pdf](http://graphics.eiu.com/upload/WEO_report_June_2010.pdf)

Among a range of issues covered, this index examines national laws on violence against women. Sixty-one countries have laws concerning domestic violence, sexual harassment and sexual violence; an additional 33 countries provide protection in two of these areas. As noted in the index summary, the effects of such violence can impede a woman from working or setting up a business. It further states that although the academic literature “has drawn no firm conclusions on the impact of domestic violence on employment, [some studies suggest this] may hinder [the victim’s] ability to keep a job for very long”.

***Evolving Men – Initial Results from the International Men and Gender Equality Survey (IMAGES)***

Barker, G.; Contreras, J.M.; Heilman, B.; Singh, A.K.; Verma, R.K. and Nascimento, M., International Center for Research on Women, Instituto Promundo, Washington DC/Rio de Janeiro, 2011

[www.engagingmen.net/files/resources/2011/sysop/Evolving-Men-Initial-Results-from-the-International-Men-and-Gender-Equality-Survey-IMAGES\\_0.pdf](http://www.engagingmen.net/files/resources/2011/sysop/Evolving-Men-Initial-Results-from-the-International-Men-and-Gender-Equality-Survey-IMAGES_0.pdf)

This survey of 8,000 men and 3,500 women across Brazil, Chile, Croatia, India, Mexico and Rwanda included the theme of gender-based violence. Men reported lifetime rates of physical violence toward intimate partners of between 25 to 40 per cent, with women reporting slightly higher rates. Factors associated with men’s use of violence were rigid gender attitudes, work stress, experiences of violence in childhood, and alcohol use. Men’s reports of perpetration of sexual violence against women and girls ranged from 6 to 29 per cent; in India and Mexico, the majority of sexual violence took place against a current or former partner. Men in all the countries, with the exception of India, are generally supportive of gender equality with 87 to 90 per cent saying that “men do not lose out when women’s rights are promoted”. Among gender equality topics to which they had been exposed, men reported the highest as campaigns about gender-based violence – but they showed negative attitudes toward laws related to such violence.

***The World’s Women 2010 – Trends and Statistics***

United Nations Department of Economic and Social Affairs, New York, 2010

[http://unstats.un.org/unsd/demographic/products/Worldswomen/WW\\_full%20report\\_color.pdf](http://unstats.un.org/unsd/demographic/products/Worldswomen/WW_full%20report_color.pdf)

This report’s key themes include violence against women, which data show is a universal phenomenon involving different forms – physical, sexual, psychological and economic – both within and outside their homes. Although rates of physical and sexual abuse by intimate partners vary around the world, the report notes that “such abuse occurs in all countries or areas, without exception” and provides numerous relevant graphs. Younger women are more vulnerable to violence since the consequences last a lifetime and often severely and adversely impact their lives and their families. Female genital mutilation, identified as the most harmful mass perpetration of violence against women – is still reported at high levels in a

number of countries, while some customs pressure women to accept beatings by their husbands.

***Fact Sheet: Violence Against Women – UNiTE to End Violence Against Women***

United Nations Department of Public Information, city not specified, 2009

[www.un.org/en/women/endviolence/pdf/factsheets/unite\\_the\\_situation.pdf](http://www.un.org/en/women/endviolence/pdf/factsheets/unite_the_situation.pdf)

This fact sheet, which highlights the costs of violence against women, provides statistics and information about priority areas and challenges. These include violence by an intimate partner, sexual violence including in armed conflicts, the link between violence and HIV infection, female genital mutilation, trafficking, dowry murder, and so-called honour killings. Also discussed is violence in police custody which can include sexual abuse, inappropriate surveillance, strip searches by men, and demands for sexual acts in exchange for privileges or basic necessities.

***15 Years of the United Nations Special Rapporteur on Violence Against Women – Its Causes and Consequences (1994-2009)***

United Nations, New York, 2009

[www2.ohchr.org/english/issues/women/rapporteur/docs/15YearReviewofVAWMandate.pdf](http://www2.ohchr.org/english/issues/women/rapporteur/docs/15YearReviewofVAWMandate.pdf)

This review takes stock of achievements and challenges concerning the mandate of work for the Special Rapporteur on Violence against Women. An introduction to the mandate and its scope is provided, followed by discussion of the key areas of violence against women that the mandate covered. Tools to facilitate compliance, implementation and accountability are explained, followed by a stocktaking of conceptual advances made in relation to women's human rights. A concluding section highlights challenges along with some emerging issues that should be addressed such as developments in international human rights law as it relates to violence against women and indigenous peoples, as well as disability.

***Domestic Violence is a Workplace Issue***

Alberta Federation of Labour, city not specified, 2009

[www.afl.org/index.php/View-document/41-2009-Domestic-Violence-is-a-Workplace-Issue.html](http://www.afl.org/index.php/View-document/41-2009-Domestic-Violence-is-a-Workplace-Issue.html)

This policy paper states that it's time to make a real commitment to addressing violence against women. Between the years 2000-2006 about one-third of homicides in the Canadian province of Alberta were related to domestic violence. And during a one-year period over 14,000 women and children sought places in safe shelters, but these were not able to take them in. Domestic violence perpetrators harass women while they work including with abusive phone calls, stalking, and appearing unannounced and uninvited at the workplace. After reviewing obstacles to effectively address domestic violence in the workplace, the paper outlines steps that need to be taken.

***Indicators to Measure Violence Against Women – Report of the Expert Group Meeting***

United Nations Division for the Advancement of Women, Economic Commission for Europe, United Nations Statistical Division, Geneva, 2007

[www.un.org/womenwatch/daw/egm/IndicatorsVAW/IndicatorsVAW\\_EGM\\_report.pdf](http://www.un.org/womenwatch/daw/egm/IndicatorsVAW/IndicatorsVAW_EGM_report.pdf)

This report takes stock of existing major national, regional and international initiatives aimed at developing indicators on violence against women. It assesses advantages and disadvantages of various indicator proposals and explores criteria for identifying a possible set of indicators on violence against women. The report proposes an international framework for such indicators, and it highlights the work required to expand on the indicators set. A concluding section presents recommendations for action by different stakeholders including at the global level by intergovernmental bodies and the United Nations system, regional organizations, member States, and the donor community.

***Engaging men and boys in changing gender-based inequity in health: Evidence from programme interventions***

Barker, G.; Ricardo, C. and Nascimento, M., World Health Organization, Promundo, Geneva, 2007

[www.who.int/gender/documents/men\\_and\\_boys/9789241595490/en/index.html](http://www.who.int/gender/documents/men_and_boys/9789241595490/en/index.html)

This review assesses the effectiveness of programme interventions seeking to engage men and boys in achieving gender equality and equity in health. Research with men and boys has shown how inequitable gender norms – social expectations of what men and boys should and should not do – influence how men interact with their partners, families and children on a range of issues including HIV-infection and other sexually-transmitted diseases, physical violence, household tasks, and parenting.

***In-depth Study on All Forms of Violence Against Women – Report of the Secretary-General***

(A/61/122/Add.1), Sixty-first session of the General Assembly, United Nations, New York, 2006

[www.un.org/womenwatch/daw/vaw/SGstudyvaw.htm](http://www.un.org/womenwatch/daw/vaw/SGstudyvaw.htm)

This major report describes the broad context of violence against women and summarizes the knowledge base on the extent of such violence. Gaps concerning availability of data are discussed, as well as other challenges such as methodologies for assessing the prevalence of violence against women. The report synthesizes causes of such violence and consequences including costs, outlines States' responsibilities for preventing and addressing such violence, and identifies promising practices and effective strategies to prevent and eliminate it.

***Étude approfondie de toutes les formes de violence à l'égard des femmes – Rapport du Secrétaire général***

<http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N06/419/75/PDF/N0641975.pdf?OpenElement>

La présente étude expose le contexte général de la violence à l'égard des femmes et résume l'état des connaissances sur l'ampleur et la prévalence du phénomène. Elle décrit les lacunes et les difficultés en matière de disponibilité des données en abordant notamment les méthodologies utilisées pour évaluer la prévalence de cette violence. Elle en récapitule les causes et les conséquences, y compris en termes de coûts. Elle examine la responsabilité des États de prévenir et d'éliminer la violence à l'égard des femmes, et recense des pratiques encourageantes et des stratégies efficaces de lutte contre ce phénomène.

***Estudio a fondo sobre todas las formas de violencia contra la mujer – Informe del Secretario General***

<http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N06/419/77/PDF/N0641977.pdf?OpenElement>

En el presente estudio se expone el contexto general de la violencia contra la mujer y se sintetiza la base de conocimientos relativos a su extensión y su prevalencia. En el estudio se exponen las lagunas y los problemas de los datos existentes, en particular las metodologías para evaluar la prevalencia de dicha violencia. Se sintetizan las causas y consecuencias, incluidos los costos. Se examina la obligación de los Estados de prevenir y eliminar la violencia contra la mujer, y se determinan las prácticas promisorias y las estrategias eficaces para hacerle frente.

***Violence Against Children – United Nations Secretary-General's Study***

(A/61/299), Pinheiro, P.S., United Nations, New York, 2006

[www.unviolencestudy.org](http://www.unviolencestudy.org)

The study concludes that violence against children happens everywhere, in every country and society and across all social groups. Extreme violence against children may hit the headlines but children say that daily, repeated small acts of violence and abuse also hurt them. While some violence is unexpected and isolated, most violent acts against children are carried out by people they know and should be able to trust: parents, boyfriends or girlfriends, schoolmates, teachers and employers. Violence against children includes physical violence, psychological violence such as insults and humiliation, discrimination, neglect and maltreatment. Although the consequences may vary according to the nature and severity of the violence inflicted, the short- and long-term repercussions for children are often grave and very damaging.

***La violence contre les enfants – l'étude du Secrétaire général des Nations Unies***

[www.unviolencestudy.org](http://www.unviolencestudy.org)

L'étude conclut que la violence contre les enfants est omniprésente, dans tous les pays, toutes les sociétés et tous les groupes sociaux. L'extrême violence contre les enfants fait parfois la une des journaux, mais les jeunes rappellent qu'ils sont aussi blessés par la répétition fréquente, quotidienne de petits actes de violence. S'il arrive que la violence soit soudaine et inattendue, la plupart des auteurs des gestes violents contre les enfants sont des gens qu'ils connaissent et auxquels ils devraient pouvoir faire confiance: parents, petit(e) ami(e), camarades de classe, ensei-

gnants et employeurs. La violence contre les enfants inclut la violence physique ou psychologique comme les insultes et humiliations, la discrimination, l'abandon ou la maltraitance. Même si les conséquences varient en fonction de la nature et de la sévérité de l'agression, les répercussions à court et à long terme, pour les enfants comme pour la société, sont souvent graves et dramatiques.

***La violencia contra los niños – El Estudio del Secretario General de las Naciones Unidas***

[www.unviolencestudy.org](http://www.unviolencestudy.org)

El estudio llega a la conclusión de que la violencia contra la infancia tiene lugar en todos los lugares, en todos los países y sociedades y afecta a todos los grupos sociales. La violencia extrema contra ellos puede convertirse en un titular de los medios de comunicación, pero los niños y niñas afirman que los pequeños y reiterados actos de violencia y malos tratos que sufren a diario también les hacen daño. Si bien parte de esta violencia es inesperada y aislada, la mayor parte de los actos violentos contra niños y niñas los llevan a cabo personas que ellos conocen y en las que deberían poder confiar: progenitores, novios o novias, compañeros de escuela, maestros y patronos. La violencia contra la infancia incluye violencia física, violencia psicológica como insultos y humillaciones, discriminación, abandono y malos tratos. Aunque las consecuencias pueden variar según la naturaleza y gravedad de la violencia infligida, las repercusiones a corto y largo plazo para los niños y niñas, y para el conjunto de la sociedad, suelen ser graves y perjudiciales.

***State of World Population Report – A Passage to Hope: Women and International Migration***

United Nations Population Fund, city not specified, 2006

[www.unfpa.org/swp/2006/pdf/en\\_sowp06.pdf](http://www.unfpa.org/swp/2006/pdf/en_sowp06.pdf)

This report, which refers to gender-based violence issues throughout, calls on governments to do more to address the human rights violations and lack of opportunities that force women and girls, who make up half the world's international migrants, to leave their homes. The report stresses that nations need to work together to make migration safer and in particular stamp out human trafficking. It calls for greater cooperation between and within countries to bring traffickers to justice and provide services and protection for victims. Human trafficking is the third largest illicit trade after drugs and gun smuggling, and many trafficking victims die as a result of their servitude – either because of violence or from contracting diseases including HIV, to which they are susceptible.

***Rapport sur l'état de la population mondiale, vers l'espoir: les femmes et la migration internationale 2006***

[www.unfpa.org/swp/2006/pdf/fr\\_sowp06.pdf](http://www.unfpa.org/swp/2006/pdf/fr_sowp06.pdf)

Ce rapport, qui intègre les questions de genre liées à la violence, fait appel aux gouvernements à faire davantage pour remédier au manque de perspectives d'avenir et aux violations des droits humains qui conduisent les femmes et les filles, qui constituent la moitié du nombre total de migrants internationaux, à quitter leur foyer. Les pays ont besoin de travailler ensemble pour rendre plus sûres les migrations et en



particulier éradiquer la traite des humains, avertit le rapport, qui appelle à une coopération accrue entre les pays pour déferer les trafiquants à la justice et pour fournir des services aux victimes de la traite et protéger leurs droits humains. La traite des humains vient au troisième rang des commerces illicites, après le trafic de drogues et celui des armes et beaucoup de victimes meurent de l'esclavage qui leur est imposé – à la suite des violences subies ou parce qu'elles contractent l'une des nombreuses maladies, dont le HIV, auxquelles elles sont exposées.

***Hacia la esperanza: las mujeres y la migración internacional: Estado de la población mundial 2006***

[www.unfpa.org/swp/2006/pdf/sp\\_sowp06.pdf](http://www.unfpa.org/swp/2006/pdf/sp_sowp06.pdf)

Este informe, que incorpora las cuestiones de género relacionadas con la violencia, pide a los gobiernos hacer más para abordar la falta de oportunidades y para las violaciones de derechos humanos que llevan a la mujer y las niñas, que constituyen la mitad del total mundial de migrantes internacionales, a dejar sus hogares. Los países deben trabajar juntos para que la migración sea más segura y, en particular para erradicar la trata de seres humanos, advierte el informe, pidiendo una mayor cooperación entre los países para llevar a los traficantes a la justicia y ofrecer un servicio de ayuda a las víctimas de la trata de personas y proteger sus derechos humanos. La trata de personas es el tercer mayor comercio ilícito después del tráfico de drogas y de armas y las víctimas de la trata mueren como resultado de su servidumbre – como resultado directo de la violencia o de contraer una de las muchas enfermedades incluyendo el VIH, para las personas que son expuestas.

***Factsheet: Slow Progress in Official Statistics Bringing Violence Against Women to Public Scrutiny***

United Nations Department of Public Information, New York, 2006

[http://unstats.un.org/unsd/demographic/products/indwm/ww2005\\_pub/English/violence.pdf](http://unstats.un.org/unsd/demographic/products/indwm/ww2005_pub/English/violence.pdf)

Violence against women is an area where data collection remains fraught with difficulties but also where progress is apparent, according to this factsheet summarizing relevant findings of *The World's Women 2005: Progress in Statistics*. Considerable progress has been made in developing methodologies and procedures for collecting data on violence against women, and some countries are conducting national surveys on a regular basis. However, efforts to design programmes to combat the problem and monitor countries' progress have been hampered by the absence or lack of adequate statistics and methods.

***Fiche d'information: Les lents progrès réalisés en matière de statistique officielle appellent l'attention de l'opinion publique sur la violence contre les femmes***

[http://unstats.un.org/unsd/demographic/products/indwm/ww2005\\_pub/French/Violence\\_%20French.pdf](http://unstats.un.org/unsd/demographic/products/indwm/ww2005_pub/French/Violence_%20French.pdf)

Cette fiche d'information, qui résume les conclusions d'un rapport intitulé *Les femmes dans le monde 2005: progrès en matière de statistique*, montre que la violence contre les femmes est un domaine où la collecte de données se heurte à de nombreuses difficultés, mais où les progrès sont également apparents. Des progrès considérables ont été réalisés dans la mise en point des méthodologies et des procédures de collecte de données sur la violence contre les femmes, et certains pays ont mené des enquêtes nationales sur une base régulière. Toutefois, les efforts visant à élaborer des programmes pour lutter contre ce problème et en suivre les progrès ont souffert de l'absence ou de l'insuffisance de statistiques et de méthodes adéquates.

***Boletín Informativo: Lentos los progresos en las estadísticas oficiales que someten a escrutinio público la violencia contra la mujer***

[http://unstats.un.org/unsd/demographic/products/indwm/ww2005\\_pub/Spanish/violence\\_sp.pdf](http://unstats.un.org/unsd/demographic/products/indwm/ww2005_pub/Spanish/violence_sp.pdf)

La violencia contra la mujer es uno de los aspectos en que la recolección de datos sigue plagada de dificultades, pero también donde son evidentes los progresos, según le informe que resume las conclusiones pertinentes sobre *La mujer en el mundo, 2005 – Progreso en las estadísticas*. En los últimos diez años, se han logrado progresos considerables en la elaboración de metodologías y procedimientos para recortar datos sobre la violencia contra la mujer, y algunos países han realizado encuestas nacionales con base regular como apoyo, sobre este tema. Sin embargo, los esfuerzos encaminados por elaborar programas para luchar contra este problema y seguir de cerca sus progresos se han visto obstaculizados por la falta o carencia de estadísticas y métodos adecuados.

***Preventing and Responding to Gender-based Violence in Middle and Low-Income Countries: A Global Review and Analysis***

Bott, S.; Morrison, A. and Ellsberg, M., Policy Research Working Paper 3618, World Bank Gender and Development Group, Washington DC, 2005

[http://econ.worldbank.org/external/default/main?pagePK=64165259&theSitePK=477960&piPK=64165421&menuPK=64166093&entityID=000112742\\_20050628084339](http://econ.worldbank.org/external/default/main?pagePK=64165259&theSitePK=477960&piPK=64165421&menuPK=64166093&entityID=000112742_20050628084339)

This review, which focuses on intimate partner and sexual violence, discusses the need for increased attention to gender-based violence within microcredit institutions. Broader lessons learned about preventing and responding to gender-based violence are to employ a multi-sectoral approach with collaboration of law enforcement as well as health and education sectors, work at different levels from individual to community to institutional, create partnerships between government and non-governmental agencies, and address societal norms and attitudes. Good practices include the Rural AIDS and Development Action Research Programme in South Africa, which integrates HIV and AIDS plus gender-based violence prevention into a microcredit program for poor rural women.

***Summary Report: Women in an Insecure World – Violence against Women Facts, Figures and Analysis***

Vlachová, M. and Biason, L., Geneva Centre for the Democratic Control of Armed Forces, Geneva, 2005

[www.preventgbvafrica.org/content/summary-report-women-insecure-world-violence-against-women-facts-figures-and-analysis](http://www.preventgbvafrica.org/content/summary-report-women-insecure-world-violence-against-women-facts-figures-and-analysis)

This summary describes a comprehensive study on violence against women throughout their lifecycle in daily life including at work, as well as armed conflict and post-conflict situations. The pervasiveness of such violence is mapped with what are described as “gendercide” practices such as selective abortion and female infanticide, followed by analysis of strategies to prevent this violence. The study highlights key roles that women play in initiatives to counter violence, traces the development of relevant legal frameworks and summarizes action to stop violence against women. Recommendations call for prevention through awareness-raising and training, protection through law and ending impunity, strengthening state institutions and civil society, and empowering women through education, employment and participation in decision-making.

***Glossary of Violence Against Women – To Share Understanding of Terminology***

NGO Working Group on Violence Against Women of the Conference of Non-Governmental Organizations in Consultative Relationship with the United Nations, Geneva, 2004

[www.wunrn.com/reference/pdf/glossary\\_vaw.pdf](http://www.wunrn.com/reference/pdf/glossary_vaw.pdf)

This glossary provides definitions of key terms such as “violence against women”, “female genital mutilation”, “wife inheritance” and “caste-based gender violence”, as well as some concepts commonly used within relevant international instruments. The glossary is divided into several sections including on violence against women in the family, in the community, and by the State. A final section addresses the question: “What can be done to end violence against women?” and a list of useful weblinks is provided.

***The Role of Men and Boys in Achieving Gender Equality, Report of the Expert Group Meeting on 21-24 October 2003***

United Nations Division for the Advancement of Women, Brasilia, 2003

[www.un.org/womenwatch/daw/egm/men-boys2003/reports/Finalreport.PDF](http://www.un.org/womenwatch/daw/egm/men-boys2003/reports/Finalreport.PDF)

This report, which includes gender-based violence as a major issue, notes it can be considered as a policing mechanism to keep women (or specific groups of men) “in their place” and control “who makes the decisions”. Gender-based violence is mostly perpetrated by men toward females, but it can also be toward men and boys in the form of bullying, baiting and sexual abuse as well as used against homosexuals or transsexuals. Many boys and men are socialized to believe that violence against women is part of “masculinity” and that subordinating women is a “mark of manhood”. However research shows that alternative learning paths for boys help lead to

non-violent masculine identities. Gender-based violence projects that have successfully engaged men to join in stopping such acts focus on helping them analyse and challenge gender inequality and violent masculine identities. The report contains recommendations for key actors at all levels to help promote men and boys' engagement as change agents for gender equality.

## › Regional and some country-based entries

### – Africa

#### ***African Women's Report 2009 – Measuring Gender Inequalities in Africa: Experiences and Lessons from the African Gender and Development Index***

United Nations Economic Commission for Africa, Addis Ababa, 2009

[www.uneca.org/eca\\_resources/publications/books/awr/index.htm](http://www.uneca.org/eca_resources/publications/books/awr/index.htm)

This report's component on measuring violence against women investigates the extent to which countries are addressing the issue. Five – Cameroon, Ghana, Mozambique, South Africa and Uganda – have initiated or completed law reforms to combat and punish domestic violence. Seven – Burkina Faso, Ghana, Madagascar, Mozambique, South Africa, Tanzania and Tunisia – have comprehensive rape laws in place. However common constraints include inadequate implementation measures such as awareness campaigns, training for police as well as prosecutors and judges, and limited resources for relevant institutions. Suggested actions for African governments include to address violence through various strategies in order to “reverse the culture of silence” about it, and to adopt regional, sub-regional and inter-country multilateral and bilateral human trafficking protocols.

#### ***Rapport sur les femmes en Afrique 2009 – Mesurer l'inégalité entre les sexes en Afrique: expériences et leçons tirées de l'indicateur de développement et des inégalités entre les sexes en Afrique***

[www.uneca.org/eca\\_resources/publications/books/awr/french/index.htm](http://www.uneca.org/eca_resources/publications/books/awr/french/index.htm)

La composante de ce rapport sur la violence contre les femmes évalue les mesures que les pays prennent à ce sujet. Cinq pays (Cameroun, Ghana, Mozambique, Afrique du Sud et Ouganda) ont entrepris ou terminé des réformes législatives visant à combattre et à réprimer la violence familiale. Sept pays (Burkina Faso, Ghana, Madagascar, Mozambique, Afrique du Sud, Tanzanie et Tunisie) possèdent des lois étoffées sur le viol. Pourtant, des obstacles courants comprennent l'inadaptation des mesures de mise en œuvre existantes telles que les campagnes de sensibilisation et les programmes de perfectionnement pour les responsables de l'application de la loi (comme les policiers, les procureurs et les magistrats), et l'insuffisance des ressources nécessaires au fonctionnement des institutions compétentes. Les actions suggérées aux gouvernements Africains pour lutter contre la violence par le biais de diverses stratégies afin d'inverser “la culture du silence” à ce sujet, et adopter des protocoles bilatéraux et multilatéraux contre la traite des êtres humains aux échelons régional, sous-régional et international.

***Intervention with Microfinance for AIDS and Gender Equity, South Africa – A Microfinance Plus Gender and HIV Education Program***

Thompson, J., The Small Enterprise Education and Promotion (SEEP) Network, Promising Practices Case Studies Series, Washington DC, 2008

[http://communities.seepnetwork.org/hamed/system/files/ImageSA\\_new.pdf](http://communities.seepnetwork.org/hamed/system/files/ImageSA_new.pdf)

This study assesses the impact of an economic and social empowerment programme, with elements addressing gender-based violence, for poor rural women in South Africa. The Intervention with Microfinance for AIDS and Gender Equity (IMAGE) takes into account the complex interplay of sexual behaviours, HIV infection and gender-based violence. Findings of the two-year study on effects of a combined micro-finance and participatory health training intervention show a reduction in intimate partner violence, as well as in risky behaviours for HIV infection among young participants.

– *Americas and the Caribbean*

***El comercio sexual con personas menores de edad en Centroamérica, Panamá y República Dominicana: Segundo estudio de tolerancia social – Análisis de resultados, desafíos y recomendaciones***

Programa Internacional para la Erradicación del Trabajo Infantil de la OIT, San José, 2009

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=10197](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=10197)

Esto es una análisis de los datos recopilados por la empresa CIDGallup Latinoamérica que trata de orientar las estrategias y medidas urgentes necesarias para variar la percepción de la población sobre este fenómeno y convertir a la población en un aliado fundamental en la prevención y la denuncia de los delitos de explotación sexual comercial. Los resultados de la encuesta evidencian los temas y áreas en las que se deben reforzar acciones, además de retos y desafíos por superar no solo para enfrentar la problemática de la explotación sexual comercial en sí misma, sino la alta tolerancia social que la acompaña. La muestra estuvo conformada por un total de 8,608 personas, mayores de 18 años y se realizó un mínimo de 1,200 entrevistas en cada país.

***Workplace Violence against Adolescent Workers in the US***

Rauscher, K., *American Journal of Industrial Medicine*, Vol. 51, 2008, city not specified, pages 539-544

<http://ejournals.ebsco.com/direct.asp?ArticleID=4C548F813560CEB63229>

Despite facing numerous employment conditions that raise their risk for workplace violence, adolescent workers have received inadequate attention. This article, based on sex-disaggregated data from a survey of 1,171 United States students aged 14-17 years, reveals the incidence and perpetrators of physical attacks, verbal threats and sexual harassment. Nearly one-third had experienced some form of workplace violence: 25 per cent had been verbally threatened and 10 per cent physically attacked – mostly by customers – while 10 per cent had been sexually

harassed – mostly by co-workers. Young women workers who were sexually harassed face similar psychological effects of bullying victims, and among other things they are at increased risk for anxiety and eating disorders. The article concludes that workplace violence prevention strategies focusing on adolescent workers should be a priority.

***La demanda de la explotación sexual comercial de adolescentes: estudio cualitativo en Sudamérica (Chile, Colombia, Paraguay y Perú)***

Programa Internacional para la Erradicación del Trabajo Infantil de la OIT, Lima, 2007

[www.ilo.org/ipecinfo/product/viewProduct.do?productId=6345](http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=6345)

Estudio que aborda la demanda de la explotación sexual comercial de personas menores de edad, con el objetivo de contribuir a ampliar el conocimiento y conocer las características y modus operandi de la demanda a la explotación sexual comercial e identificar factores económicos, sociales, culturales y psicológicos que determinan actitudes y comportamientos de sus protagonistas como clientes y/o intermediarios.

***Domestic Violence Survivors at Work: How Perpetrators Impact Employment***

Ridley, E.; Rioux, J.; Lim, K.; Mason, D.; Faragher Houghton, K.; Luppi, F. and Melody, T., Maine Department of Labor & Family Crisis Services, Augusta, 2005

[www.maine.gov/labor/labor\\_stats/publications/dvreports/survivorstudy.pdf](http://www.maine.gov/labor/labor_stats/publications/dvreports/survivorstudy.pdf)

This study presents data from interviews in the US state of Maine with 120 survivors of domestic violence. Ninety-eight per cent reported such abuse had caused difficulty in concentrating on work tasks, 78 per cent had been late to work as a result of domestic abuse, 78 per cent reported their abuser had showed up at the workplace with 13 per cent being assaulted there, and 87 per cent stated their employer had become aware of their domestic abuse. Survivors widely recommended that employers implement a workplace response including a domestic violence policy with prevention measures, as well as training for supervisors concerning useful responses.

***Lucha contra la violencia intrafamiliar: Perspectivas desde la experiencia colombiana***

Caicedo, C., en *Les droits de l'homme, l'interdit de la violence scolaire et familiale*, ciudad no especificada, 2005

[www.cifedhop.org/Publications/Thematique/thematique13/Caicedo.pdf](http://www.cifedhop.org/Publications/Thematique/thematique13/Caicedo.pdf)

Este texto hace una caracterización general de la violencia intra-familiar y expone algunos elementos internacionales y regionales que han integrado la lucha contra esta violencia. Dedicar un capítulo aparte al tema de la perspectiva de género y sus implicaciones en la problemática. Reflexiona sobre la implementación de una política pública para prevenir, detectar, atender y sancionar la violencia intra-familiar en Colombia: lecciones y obstáculos del proceso y cómo las políticas públicas pueden ser vías para la realización de los derechos humanos, la capacidad de convocatoria

de los diferentes sectores (educativo, justicia, salud, comunicación) en un objetivo común y el rol de los educadores-as en estas acciones.

***Explotación sexual comercial y masculinidad: Un estudio regional cualitativo con hombres de la población general***

Salas, J. y Campos Guadamuz, OIT, Instituto Costarricense para la Acción, Educación e Investigación de la Masculinidad, Pareja y Sexualidad, San José, 2004

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=6701](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=6701)

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=6713](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=6713) (summary in English)

El presente estudio contiene información sobre el conocimiento y la percepción de hombres de Guatemala, El Salvador, Honduras, Nicaragua, Costa Rica, Panamá y República Dominicana acerca de la explotación sexual comercial de personas menores de edad. Constituye un insumo para el diseño y la implementación de estrategias de prevención de este flagelo social.

***Domestic Violence Invades the Workplace: Strategies for the Global Business Community***

Johnson, P. and Gardner, S., Women in Management Review, Vol. 15, city not specified, 2000, page 197-203.

[www.emeraldinsight.com/journals.htm?articleid=1412173&show=html](http://www.emeraldinsight.com/journals.htm?articleid=1412173&show=html)

This article identifies what it describes as the spillover of domestic violence into the workplace. Emphasis is placed on strategies to address such violence since it affects not only the victim but co-workers and the entire workplace or organization. The article cites an estimate by the United States Bureau of National Affairs, which calculates the annual cost of domestic violence to employers nationwide between US\$3 billion and US\$5 billion. Specific measures are mentioned in order that “the global business community” can effectively address the needs of victims, domestic abusers and all employees.

***Hoja informativa – La Violencia de Género y el VIH/SIDA***

Organización Panamericana de la Salud, Washington DC, année non spécifiée

[www.paho.org/Spanish/AD/GE/Viol-VIH\\_FS0705.pdf](http://www.paho.org/Spanish/AD/GE/Viol-VIH_FS0705.pdf)

La infección por VIH/SIDA puede estar asociada con la violencia de género de manera directa a través de violencia sexual, y de manera indirecta, debido a la incapacidad de las mujeres para negociar el uso de condones o las condiciones bajo las cuales las relaciones sexuales ocurren, entre otras. Esta hoja informativa muestra que la violencia sexual constituye un importante factor de riesgo frente a la infección por VIH: más del 36 por ciento de las niñas y el 29 por ciento de los niños han sufrido abuso sexual infantil en la región, y hasta una tercera parte de las adolescentes ha sufrido una iniciación sexual forzada. En algunos países casi una de cada cuatro mujeres señala haber sido víctima de violencia por parte de su pareja. El tráfico de mujeres y niñas con fines de explotación sexual es factor de la propagación del VIH/SIDA. La explotación sexual de adolescentes, niñas y mujeres adultas es una de

las formas más extendidas de violencia de género debido a las altas tasas de sexo forzado en mujeres. El informe ofrece un breve glosario, unos datos rápidos, y los próximos pasos.

– *Arab States*

***Gender and Migration in Arab States: The Case of Domestic Workers***

Esim, S. and Smith, M. (editors), ILO Regional Office for Arab States, Beirut, 2004  
[www.ilo.org/public/english/region/arpro/beirut/downloads/publ/publ\\_26\\_eng.pdf](http://www.ilo.org/public/english/region/arpro/beirut/downloads/publ/publ_26_eng.pdf)

This volume presents a regional view on the labour situation of the growing number of women migrant workers with case studies in Bahrain, Kuwait, Lebanon and United Arab Emirates. The studies, based on collaborative work between ILO and in-country researchers, identify areas of critical concern to the women. The volume reveals practices and patterns that are key causes of the women's vulnerability – including to violence – and presents effective strategies along with suggestions on further developing the specific legal and institutional responses that are needed.

***Workplace Violence in the Health Sector – Lebanon Country Case Study***

Deeb, M., ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2003

[www.who.int/violence\\_injury-prevention/violence/en/wpv\\_lebanon.pdf](http://www.who.int/violence_injury-prevention/violence/en/wpv_lebanon.pdf)

This study, which used focus groups of health personnel in the country including nurses and midwives as well as women patients, highlights both “verbal and non-verbal communication and/or behaviour that might hurt the victim physically and/or emotionally”. These acts ranged from insults, hitting, and work overload as well as high-levels of stress caused by the nature of the work. Aggressors toward nurses can be colleagues, supervisors, physicians and patients or their relatives. Aggressors toward patients can be nurses, other staff and physicians. After discussing existing institutional responses in the sector, the study lists suggestions by the focus groups for violence prevention measures.

***Walls at Every Turn – Abuse of Migrant Domestic Workers through Kuwait's Sponsorship System***

Human Rights Watch, city not specified, 2010

[www.migration4development.org/sites/m4d.emakina-eu.net/files/HRW\\_kuwait1010.pdf](http://www.migration4development.org/sites/m4d.emakina-eu.net/files/HRW_kuwait1010.pdf)

While some employers develop an affectionate and caring bond with the some 660,000 foreign domestic workers in their homes, others take advantage of what this document describes as weak legal protections and an isolated home environment that shield human rights abuses from outside scrutiny. Themes covered include the legal framework for migrant domestic workers, recruitment practices, workplace and agency abuses, and redress challenges. A concluding section provides suggestions for the Kuwaiti government, labour-sending countries, the International Organization for Migration, and ILO.



– *Asia and the Pacific*

***Going Back – Moving On: A Synthesis Report of the Trends and Experiences of Returned Trafficking Victims in Thailand and the Philippines***

ILO Regional Office for Asia and the Pacific, Bangkok, 2009

[www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms\\_116030.pdf](http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/publication/wcms_116030.pdf)

This report discusses issues, obstacles and opportunities related to the return and integration of women migrants who experienced exploitative situations abroad including forced labour and human trafficking. Based on interviews with 59 returned victims in Thailand and the Philippines, insights from their experiences along with coping mechanisms are summarized. A critical review is also provided of assistance received by the victims upon return, and the women's suggestions are shared for improving the quality and effectiveness of reintegration assistance.

***HIV/AIDS and Working Children in Nepal***

Gilliga, B.J. and Rajbhandori, R., ILO International Programme on the Elimination of Child Labour, Kathmandu, 2004

[www.ilo.org/legacy/english/regions/asro/newdelhi/ipec/download/resources/nepal/nppubl04eng1.pdf](http://www.ilo.org/legacy/english/regions/asro/newdelhi/ipec/download/resources/nepal/nppubl04eng1.pdf)

Male and female child workers in different types of work and situations have different risks of sexual abuse and exploitation, explains this study. High risks for girls include working in homes, factories, hotels and “cabin” restaurants. Boys in street-based work are vulnerable to exploitation and abuse by both child and adult co-workers, supervisors and sexual predators. Boys, who are predominant among most street-based working children, are highly mobile in an environment and street culture that put them at high risk of sexual abuse and exploitation. The study provides many recommendations and good practices in protecting working children in Nepal.

***Sexual Harassment at the Workplace in Nepal***

Decent Work for all Women and Men in Nepal Series, No. 2, ILO Country Office for Nepal, Kathmandu, 2004

[www.ilo.org/kathmandu/whatwedo/publications/lang--en/docName--WCMS\\_113780/index.htm](http://www.ilo.org/kathmandu/whatwedo/publications/lang--en/docName--WCMS_113780/index.htm)

This study, based on a survey of 167 respondents from six towns, revealed that sexual harassment is highly prevalent in workplaces with 54 per cent of women workers reporting that they have faced the problem. The study explores impacts on the victims and discusses how societal perceptions, attitudinal changes and appropriate rules and regulations framed within specific laws can contribute to stopping sexual harassment in the workplace.

***Action Against Sexual Harassment at Work in Asia and the Pacific***

Haspels, N.; Kasim, Z.M.; Thomas, C. and McCann, D., ILO, Bangkok, 2001

[www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms\\_bk\\_pb\\_159\\_en.pdf](http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_bk_pb_159_en.pdf)

Sexual harassment is bad for business as well as ethically and socially unacceptable. Attitudinal changes in society, legislation and measures in the workplace can all contribute to overcoming it, states this book. Although there are diverse opinions and approaches to sexual harassment issues, there is striking unequivocal and committed agreement emerging worldwide that no one should have to tolerate such harassment. And every employer and worker should take measures to prevent and eliminate it. After exploring attitudes about sexual harassment and its impacts, the book examines incidence and the scope of sexual harassment at work as well as high-risk sectors and occupations. It also includes examples of legal action, such as national legislation, and good practices in workplace policies and measures.

***Ending Violence Against Women & Girls – Evidence, Data and Knowledge in the Pacific Island Countries***

United Nations Development Fund for Women (part of UN WOMEN), Suva, 2010

[www.undp.org.fj/pdf/unp/evaw.pdf](http://www.undp.org.fj/pdf/unp/evaw.pdf)

This literature review and annotated bibliography includes a summary of current literature to give practitioners a concise and comprehensive overview of knowledge and analysis on the issue. It is intended to inform leaders, legislators, policy makers and other key decision makers in government, as well as programme designers. Countries covered are: Cook Islands, Federated States of Micronesia, Fiji, Kiribati, Marshall Islands, Nauru, Niue, Palau, Papua New Guinea, Samoa, Solomon Islands, Tonga, Tokelau, Tuvalu and Vanuatu.

***Sexual Abuse and Exploitation of Boys in South Asia – A Review of Research Findings, Legislation, Policy and Programme Responses***

Frederick, J., United Nations Children's Fund, Innocenti Research Centre, Florence, 2010

[www.unicef-irc.org/publications/pdf/iwp\\_2010\\_02.pdf](http://www.unicef-irc.org/publications/pdf/iwp_2010_02.pdf)

This review found an emphasis in the literature on sexual exploitation of children including through pornography and in the tourism sector. However there was relatively weak coverage on sexual abuse of girls and boys in the home, community, institutions and workplaces. Children – especially girls – are at most-risk for sexual abuse in workplaces where they are hidden from public view such as in domestic service and sweatshops. Some forms of work limited to boys, such as assistants to overland truck drivers, appear frequently to be accompanied by sexual abuse. Recommendations include ways to strengthen legislation, policy and programmes to address abuse by using a rights-based approach, and learning from boys' and girls' experiences when designing and implementing preventive and protective measures.

***Nepal: Preliminary Mapping of Gender Based Violence***

The Asia Foundation, United Kingdom Department for International Development, Solidarity and Action Against The HIV Infection in India, Kathmandu, 2010

<http://asiafoundation.org/resources/pdfs/GBVMMappingNepal.pdf>

This mapping, based on secondary research and data collected in cooperation with Kathmandu-based NGOs, found that gender-based violence and especially domestic abuse mostly go unreported and are considered “a family affair”. Reasons for not reporting include the victim’s financial dependency on the aggressor, lack of education and awareness, and fear of social exclusion. Many women preferred social pressure over legal recourse to stop such violence. Findings are also presented on issues such as support to victims, and gaps and challenges in combating gender-based violence in Nepal. Recommendations and brief descriptions of NGOs working on the issue are also provided.

***Workers in the Shadows: Abuse and Exploitation of Child Domestic Workers in Indonesia***

Human Rights Watch, city not specified, 2009

[www.hrw.org/sites/default/files/reports/indonesia0209\\_webwcover.pdf](http://www.hrw.org/sites/default/files/reports/indonesia0209_webwcover.pdf)

This report, written during the lead up to discussions by the International Labour Conference on a possible instrument in 2011 on domestic workers’ rights, presents findings on abuse of child domestic workers in the country. The relevant national legal framework is outlined including the Child Protection Action of 2002, Domestic Violence Act of 2004, and Anti-Trafficking Act of 2007. A section on “eight enduring myths” challenges perceptions among some in the country that domestic workers are “helpers” not workers and they do not need written contracts. Specific recommendations are provided for national and local leaders, the police, ILO, NGOs and donors.

***Violence, Women, Work and Empowerment: Narratives from Factory Women in Sri Lanka’s Export Processing Zones***

Hancock, P., *Gender, Technology and Development*, Vol. 10, No. 2, New Delhi/Thousand Oaks/London, 2006, pages 211-228

<http://gtd.sagepub.com/content/10/2/211>

Although this study originally aimed to focus on new ways in which women’s empowerment could be conceptualized, women interviewees continually brought up the issue of violence against them as the dominant theme in their narratives about experience as factory workers. Almost 70 per cent described sexual harassment as a “serious offence”, which 38 per cent had experienced or witnessed happening to their colleagues. However none said they were prepared to take legal action. The majority said violence against women – or lack of it – would be “a major way in which to measure women’s empowerment” over time. The article concludes by stressing the importance of ensuring that qualitative studies complement quantitative ones to help ensure that the realities of significant groups of women are captured when measuring their empowerment.

– Europe

***Trafficking of Migrant Workers from Ukraine: Issues of Labour and Sexual Exploitation***

Kiryan, T. and Van der Linden, M., ILO Special Action Programme to Combat Forced Labour, Geneva, 2005

[www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_082022.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_082022.pdf)

Political instability in the Western Balkans has been a major pull factor for trafficking of mainly women and minors into the growing sex industry of the region, notes this study, but trafficking for labour exploitation is an issue that also affects labour migration from Ukraine. Being female is one of the most important risk factors for being trafficked, while education and age were found not to be. After describing results of extensive interviews with returned migrants, with experts from various professional fields and with focus groups, the study describes responses to trafficking. It also proposes recommendations concerning legislation, law enforcement, migration management, assistance to victims, and awareness raising and calls for an holistic approach to the eradication of trafficking with active participation of labour market institutions in national action plans.

***Aggression and Violence Against Health Care Workers in Germany – A Cross Sectional Retrospective Survey***

Franz, S.; Kuhnert, S.; Niehaus A.; Schablon, A. and Zeh, A., in *Bio Med Central Health Services Research*, online journal, 2010

[www.biomedcentral.com/content/pdf/1472-6963-10-51.pdf](http://www.biomedcentral.com/content/pdf/1472-6963-10-51.pdf)

Violence and aggression toward healthcare workers are a major problem according to this study, which found almost 71 per cent had experienced physical violence and over 90 per cent verbal aggression. However most felt unprepared for such situations and relied mainly on colleagues for support. Those caring for the elderly and patients with mental disorders were particularly exposed: in psychiatric settings over 78 per cent of workers had experienced physical violence and over 97 per cent verbal aggression. Interventions to stop these acts ranged from discussions with the patient to medicating them or calling the police. The study concludes with suggestions for more specific and targeted prevention strategies.

***Workplace Violence and Harassment: a European Picture***

European Agency for Safety and Health at Work, Luxembourg, 2010

<http://osha.europa.eu/en/publications/reports/violence-harassment-TERO09010ENC>

This report aims to scrutinize in European Union member States the differences in occurrence levels of violence in workplaces, including harassment, as well as describe examples of preventive measures. Also reviewed are the relevant data sources and methodologies used in the countries in order to assess risks, prevalence and consequences of such violence. An analysis of cultural differences is provided in order to examine how these are related to workplace violence.

### ***Report on Equality between Women and Men 2010***

European Commission Directorate-General for Employment, Social Affairs and Equal Opportunities, Brussels, 2010

[ec.europa.eu/social/BlobServlet?docId=4613&langId=en](http://ec.europa.eu/social/BlobServlet?docId=4613&langId=en)

Efforts to eliminate physical violence against women need to be stepped up, states this report, which provides recommendations for more intensive efforts toward prevention methods. These especially concern combating trafficking in human beings for sexual and labour exploitation. Such prevention must be through education, training and awareness, as well as cooperation between social services, health workers, police and the judiciary. As findings show that gender-based violence increases during economic crises that bring stress and job loss, the report also calls for prioritizing efforts within such a context.

### ***Trafficking of Men – A Trend Less Considered: The Case of Belarus and Ukraine***

Surtees, R., Migration Research Series, No. 36, International Organization for Migration, Geneva, 2008

[www.ilo.org/intranet/libdoc/igo/2008/431057.pdf](http://www.ilo.org/intranet/libdoc/igo/2008/431057.pdf)

Trafficking of males is less considered in research despite signals that it is a violation faced by many men, young men and boys. This study, which uses a gender-perspective and is based on interviews with 685 male victims from Belarus and Ukraine, found that two-thirds of the Ukrainians and one-third of the Belarusians were married or living with a partner at the time of being trafficked. At least half had dependent children, and a number cited the need to support them as a key factor in migrating. Over 70 per cent of the Ukrainians and over 60 per cent of the Belarusian victims had some job training or university education. The study describes the experience of each group including recruitment, transportation and exploitation, followed by how they were identified as trafficking victims and assisted. It also highlights issues to consider when addressing trafficking in males, such as taking into account relevant gender dimensions especially when designing interventions.

### ***Fourth European Working Conditions Survey***

Parent-Thirion, A.; Fernández Macías, E.; Hurley, J. and Vermeylen, G., European Foundation for the Improvement of Living and Working Conditions, Dublin, 2007

[www.eurofound.europa.eu/pubdocs/2006/98/en/2/ef0698en.pdf](http://www.eurofound.europa.eu/pubdocs/2006/98/en/2/ef0698en.pdf)

This survey of 30,000 women and men in 31 European countries found that 2 per cent of all workers had been victims of sexual harassment, with women affected three times more than men. Women with temporary contracts were more often victims than those with fixed-term contracts. Some 5 per cent of all workers aged 15-29 years had been bullied or harassed – with women two times more likely to be victims. Among the many negative impacts, violence at work was found to lead to victims' increased risk of health-related absenteeism.

***Situación de los derechos laborales de las mujeres víctimas de violencia de género en España: evolución legislativa, contenido, protección y posibles líneas de actuación***

Mingo Basail, M., *Revista del Ministerio de Trabajo y Asuntos Sociales*, Madrid, 2007, páginas 121-136

[www.mtin.es/es/publica/pub\\_electronicas/destacadas/revista/numeros/Extralgualdad08/est04.pdf](http://www.mtin.es/es/publica/pub_electronicas/destacadas/revista/numeros/Extralgualdad08/est04.pdf)

El trabajo analiza el contenido y situación actual de los derechos laborales específicos reconocidos a las trabajadoras víctimas de violencia de género, estudiando su desarrollo legislativo y aplicación práctica, desde que se introdujeran por primera vez en España, a través de la Ley Orgánica 1/2004, de Medidas de Protección Integral contra la Violencia de Género.

***Avances, reflexiones y nuevas propuestas en torno a la protección social frente a la violencia de género: acreditación, intervención en el ámbito sanitario y salvaguarda de la actividad laboral***

Fernández Urrutia, A., *Revista del Ministerio de Trabajo y Asuntos Sociales*, Madrid, 2007, páginas 137-182

[www.mtin.es/es/publica/pub\\_electronicas/destacadas/revista/numeros/Extralgualdad08/est05.pdf](http://www.mtin.es/es/publica/pub_electronicas/destacadas/revista/numeros/Extralgualdad08/est05.pdf)

Este trabajo aborda la cuestión esencial del sistema de acreditación de la condición de víctima de violencia de género, incorporando las propuestas realizadas desde distintos ámbitos. Seguidamente, atiende a su incidencia en el derecho a la asistencia sanitaria tanto como en la fase esencial de detección que facilita la activación de los mecanismos de tutela judicial. Sin embargo, se reflexiona sobre la calificación jurídica de las eventuales lesiones derivadas de la violencia de género por lo cual la víctima podría sufrir en su trabajo o por causa ajena en efectos de seguridad social. Finalmente, se señalan las dificultades añadidas de las víctimas extranjeras en situación administrativa irregular; la necesidad de un mayor desarrollo normativo que favorezca la permanencia activa de la víctima en su puesto de trabajo en un punto de vista jurídico esencial; y la conveniencia de considerar la violencia de género como una contingencia específica para una protección mas completa por el sistema de seguridad social.

***Preventing Violence and Harassment in the Workplace***

Di Martino, V.; Hoel, H. and Cooper, C., European Foundation for the Improvement of Living and Working Conditions, Dublin, 2005

[www.eurofound.europa.eu/publications/htmlfiles/ef02109.htm](http://www.eurofound.europa.eu/publications/htmlfiles/ef02109.htm)

The report identifies the different forms and patterns of violence and harassment in workplaces across the European Union. It describes a recent upsurge in activity and initiatives to tackle violence and harassment within the legal arena, with new legislation enacted or in the pipeline in a number of countries. The report presents the evidence of adverse effects of violence and harassment on individuals, organizations and society, and it assesses potential financial costs. It also analyses factors that may contribute to and cause physical and psychological violence, and reviews a variety of good practices on preventing and managing violence and harassment at work.

***Sexual Harassment over the Telephone: Occupational Risk at Call Centres***

Sczesny, S. and Stahlberg, D., *Work and Stress*, Vol. 14, No. 2, city not specified, 2000, pages 121-136

<http://ejsccontent.ebsco.com/ContentServer.aspx?target=http%3A%2F%2Fwww.informaworld.com%2Fsmpp%2Fftinterface%3Fcontent%3Da713867999%26format%3Dpdf%26magic%3DebscohostejslAA3D3EFB68C36A3B40C78D54581474B7%26ft%3D.pdf%26userIP%3D193.134.193.5>

This study, based on a questionnaire of 106 employees working in call centres in Germany, found that women were more often sexually harassed over the phone than their male colleagues, with three of four having experienced such harassment perpetrated mostly by men. Strategies for combating this problem are provided for organizations, management and workers at call centres and include training for both management and workers, as well as public relations campaigns to combat sexual harassment in any form.

**Part two: tools, measures and guides*****Code of practice on safety and health in agriculture***

25-29 October 2010 Meeting of Experts to Adopt a Code of Practice on Safety and Health in Agriculture, ILO Sectoral Activities Programme, Geneva, 2010

[www.ilo.org/public/english/dialogue/sector/techmeet/mesha10/code.pdf](http://www.ilo.org/public/english/dialogue/sector/techmeet/mesha10/code.pdf)

This code of practice includes a section on workplace violence, harassment and bullying. It states that employers in the sector should consult with workers and their representatives to develop and implement policies and procedures to eliminate such violence. These should include risk assessment and control strategies, provisions on preventing workplace violence and harassment in national, sectoral and enterprise agreements, and grievance and disciplinary procedures. Workers and their representatives should, among other things, report acts of workplace violence, ensure risk factors at worksites are addressed, and cooperate with employers in committees on occupational safety and health in accordance with the Occupational Safety and Health Recommendation, 1981 (No. 164).

***SOLVE: Integrating health promotion into workplace OSH policies***

Forastieri, V. (editor), ILO Safety and Health at Work and the Environment Branch, Geneva (forthcoming)

[www.ilo.org/safework/info/lang--en/WCMS\\_108160/index.htm](http://www.ilo.org/safework/info/lang--en/WCMS_108160/index.htm)

The changing world of work is making increased demands on workers such as having greater flexibility, accepting temporary contracts, taking on greater workloads with poor work-life balance, and facing more job insecurity such as through downsizing and outsourcing. Psychosocial factors associated with these can significantly impact workers' health and contribute to increased risk of accidents and stress, as well as

mobbing and other forms of violence – including in the home. This manual, recently revised for the SOLVE training programme, uses a hands-on learning approach with a gender perspective and contains handouts, checklists and exercises for improving preventive practices and health promotion measures in the workplace. A concluding section focuses on action for developing a workplace policy and programme to address issues including worker-related stress, alcohol and drug abuse, HIV prevention, and tackling violence at work.

### ***Human Trafficking and Business Good Practices to Prevent and Combat Human Trafficking***

United Nations Global Initiative to Fight Human Trafficking, ILO, International Organization for Migration, The Global Compact, no city specified, 2010

[www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_142722.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_142722.pdf)

This guide highlights opportunities for employers and businesses to play a pivotal role in stopping human trafficking, and it describes strategies for providing effective and sustained action toward this goal in communities, workplaces and in the global economy. A series of case studies illustrates good practice strategies that employers are using to address the problem. Boxes with succinct “key messages” are provided at the end of each section in order to aid the reader in understanding quickly the critical links between human trafficking and businesses.

### ***Frequently Asked Questions: Sexual Harassment at the Workplace***

ILO Country Office for Indonesia, Jakarta, 2010

[www.ilo.org/jakarta/info/public/nl/lang--en/docName--WCMS\\_149651/index.htm](http://www.ilo.org/jakarta/info/public/nl/lang--en/docName--WCMS_149651/index.htm)

This four-page list of questions with informative yet succinct answers provides guidance to both potential victims as well as employers seeking to prevent sexual harassment including through well-disseminated workplace policies. Many key concepts are defined including “What is sexual harassment?” as well as related terms such as “quid pro quo” and “hostile environment”. A series of questions focuses on how to determine if conduct is unwelcome: “Who can be a sexual harasser?”, “Why do people sexually harass others?” and “Can a sexual harassment claim be made by an employee even if that employee consented to sexual activity?”. Another series of questions highlights possible actions victims can take as well as ways an employer can prevent harassment in the workplace.

### ***Training Manual to Fight Trafficking in Children for Labour, Sexual and other Forms of Exploitation***

ILO International Programme on the Elimination of Child Labour, United Nations Children’s Fund, Global Initiative to Fight Human Trafficking, Geneva, 2009

[www.ilo.org/ipecc/areas/Traffickingofchildren/lang--en/WCMS\\_111537/index.htm](http://www.ilo.org/ipecc/areas/Traffickingofchildren/lang--en/WCMS_111537/index.htm)

This manual, composed of three textbooks and an exercise booklet, is designed for use by international organizations as well as governments, workers’ and employers’ groups



and others interested in building capacity on child trafficking issues. A facilitators' guide is provided for use by trainers. The three textbooks – which mainstream gender and incorporate violence-related issues – focus on respectively: understanding child trafficking, action against child trafficking at policy and outreach levels, and matters of process.

***ABC of women workers' rights and gender equality***

(second edition), ILO Bureau for Gender Equality, Geneva, 2007

[www.ilo.org/public/libdoc/ilo/2007/107B09\\_255\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2007/107B09_255_engl.pdf)

This guide on key concepts and instruments for promoting gender equality in the world of work includes many entries on groups vulnerable to gender-based violence such as migrant workers, domestic workers, commercial sexual exploitation and forced labour. Violence-related terms that are defined and explained include gender-based violence at work and sexual harassment. A section at the end provides additional reading and web-based resources.

***ABC des droits des travailleuses et de l'égalité entre hommes et femmes (2008)***

[www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_106292.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_106292.pdf)

Ce guide traite des concepts fondamentaux et des instruments pour promouvoir l'égalité entre les hommes et les femmes dans le monde du travail, et inclut plusieurs références à des groupes vulnérables vis-à-vis la violence liée à l'appartenance sexuelle comme les travailleuses migrantes et les travailleuses domestiques, de même que les personnes soumises à l'exploitation sexuelle commerciale et au travail forcé. Des termes et expressions connexes à la violence sont définis et mis en lumière, y compris la violence liée à l'appartenance sexuelle sur le lieu de travail et le harcèlement sexuel. Le document termine par une liste de sources d'information et sites Web à consulter.

***ABC de los derechos de las trabajadoras y la igualdad de género (2008)***

[www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_094520.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_094520.pdf)

Esta guía de conceptos e instrumentos claves para promover la igualdad de género en el mundo del trabajo incluye numerosos artículos sobre grupos vulnerable por consecuencia a la violencia de género como los trabajadores migrantes, los trabajadores domésticos, explotación sexual comercial y el trabajo forzoso. Los términos relacionados con la violencia definidos y explicados en esta guía, incluyen la violencia de género en el trabajo y el acoso sexual. Al final encontrarán una sección que ofrece una lectura adicional y recursos suplementarios en la web.

***Combating Forced Labour: A Handbook for Employers and Business***

ILO Special Action Programme to Combat Forced Labour, Geneva, 2008

[www.ilo.org/public/libdoc/ilo/2008/108B09\\_259\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2008/108B09_259_engl.pdf)

This handbook, which contains a series of seven booklets, comprises practical tools and materials in order to identify forced labour, explain reasons it is a significant concern for businesses, and outline actions that can be taken to prevent and eradicate it. Good practices are presented along with relevant information for business managers, human resources personnel, sourcing and social compliance staff, social auditors and others.

***Combattre le travail forcé: Manuel pour les employeurs et le secteur privé***

[www.ilo.org/sapfl/Informationresources/ILOPublications/lang--fr/docName--WCMS\\_142588/index.htm](http://www.ilo.org/sapfl/Informationresources/ILOPublications/lang--fr/docName--WCMS_142588/index.htm)

Ce manuel, qui contient une série de sept fascicules, fournit des outils et du matériel permettant d'identifier les situations de travail forcé et de comprendre que le recours à ce type de pratique représente un risque significatif pour les entreprises. Le document donne également un aperçu des mesures nécessaires pour prévenir et éliminer ces situations de travail forcé. Des exemples de bonnes pratiques y sont contenus, de même que des informations utiles destinées aux cadres supérieurs, aux ressources humaines, au personnel veillant au respect des droits sociaux et aux auditeurs sociaux.

***Lucha contra el trabajo forzoso: Manual para empleadores y empresas***

[www.ilo.org/sapfl/Informationresources/ILOPublications/lang--es/docName--WCMS\\_105883/index.htm](http://www.ilo.org/sapfl/Informationresources/ILOPublications/lang--es/docName--WCMS_105883/index.htm)

Este manual, que contiene una serie de siete folletos, incluye herramientas y materiales prácticos para identificar el trabajo forzoso, explicando las razones por las que es una preocupación significativa para las empresas con esquemas de acciones que se pueden tomar para prevenir y erradicarlo. Las buenas prácticas son presentadas junto a una información pertinente para los gerentes, el personal de recursos humanos, suministro y personal de cumplimiento social, auditores y otros servicios sociales.

***Meeting the Challenge: Proven Practices for Human Trafficking Prevention in the Greater Mekong Sub-region***

ILO International Programme on the Elimination of Child Labour, Geneva, 2008

[www2.ilo.org/public/english/region/asro/bangkok/child/trafficking/downloads/buildingknowledge/meetingthechallenge.pdf](http://www2.ilo.org/public/english/region/asro/bangkok/child/trafficking/downloads/buildingknowledge/meetingthechallenge.pdf)

Since the early 1990s factors that have conspired to increase human trafficking around the world include globalization – not only of production and markets but also of organized crime. This guide describes the risks to migrating women and girls, as well as men and boys, in such a context for exploitative labour situations. Sections include on promoting safe migration, destination-side programming, holistic approaches at both the migrating source and destination, and mobilization and empowerment. Selected proven good practices are provided to illustrate the approaches.

***Combating Trafficking in Children for Labour Exploitation: A Resource Kit for Policy-Makers and Practitioners***

ILO International Programme on the Elimination of Child Labour, Geneva, 2008

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=9130](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=9130)

This resource kit summarizes initiatives and lessons learned during over ten years of work to stop child trafficking by ILO and its partners. Experiences and knowledge shared aim to assist those who design and implement measures, and/or who are seeking ways to improve policies and programming to prevent and stop such trafficking. The resource kit is composed of five interrelated booklets on a range of themes, all of which mainstream gender and incorporate violence-related issues. It also contains over 150 relevant information resources for further reading.

***Combattre la traite des enfants à des fins d'exploitation de leur travail: Kit de ressources à l'usage des responsables politiques et praticiens***

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=10233](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=10233)

Ce kit de ressources documente l'expérience et les enseignements acquis au cours d'une décennie par l'OIT et ses organisations partenaires. Les expériences et connaissances sont mis à la disposition de ceux qui conçoivent, exécutent et améliorent les politiques et les programmes de lutte contre la traite des filles et des garçons. Le kit se compose de cinq livres indépendants mais corrélés dont chacun développe un ensemble de thèmes spécifiques, mettant l'accent sur les questions d'égalité entre hommes et femmes et celles relatives à la violence. Il contient également plus de 150 sources d'information supplémentaires et pertinentes.

***Combatir la trata infantil con fines de explotación laboral: Carpeta de recursos para responsables de la formulación de políticas y profesionales***

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=10834](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=10834)

Esta carpeta de recursos es un resumen de iniciativas y lecciones aprendidas durante los diez años de trabajo de la OIT así como sus organizaciones partícipes. Las experiencias y los conocimientos compartidos tienen como objeto poner a disposición de aquéllos a quienes les corresponde diseñar, ejecutar y mejorar políticas y programas para combatir la trata infantil, para prevenir y detener el tráfico de niñas y niños. La carpeta, conformada por cinco libros, independientes pero interrelacionados cada uno de los cuales cubre las cuestiones de género y las cuestiones relacionadas con la violencia, también vienen acompañados de más de 150 herramientas y recursos complementarios pertinentes.

***ILO Multilateral Framework on Labour Migration – Non-binding principles and guidelines for a rights-based approach to labour migration***

ILO, Geneva, 2006

[www.ilo.org/public/libdoc/ilo/2006/106B09\\_343\\_engl.pdf](http://www.ilo.org/public/libdoc/ilo/2006/106B09_343_engl.pdf)

This Framework – centrepiece of the ILO Plan of Action on Labour Migration to implement the 2004 International Labour Conference Resolution on migrant workers – advocates gender-sensitive migration policies. It calls for, among other things, intensifying measures aimed at detecting and identifying abusive practices against migrant workers including sexual harassment and physical violence. National procedures for social dialogue should ensure consultation on all aspects of labour migration including the often different needs of women and men, and measures should address specific health and safety protection of both. A collection of good practices provides many examples of gender-responsive prevention and protection measures.

***Cadre multilatéral de l'OIT pour les migrations de main-d'œuvre – Principes et lignes directrices non contraignants pour une approche des migrations de main-d'œuvre fondée sur les droits (2006)***

[www.ilo.org/public/english/protection/migrant/download/multilat\\_fw\\_k\\_fr.pdf](http://www.ilo.org/public/english/protection/migrant/download/multilat_fw_k_fr.pdf)

Ce cadre – élément central du plan d'action de l'OIT pour les migrations de main-d'œuvre visant l'application de la Résolution concernant une approche équitable pour les travailleurs migrants adoptée par la Conférence internationale du Travail de 2004 – fait la promotion de politiques migratoires qui préconisent l'égalité entre hommes et femmes. Les lignes directrices appellent, entre autres, au renforcement des mesures visant à déceler et mettre en évidence les pratiques abusives auxquelles sont soumis les travailleurs migrants, y compris le harcèlement/la violence physique ou sexuelle. Des procédures nationales du dialogue social devraient garantir que des consultations aient lieu sur tous les aspects des migrations de main-d'œuvre, notamment pour répondre aux besoins éventuellement différents des femmes et des hommes. De même, des mesures sur la protection de la santé et de la sécurité devraient parer aux risques spécifiques des femmes et des hommes. De nombreux exemples de mesures préventives et de protection, tenant compte des questions d'égalité hommes-femmes en vue de l'élimination des pratiques abusives en matière de migration, sont présentés sous forme de bonnes pratiques.

***Marco multilateral de la OIT para las migraciones laborales – Principios y marcos no vinculantes para un enfoque de las migraciones laborales basado en los derechos (2007)***

[www.ilo.org/public/libdoc/ilo/2006/106B09\\_343\\_span.pdf](http://www.ilo.org/public/libdoc/ilo/2006/106B09_343_span.pdf)

Este marco – pieza central del Plan de Acción de la OIT para las migraciones laborales para aplicar la Resolución sobre los trabajadores migrantes de la Conferencia internacional del Trabajo del 2004 – es para defender las políticas de migración con enfoque de género. La guía prevé, entre otras cosas, la intensificación de las medidas en detectar y identificar prácticas abusivas contra los trabajadores migrantes incluyendo el acoso físico y sexual o la violencia. Los procedimientos nacionales para el diálogo social deben garantizar la consulta sobre todos los aspectos de la migración laboral, incluyendo las diferentes necesidades que puedan tener las mujeres y los hombres y también las medidas deben ser específicas en cuestión de protección de la salud y de la seguridad de las mujeres y de los hombres. Una colección de buenas prácticas incluye muchos ejemplos de prevención con perspectiva de género y medidas de protección para eliminar las prácticas abusivas de migración.

***Manual de Autoaprendizaje, Acoso Sexual: Legislación y procedimientos de aplicación, OIT, Santiago, 2006***

Dirección del Trabajo de Chile y Oficina Subregional de la OIT para el Cono Sur de América Latina, 2006

[http://oit.org.pe/WDMS/bib/publ/libros/acoso\\_sexual\[manual\].pdf](http://oit.org.pe/WDMS/bib/publ/libros/acoso_sexual[manual].pdf)

Este manual de autoaprendizaje fue elaborado en el marco del apoyo técnico que entrega la OIT al Gobierno de Chile y a sus interlocutores sociales, para la puesta en marcha de un Programa Nacional de Trabajo Decente en Chile. En el texto se desarrollan las herramientas técnicas necesarias para apoyar la labor de los fiscalizadores y fiscalizadoras de la Dirección del Trabajo para cumplir su función en la aplicación de la Ley de Acoso Sexual.

***Equality in Diversity. Migration and Integration – A Handbook***

ILO, Geneva, 2006

[www.ilo.org/public/english/protection/migrant/equality/download/tool/handbook\\_en.pdf](http://www.ilo.org/public/english/protection/migrant/equality/download/tool/handbook_en.pdf)

This handbook, created as part of a European Union project coordinated by ILO, is part of a package of materials and guides intended to support social partners in preventing discrimination and facilitating integration in workplaces.

***A Pamphlet for Trade Unions: Promoting Equality in Diversity – Migration-Integration***

Irish Congress of Trade Unions, city not specified, 2006

[www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet\\_en.pdf](http://www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet_en.pdf)

This pamphlet, prepared and published with technical support from the ILO International Migration Branch, is a component of an “agenda for action” on migration and integration. The agenda for action comprises a package of materials and practical guides intended to support workers’ and employers’ organizations in helping to prevent discrimination and facilitating integration in workplaces. The pamphlet defines key terms and contains a sample equality policy. The latter incorporates reference to, among other things, sexual harassment. Suggestions for trade union representatives aim to help them act as key players to achieve equality and diversity goals within the organization or company.

***Brochure pour les Syndicats: Promouvoir l’égalité dans la Diversité – Migration-Integration***

[www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet\\_fr.pdf](http://www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet_fr.pdf)

Cette brochure a été préparée et publiée avec l’appui technique du Programme des Migrations Internationales de l’OIT en tant qu’élément d’un “agenda pour action” sur la migration et l’intégration. Le programme d’action comprend un ensemble de documents et de guides pratiques destinés à soutenir les organisations de travailleurs

et d'employeurs dans leurs actions de prévention de la discrimination et encouragement à l'intégration sur le lieu de travail. La brochure donne une définition des principaux termes et présente un exemple d'une politique en faveur de l'égalité. Elle traite, entre autres, du harcèlement sexuel. Des suggestions à l'intention des délégués syndicaux sont émises afin de les aider à jouer un rôle clé dans l'atteinte des objectifs d'égalité et de diversité au sein des entreprises.

***Un Folleto para los Sindicatos: Alcanzar la Integración en la Diversidad – Migración-Integración***

[www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet\\_fr.pdf](http://www.ilo.org/public/english/protection/migrant/equality/download/tool/unionspamphlet_fr.pdf)

Este folleto ha sido preparado y ha sido publicado con el apoyo técnico del Servicio de Migraciones internacionales de la OIT, como elemento de una “agenda para la acción” en materia de migración e integración. La agenda para la acción incluye instrumentos y guías prácticas destinados a apoyar las organizaciones de trabajadoras y empleadores-as ayudando a prevenir la discriminación y facilitar la integración en los lugares de trabajo. El folleto define los términos clave e incluye una muestra de igualdad de género. Esta última se refiere a la incorporación de referencias como, entre otras cosas, el acoso sexual. La sugerencias que se da a los representantes sindicales tratan de ayudarles a actuar como actores clave para lograr los objetivos de la igualdad y la diversidad dentro de la organización o de la empresa.

***Good Practices and Lessons Learned on Child and Adolescent Domestic Labour in Central America and the Dominican Republic: A Gender Perspective***

ILO International Programme on the Elimination of Child Labour, Geneva, 2005

[www.oit.org.pe/ipec/documentos/goodpracticesfinal.pdf](http://www.oit.org.pe/ipec/documentos/goodpracticesfinal.pdf)

In Central America and the Dominican Republic many girls and boys involved in child domestic labour in the homes of others are victims of sexual violence as well as exploitation and abuse. This guide contains a collection of good practices to show ways interventions can help eliminate the worst forms of child domestic labour. It also highlights challenges and provides recommendations to help tackle gender and ethnic-based discrimination and to promote the rights of children and adolescents.

***Buenas prácticas y lecciones aprendidas sobre trabajo infantil y adolescente doméstico en América central y Republica Dominicana: una perspecitva de género***

[www.iin.oea.org/2006/Lecturas\\_Sugeridas\\_2006/Buenas\\_Practicas.pdf](http://www.iin.oea.org/2006/Lecturas_Sugeridas_2006/Buenas_Practicas.pdf)

En América Central y en Republica Dominicana muchos menores de edad implicados, entre otros, en el trabajo domestico infantil en los hogares son víctimas de violencia sexual y género así como son explotados y hay abusos. Esta colección de buenas prácticas tiene por objeto compartir ejemplos de las intervenciones destinadas a eliminar las peores formas de trabajo domestico y que sean consideradas eficaces. La guía también destaca los desafíos y ofrece recomendaciones para ayudar a abordar

las cuestiones de género y la discriminación étnica y de promover los derechos de los niños y adolescentes.

***Framework Guidelines for Addressing Workplace Violence in the Health Sector – The Training Manual***

ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2005

[www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/instructionalmaterial/wcms\\_108542.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/instructionalmaterial/wcms_108542.pdf)

This manual aims to aid trainers in building awareness and capacity about ever-increasing workplace violence in the healthcare sector and how to address it. Participatory exercises cover general rights and responsibilities, good practices in preventing and responding to workplace violence, and monitoring and evaluation of such measures. Potential users of the manual include a range of operators in the health sector such as members of professional associations, trade unionists, administrators, managers, trainers and decision-makers.

***Marco de referencia para afrontar la violencia laboral en el sector de la salud (2002)***

[http://extranet.who.int/iris/bitstream/123456789/675/1/9223134463\\_spa.pdf](http://extranet.who.int/iris/bitstream/123456789/675/1/9223134463_spa.pdf)

Estos marcos de referencia, desarrollados por el Programa conjunto sobre la Violencia Laboral en el Sector de la Salud, tienen por objetivo de servir de herramienta como base de referencia básica para varios usos. Los marcos de referencia cubren áreas claves de acción, tales como la prevención y el tratamiento de la violencia laboral, la gestión de su impacto en la migración, la atención y el apoyo a los trabajadores afectados por la violencia laboral, y la sostenibilidad de las iniciativas emprendidas. Estos marcos se pueden utilizar para desarrollar respuestas concretas para las empresas a niveles sectoriales, nacionales e internacionales, y para promover el diálogo social entre los gobiernos, los empleadores y los trabajadores así como otros partidos interesados.

***Code of Practice on Workplace Violence in Services Sectors and Measures to Combat this Phenomenon***

Prepared for the 8-15 October 2003 Meeting of Experts to Develop a Code of Practice on Violence and Stress at Work in Services: A Threat to Productivity and Decent Work, ILO Sectoral Activities Programme, Geneva 2003

[www.ilo.org/public/english/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf](http://www.ilo.org/public/english/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf)

The code is not intended to replace national laws and regulations but to provide guidance to governments and workers' and employers' organizations as well as others responsible for addressing workplace violence in the services sectors. Promoting gender equality is one of the guiding principles of the code, which covers key areas of action on workplace violence: policy, hazard identification, risk assessment, prevention

and control, training, management and mitigation of impacts, care and support of workers affected, and monitoring and evaluation.

***Recueil de directives pratiques sur la violence au travail dans le secteur des services et mesures visant à combattre ce phénomène***

[www.ilo.org/public/french/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf](http://www.ilo.org/public/french/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf)

Le recueil, élaboré par une réunion d'experts qui s'est tenue à Genève en octobre 2003, ne vise pas à remplacer les législations nationales, mais contient des recommandations pratiques destinées aux gouvernements et aux organisations de travailleurs et d'employeurs, et toutes les personnes chargées de gérer la violence au travail dans le secteur des services. La promotion de l'égalité entre les hommes et les femmes est l'un des principes directeurs du recueil, lequel s'applique aux différents domaines d'action contre la violence, à savoir: les politiques, la détection des dangers, l'appréciation des risques, la prévention et la maîtrise, la formation, la gestion des incidents et l'atténuation de leurs conséquences, l'aide et l'appui aux travailleurs concernés, et le suivi et l'évaluation.

***Repertorio de recomendaciones prácticas sobre la violencia en el lugar de trabajo en el sector de los servicios y medidas para combatirla***

[www.ilo.org/public/spanish/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf](http://www.ilo.org/public/spanish/dialogue/sector/techmeet/mevsws03/mevsws-cp.pdf)

El repertorio, desarrollado en una reunión de expertos en octubre de 2003 en Ginebra, no es un instrumento vinculante desde el punto de vista jurídico ni se pretende que reemplace la legislación nacional pero es para orientar los gobiernos, los trabajadores, los empleadores y sus representantes a enfrentar la violencia en el lugar del trabajo en el sector de los servicios. Promover la igualdad de género es uno de los principios rectores del repertorio que abarca esferas tan fundamentales de acción frente a la violencia en el lugar del trabajo: políticas, identificación de los riesgos, evaluación de los riesgos, prevención y control, formación, control y atenuación de las consecuencias, atención y apoyo a los trabajadores afectados, y supervisión y evaluación.

***Framework Guidelines for Addressing Workplace Violence in the Health Sector***

ILO, International Council of Nurses, World Health Organization, Public Services International, Geneva, 2002

[www.ilo.org/public/english/dialogue/sector/papers/health/guidelines.pdf](http://www.ilo.org/public/english/dialogue/sector/papers/health/guidelines.pdf)

These guidelines, developed by the Joint Programme on Workplace Violence in the Health Sector, aim to serve as a basic reference tool for several uses. The guidelines cover key areas of action such as prevention and dealing with workplace violence, management and mitigation of its impact, care and support of workers affected by workplace violence, and sustainability of initiatives. The guidelines can be used to develop concrete responses at the enterprise, sectoral, national and international levels, and to promote dialogue among governments, employers and workers as well as other stakeholders (see entry above on training manual).



***Gender equality: A guide to collective bargaining***

Olney, S.; Goodson, E.; Maloba-Caines, K. and O'Neill, F., ILO, Geneva, 2002

[www.ilo.org/actrav/what/pubs/lang--en/docName--WCMS\\_113700/index.htm](http://www.ilo.org/actrav/what/pubs/lang--en/docName--WCMS_113700/index.htm)

Among the six modules in this tool, sexual harassment is examined including strategies to address it during collective bargaining. The tool aims to serve as a starting point for negotiations, awareness raising and interaction between employers and workers in order to overcome sex discrimination and obtain equal opportunities in the workplace.

***Eliminating the worst forms of child labour: Convention No. 182 – Handbook for parliamentarians***

ILO, Inter-Parliamentarian Union, Geneva, 2002

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=1200](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=1200)

This handbook serves as a practical aid to understanding the problem of child labour and its worst forms in order to encourage effective action to tackle it. The handbook attempts to show how determined and concerted action can bring about the elimination of the worst forms of child labour within a relatively short time-frame.

***Eradiquer les pires formes de travail des enfants: guide pour la mise en oeuvre de la convention n° 182 de l'OIT – Guide pratique à l'usage des parlementaires***

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=1201](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=1201)

Ce guide pratique a pour objectif de renforcer les connaissances relatives au problème du travail des enfants et de ses pires formes et d'encourager la lutte effective contre ce fléau. Il tente de démontrer comment une action concertée et déterminée peut favoriser l'élimination des pires formes de travail des enfants en une période de temps relativement courte.

***Erradicar las peores formas de trabajo infantil: Guía para implementar el Convenio núm. 182 de la OIT – Guía práctica para parlamentarios***

[www.ilo.org/ipeinfo/product/viewProduct.do?productId=1202](http://www.ilo.org/ipeinfo/product/viewProduct.do?productId=1202)

Este manual tiene por finalidad reforzar conocimientos sobre el problema del trabajo infantil y sus peores formas con miras a alentar una lucha eficaz para combatirlo. Se intenta demostrar que la eliminación de las peores formas de trabajo infantil se puede lograr en un período de tiempo relativamente corto mediante la actuación decidida y concertada.

***Stopping Forced Labour: Global Report Under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work***

Prepared for International Labour Conference, 89th Session, ILO, Geneva, 2001

[www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_publ\\_9221119483\\_en.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_publ_9221119483_en.pdf)

This report, the second issued under follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work, examines the myriad forms of forced labour and various responses to them with the aim of mobilizing greater support for their eradication. Part I describes the dramatic increase in the last ten years of trafficking of women and children – with violence repeatedly referred to throughout – as well as domestic workers in forced labour situations, bonded labourers, forced labour exacted by the military, and prison-linked forced labour. Part II provides the basis for an assessment of effectiveness of ILO assistance in stopping forced labour. Part III explores the need for a concerted action plan against it including addressing forced labour through rural development, labour inspection and law enforcement, and reaching out to the vulnerable.

***Halte au travail forcé: Rapport global en vertu du suivi de la Déclaration de l'OIT relative aux principes et droits fondamentaux au travail***

[www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_publ\\_9222119487\\_fr.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_publ_9222119487_fr.pdf)

Ce rapport, le deuxième établi en vertu du suivi de la Déclaration de l'OIT relative aux principes et droits fondamentaux au travail, examine les multiples formes que prend le travail forcé et les approches adoptées face à ce phénomène, en vue de mobiliser les efforts nécessaires à son élimination. La partie I du rapport fait état de l'expansion considérable de la traite des femmes et des enfants – comprenant de multiples références à la violence – et de pratiques abusives comme celles représentées par les travailleurs domestiques en situation de travail forcé, les travailleurs asservis pour dettes, le travail forcé imposé par les militaires, et le travail pénitentiaire forcé. La partie II sert de base à une évaluation de l'efficacité de l'assistance du BIT pour mettre fin au travail forcé. La partie III traite de la nécessité d'une action concertée pour combattre le travail forcé et du besoin d'interventions spécifiques contre ce fléau, y compris par le biais du développement rural, de l'inspection du travail et l'application de la loi, et d'appuis aux personnes vulnérables.

***Alto al trabajo forzado: Informe global con arreglo al seguimiento de la Declaración de la OIT relativa a los principios y derechos fundamentales en el trabajo***

[www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms\\_publ\\_9223119480\\_es.pdf](http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_publ_9223119480_es.pdf)

Este segundo informe, emitido bajo el seguimiento de la Declaración de la OIT de 1998 relativa a los principios y derechos fundamentales en el trabajo, examina detenidamente la multitud de formas de trabajo forzoso y diversas iniciativas tomadas contra dichas formas con la perspectiva de suscitar un mayor apoyo para su erradicación. La parte I del informe describe el aumento espectacular, desde hace diez años, del tráfico de mujeres y de niños – el tema de la violencia está presente en todo el documento – así como los trabajadores domésticos en situaciones de trabajo forzado, la servidumbre por deudas, el trabajo forzado impuesto por los militares y algunos aspectos del trabajo en los establecimientos penitenciarios y de la rehabilitación por medio del trabajo. La parte II proporciona una base para la evaluación de las actividades que ha llevado a cabo la OIT en materia de erradicación del trabajo forzoso.

La parte III explora la necesidad de un plan de acción contra el trabajo forzoso junto con acciones futuras especiales como la lucha contra el trabajo forzoso a través del desarrollo rural, la inspección del trabajo la aplicación, de la ley, y con un impacto sobre los vulnerables.

### ***Work of the General Assembly on Violence Against Women***

Dedicated webpage of the “WomenWatch” website, United Nations Division for the Advancement of Women, New York

[www.un.org/womenwatch/daw/vaw/reports.htm](http://www.un.org/womenwatch/daw/vaw/reports.htm)

The webpage, the only entirely-online entry in this annotated bibliography, comprises all relevant resolutions of the UN General Assembly on violence against women. Official UN texts are accessible in Arabic, Chinese, English, French, Russian and Spanish, as well as all relevant reports of the Secretary-General. Hyperlinks are provided for in-depth studies, expert group meetings, data, and good practices on preventing and eliminating violence against women.

### ***Handbook for Legislation on Violence Against Women***

United Nations Department of Economic and Affairs, Division for the Advancement of Women, New York, 2010

[www.un.org/womenwatch/daw/vaw/v-handbook.htm](http://www.un.org/womenwatch/daw/vaw/v-handbook.htm)

This handbook, for which ILO’s contribution is acknowledged, is a tool for developing, adopting and amending legislation to help prevent violence against women, punish perpetrators and contribute toward ensuring the rights of victims. After summarizing relevant international and legal policy frameworks, a model framework for legislation on violence against women is provided along with a checklist of steps when drafting. Also included are good practices and recommendations that cover definitions to include in laws, the scope of legislation and how it should be implemented and monitored, and ways legislation should address protection, prosecution and punishment.

### ***Manuel de législation sur la violence à l’égard des femmes***

[www.un.org/womenwatch/daw/vaw/handbook/Handbook%20for%20legislation%20on%20VAW%20%28French%29.pdf](http://www.un.org/womenwatch/daw/vaw/handbook/Handbook%20for%20legislation%20on%20VAW%20%28French%29.pdf)

Ce manuel sert à l’élaboration, l’adoption et la révision de la législation visant à prévenir la violence contre les femmes, à punir les coupables, et à protéger les droits des victimes. Après avoir fait la synthèse des cadres internationaux dans le domaine du droit et des principes, un cadre type pour une législation contre la violence à l’égard des femmes y est présenté. Celui-ci est suivi d’une liste de mesures à prendre pour établir une législation et d’un répertoire de bonnes pratiques. Les recommandations portent, entre autres, sur les définitions à inclure dans les lois et sur la portée, l’application et l’évaluation de la législation. La manière dont la législation devrait traiter des aspects de protection, poursuite et répression est également soulignée.

### ***Manual de legislación sobre la violencia contra la mujer***

[www.un.org/womenwatch/daw/vaw/handbook/Handbook-for-legislation-on-VAW-%28Spanish%29.pdf](http://www.un.org/womenwatch/daw/vaw/handbook/Handbook-for-legislation-on-VAW-%28Spanish%29.pdf)

El manual es una herramienta para el desarrollo, adopción y modificación de la legislación para prevenir la violencia contra la mujer, castigar los responsables y ayudar a garantizar los derechos de las víctimas. Después de resumir los marcos de política internacional y legal, un marco modelo de la legislación sobre la violencia contra las mujeres se proporciona junto con una lista de etapas elaboradas y de buenas prácticas. Las recomendaciones se refieren, entre otras cosas, a definiciones para incluir en las leyes, el ámbito de aplicación de la legislación y como se debe ejecutar y supervisar así como la manera de cómo la legislación debería abordar la protección, el enjuiciamiento y el castigo.

### ***Addressing violence against women and HIV/AIDS – What works?***

World Health Organization and Joint UN Programme on HIV/AIDS, Geneva, 2010

[http://whqlibdoc.who.int/publications/2010/9789241599863\\_eng.pdf](http://whqlibdoc.who.int/publications/2010/9789241599863_eng.pdf)

Studies from around the globe confirm that women living with HIV are more likely to have experienced violence, and women who have experienced violence are more likely to have HIV. This report summarizes the growing body of well-evaluated, promising programmes it says should inform work on gender-based violence and HIV prevention. Case studies comprise transforming gender norms, promoting microfinance, transforming power dynamics between women and men, and working with key populations such as sex workers and women who use drugs. Recommendations include to combine interventions focused on both violence and HIV, address violence and gender inequality as key programmatic components of effective HIV prevention, and pay attention to ways cultural norms can impact gender-based violence. Recommendations are provided for the UN, national strategic planning, programme design and monitoring and evaluation, and on research in clinical settings and increasing post-rape care.

### ***Women and Men: Hand in Hand against Violence – Strategies and approaches to working with men and boys for ending violence against women***

Kafa (Enough) Violence and Exploitation, Oxfam, Oxford, 2010

[www.oxfam.org.uk/resources/learning/gender/downloads/women-and-men-hand-in-hand-against-violence-251110-en.pdf](http://www.oxfam.org.uk/resources/learning/gender/downloads/women-and-men-hand-in-hand-against-violence-251110-en.pdf)

[www.kafa.org.lb/StudiesPublicationPDF/PRpdf18.pdf](http://www.kafa.org.lb/StudiesPublicationPDF/PRpdf18.pdf) (original Arabic version)

Ending violence against women requires the collaboration of all community members, states this training manual, and there is a growing awareness that men in partnership with women can play a significant role in ending such violence. The manual was funded by the United Nations Trust Fund to End Violence Against Women and was developed for use in Arab countries, especially by community workers and practitioners. In addition to explaining relevant concepts, the manual presents case studies,

suggestions and lessons learned from programmes that work with men as partners in gender-based violence prevention.

***Tools for the Protection of Human Rights – Summaries of Jurisprudence: Gender-Based Violence***

Center for Justice and International Law, city not specified, 2010

[http://cejil.org/sites/default/files/Summaries%20of%20Jurisprudence%20-%20Gender-based%20Violence\\_0.pdf](http://cejil.org/sites/default/files/Summaries%20of%20Jurisprudence%20-%20Gender-based%20Violence_0.pdf)

This compilation of international standards provides a jurisprudential research body and presents a wider panorama of women's reality in different contexts. This reveals the indisputable persistence of gender-based violence around the world in spite of advances in the normative field. The selected cases are some of the most paradigmatic ones among those to date that have motivated some type of response from human rights protection systems. These include the Inter-American Commission and Inter-American Court of Human Rights, European Court, CEDAW, and some of the International Tribunals.

***Herramientas para la Protección de los Derechos Humanos – Sumarios de Jurisprudencia: Violencia de Género***

Centro por la Justicia y el Derecho Internacional, ciudad no especificada, 2010

[http://cejil.org/sites/default/files/sumarios\\_jurisprudencia\\_violencia\\_de\\_genero\\_1.pdf](http://cejil.org/sites/default/files/sumarios_jurisprudencia_violencia_de_genero_1.pdf)

Esta recopilación de normas internacionales no sólo proveer de un sólido cuerpo jurisprudencial sino que permite obtener un panorama más amplio de la realidad de las mujeres en diferentes contextos. Esto revela la vigencia indiscutible de la violencia de género en el mundo, más allá de los avances en materia normativa. Los casos seleccionados son algunos de los más paradigmáticos de entre aquellos que, hasta la fecha, han motivado algún tipo de respuesta por parte de los sistemas de protección de derechos humanos. Esto incluye la Comisión Interamericana y la la Corte Interamericana de Derechos Humanos, la Corte Europea, la Comité para la Eliminación de la Discriminación Contra la Mujer y algunos tribunales internacionales.

***Needs Assessment Toolkit on the Criminal Justice Response to Human Trafficking***

United Nations Office on Drugs and Crime, Global Initiative to Fight Human Trafficking, New York, 2010

[www.unodc.org/documents/human-trafficking/Needs\\_Assessment\\_Toolkit\\_ebook\\_09-87518\\_June\\_2010.pdf](http://www.unodc.org/documents/human-trafficking/Needs_Assessment_Toolkit_ebook_09-87518_June_2010.pdf)

This toolkit, which addresses specific issues related to women throughout, provides guidance for assessing a State's criminal justice response to human trafficking including for all relevant actors, as well as measures to prosecute perpetrators and assist victims. Information resources and key questions guide users on legal and regulatory frameworks, investigations and court proceedings, identifying victims, harmonizing cooperation between the State and civil society, national coordination

mechanisms, international cooperation, prevention, and rapid needs assessments in conflict and post-conflict areas.

***Preventing Intimate Partner and Sexual Violence Against Women – Taking Action and Generating Evidence***

World Health Organization, London School of Hygiene and Tropical Medicine, Geneva, 2010

[www.who.int/violence\\_injury\\_prevention/publications/violence/9789241564007\\_eng.pdf](http://www.who.int/violence_injury_prevention/publications/violence/9789241564007_eng.pdf)

This publication provides information for policy-makers and planners to develop data-driven and evidence-based programmes aimed at preventing intimate partner and sexual violence. The chapters outline the nature, magnitude and consequences of such violence, identify risk and protective factors and the importance of addressing these in prevention efforts, and summarize scientific evidence for primary prevention strategies and effective programmes. Also presented is a six-step framework for taking action, generating evidence and sharing results. A closing section notes conclusions and research priorities.

***Engaging Men and Boys in Gender Equality and Health – A Global Toolkit for Action***

United Nations Populations Fund, Promundo, MenEngage, city not specified, 2010

[www.unfpa.org/webdav/site/global/shared/documents/publications/2010/Toolkit\\_menandboys/Introduction.pdf](http://www.unfpa.org/webdav/site/global/shared/documents/publications/2010/Toolkit_menandboys/Introduction.pdf)

Prevention of gender-based violence is among the topics covered in this toolkit, which also addresses sexual and reproductive health; maternal, newborn and child health; fatherhood; and HIV and AIDS prevention, care and support. The toolkit provides examples of programmes that have effectively addressed these challenges. It also offers guidance on advocacy, needs-assessment, and monitoring and evaluation related to efforts to engage men and boys.

***Preventing Gender-Based Violence and HIV: Lessons from the Field***

Ellsberg, M. and Betron, M., United States Agency for International Development, city not specified, 2010

[www.aidstar-one.com/sites/default/files/AIDSTAR-One\\_Gender\\_Spotlight\\_Gender-based\\_violence.pdf](http://www.aidstar-one.com/sites/default/files/AIDSTAR-One_Gender_Spotlight_Gender-based_violence.pdf)

This tool, which notes that gender-based violence is increasingly recognized as a critical driver of HIV, describes several initiatives that have shown some success in tackling this challenge. In Central America the soap opera “Sexto Sentido” explores issues including violence, gender inequality, sexuality, and HIV. Significant attitudinal changes among some viewers about violence have been recorded, as well as their increased knowledge on how to prevent HIV infection. The programme also helped spread messages about human rights in relation to sexual health — including on stopping gender-based violence — in schools, the media and in religious institutions.

### ***Zero Tolerance for Sexual Harassment – Code of Conduct for Employees***

Alliance Against Sexual Harassment at Workplace, city not specified, 2010

[www.aasha.org.pk](http://www.aasha.org.pk)

This guide, accessible from the homepage of the Alliance Against Sexual Harassment at Workplace, aims to assist organizations and companies in Pakistan to fully comply with the Government's "Protection Against Harassment of Women at Workplace Act 2010". The Act includes mandatory adoption of a Code of Conduct that prohibits sexual harassment in the workplace. After explaining specific terms used in the Code, the guide describes responsibilities of management, including establishing an inquiry committee for complaints by victims. Formal and informal procedures are then outlined, along with using an ombudsperson to hear complaints. Annexes provide a more detailed definition of sexual harassment, guidance for the inquiry process, and how to file sexual harassment complaints through the police.

### ***ITUC Report – Gender (in)equality in the labour market: an overview of global trends and developments***

International Trade Union Confederation, Brussels, 2009

[www.ituc-csi.org/IMG/pdf/GAP-09\\_EN.pdf](http://www.ituc-csi.org/IMG/pdf/GAP-09_EN.pdf)

After examining the gender pay gap and the recession's effect on women's employment, this overview focuses on violence against women and its impacts. Challenges concerning the definition of such violence are discussed, and an assessment is provided on the evidence of its economic costs. This analysis, based on a literature review, highlights among other things the implications that violence against women has on their access to paid work. A snapshot of relevant facts and figures is also included.

### ***Training Resources on Justice Reform and Gender – Gender and Security Sector Reform Training Resource Package***

Geneva Centre for the Democratic Control of Armed Forces, Geneva, 2009

[www.endvawnow.org/pampa/v0.1/library/filemanager/v1/files/TrainResources\\_Justice\\_Reform\\_DCAF\\_2009.pdf](http://www.endvawnow.org/pampa/v0.1/library/filemanager/v1/files/TrainResources_Justice_Reform_DCAF_2009.pdf)

This resource kit provides practitioners and actors in justice systems with practical training materials on gender. The kit addresses the following themes: the security sector, defence and police reform, parliamentary and civil society oversight, national security policy-making, security sector reform assessment, monitoring and evaluation, border management, and penal reform. Although the kit does not directly focus on gender-based violence, it does systematically integrate the specific security and justice needs of women and men, and of boys and girls, and it stresses the importance of both women and men's participation in security-related decision making.

### ***Recommended Guidelines for Migrant Recruitment Policy and Practice in the Greater Mekong Sub-Region***

Coordinated Mekong Ministerial Initiative Against Trafficking, city not specified, 2008

[www.ilo.org/public/english/region/asro/bangkok/child/trafficking/downloads/guidelines-recruitment.pdf](http://www.ilo.org/public/english/region/asro/bangkok/child/trafficking/downloads/guidelines-recruitment.pdf)

These guidelines, developed through a consultative tripartite process with the support of ILO and several other UN agencies, emphasize the importance of improving recruitment processes in order to encourage safe migration. They also aim to reduce workers' potential vulnerabilities to labour exploitation and human trafficking. The guidelines focus on cross-border migration and were designed to be adaptable according to specific national circumstances.

### ***Training Manual on Gender Sensitivity and CEDAW***

Ateneo Human Rights Center, United Nations Development Fund for Women, Canadian International Development Agency, Makati City, 2007

[http://cedaw-seasia.org/docs/Philippines/P9\\_CEDAWTrainingManual\\_PhilJA.pdf](http://cedaw-seasia.org/docs/Philippines/P9_CEDAWTrainingManual_PhilJA.pdf)

This training manual is a component of a series of Philippines-based trainings about the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The manual also serves as a reference for judges, lawyers and court attorneys as well as other members of the legal profession and staff and students of law schools. Modules cover gender sensitivity and gender-fair language, CEDAW and the courts, case studies, and relevant secondary materials.

### ***Researching Violence Against Women: A Practical Guide for Researchers and Activists***

Ellsberg, M. and Heise, L., World Health Organization, Programme for Appropriate Technology in Health, Geneva, 2005

[www.who.int/reproductivehealth/publications/violence/9241546476/en/index.html](http://www.who.int/reproductivehealth/publications/violence/9241546476/en/index.html)

This guide outlines some of the methodological and ethical challenges when conducting research on violence against women and describes techniques that have been used to address these. It is designed for researchers, activists, community workers and service providers who want to become conversant in relevant methodological issues. An introduction to the tools and language of applied research is provided, with a focus on the intersection of violence and women's health status in developing countries.

### ***Gender-Based Violence: Emerging Issues in Programs Serving Displaced Populations***

Vann, B., Reproductive Health for Refugees Consortium, Arlington, 2002

[http://repository.forcedmigration.org/show\\_metadata.jsp?pid=fmo:3508](http://repository.forcedmigration.org/show_metadata.jsp?pid=fmo:3508)

In addition to sexual violence perpetrated by wartime combatants, there is also evidence of sexual exploitation and domestic violence in populations affected by armed conflict. This guide seeks to address gender-based violence among these populations which include refugees, internally-displaced persons, returnees, and those living in conflict or post-conflict settings. Chapters address programme models for addressing such violence, emerging issues in programming, building human resources within



these, and monitoring and evaluating them. Guidance is also provided on using data, working with abused children, and partnering with traditional leaders. Lessons learned are highlighted through case studies on Eritrea, Guinea, Serbia, Sierra Leone, Thailand and Zambia.





### III. Conclusions

Although the literature review on gender-based violence in the world of work revealed many trends and challenges, only some are highlighted here. These are followed by proposals on opportunities and strategies to step up efforts to prevent and eliminate such violence.

#### Trends and challenges revealed by recent research

Following is a summary of trends and challenges identified in literature over the past ten years.

- 1. Uneven regional and sectoral coverage:** The review revealed relatively few texts on gender-based violence in the world of work in some regions, and few texts from all the regions on how such violence affects workers in the informal economy and in rural areas.
- 2. Domestic violence:** This is a dominant theme in the literature, as it is considered to be the most common form of gender-based violence. Very few texts were identified on the interplay between domestic violence and paid work – for example how denial of contraceptive protection (a form of sexual violence) or female genital mutilation negatively impact on women's access to and participation in paid work.
- 3. Relatively few studies on change agents:** Many texts describe risk factors rendering women workers vulnerable to violence, yet few examine with the same vigour the factors that contribute to safer work experiences. And except for texts using a men and masculinities approach, few discuss strategies that encourage female or male bystanders to such violence – or potential perpetrators – to become change agents in helping to bring about violence-free workplaces.
- 4. Little research by employers' organizations:** Although some texts published by workers' organizations refer to gender-based violence in the workplace as well as the link with domestic violence, relatively few were identified from employers' organizations. And while many texts call for concerted workplace-related partnerships by governments with the social partners and civil society, very few texts assess the impact of these efforts including their measureable results.
- 5. Few up-to-date empirical data for the business case:** Relatively fewer texts address the economic efficiency argument for tackling gender-based violence. While costs to some nations of such violence have been estimated, most of these calculations are outdated.
- 6. Men and boys:** Few texts examine men and boys' risk factors for vulnerability to gender-based violence in the world of work, although a growing body of research using a men and masculinities approach does along with a focus on how to engage males in preventing such violence and promoting women's human rights.

7. **Statistics:** In general, data on gender-based violence incidence and prevalence – and even less within the world of work – is not systematically and comparatively gathered across nations. Nor does an international monitoring mechanism measure progress, or not, in stopping such violence although many texts call for this.
8. **Terminology:** Likewise, comparability of data is difficult due to varying definitions and methodologies to measure gender-based violence; there are also varying degrees of gender analysis used when interpreting such data.
9. **Measuring results:** Although serious efforts at the international level have been made to develop comparable and measureable indicators to track gender-based violence around the globe, most texts call for more work in this area and few include reference to those that do exist, mostly UN-led.
10. **World of work:** Finally, while ILO programmes address gender-based violence within the Organization's mandate, it should systematically strengthen partnerships in areas of mutual interest with regional groups and institutions in order to share knowledge on gender equality within the world of work<sup>61</sup> – including on gender-based violence so that more research on this issue incorporates a world of work perspective.

## World of work-related opportunities to step up efforts

There is increasing recognition in the literature about the importance of addressing violence in the workplace, especially the types in which women are often victims. Such violence is moving from being a “hidden” to a disclosed issue, and growing evidence has contributed to giving more equal emphasis to sustained psychological aggression including verbal abuse and sexual harassment, of which women are also often targets. At the same time, ILO constituents are putting more emphasis on the importance of taking action to prevent and stop violence and harassment in the workplace – which as mentioned earlier is one of the measures called for in ILO Recommendation No. 200 concerning HIV and AIDS and the world of work – in order to reduce HIV infection and alleviate its impact. And the interplay between domestic violence and gender-based violence at work has also become increasingly apparent.<sup>62</sup>

### › Consensus of ILO constituents on strategies

Gender-based violence was described by the International Labour Conference – in its 2009 Resolution concerning gender equality at the heart of decent work – as occurring at all stages of women's lives and a major challenge for the goal of equality between women and men. The Conference, which brings together member States and representatives of workers' and employers' organizations from those countries, consistently highlights the importance of using both a rights-based and economic efficiency approach to achieving gender equality. The Conference identified

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<sup>61</sup> ILO Provisional Record 13, Sixth item on the agenda: Gender equality at the heart of decent work (General discussion), Report of the Committee on Gender Equality, page 13/78, paragraph 57(c).

<sup>62</sup> Chappell, D. and Di Martino, V., *Violence at Work* (third edition), ILO, Geneva, 2006, pages 291-292.

exploitation and abuse including sexual harassment as decent work deficits that are especially present in the informal economy.<sup>63</sup> This consensus among the world's governments and social partners about the critical and global nature of gender-based violence presents an opportunity to step-up implementation of strategies to stop such violence.

Specific strategies identified by the Conference to tackle gender-based violence directly include the need for Governments to develop gender equality indicators that adequately encapsulate violence against women in the workplace. These should be regularly compiled with sex-disaggregated data and then published and disseminated. Governments should also set up systems to measure and monitor progress toward agreed targets.<sup>64</sup>

The Conference arrived at the following additional strategies, in all of which the ILO has a role to play:

- ▶ help build the capacity of labour statisticians and improve labour market information systems in order to provide better sex-disaggregated data in areas including gender-based violence in the workplace<sup>65</sup>
- ▶ develop and disseminate more tools, as well as undertake more research to prevent and eliminate gender-based violence in the world of work<sup>66</sup>
- ▶ use collective bargaining to help ensure systematic integration of gender dimensions into labour market and macroeconomic policies, as well as address specific issues including sexual violence and harassment.<sup>67</sup>

Concerning the lack of protection and rights of women workers in the informal economy, the 2009 Conference stressed that “formalizing the informal economy requires a policy mix taking into account all four ILO strategic objectives of employment, social protection, social dialogue and tripartism, and principles and rights at work”.<sup>68</sup> Some of the Conference’s strategies to promote women’s economic empowerment in order to decrease their vulnerability to decent work deficits, including violence in the world of work, are categorized below under the four strategic objectives of the Decent Work Agenda.

### – Employment

As was the case in the literature concerning ways to diminish women’s vulnerability to gender-based violence, the 2009 Conference repeatedly highlighted the importance of women’s empowerment through economic empowerment as a key aspect of the ILO objective to promote job-rich growth and decent work for all. It noted that “fostering small and medium enterprises and women’s entrepreneurship is a key means of generating employment”.<sup>69</sup> It observed that reducing precarious work situations – one of the recurring risk factors for violence victims identified in the literature review – requires a policy

<sup>63</sup> ILO Provisional Record 13, Sixth item on the agenda: Gender equality at the heart of decent work (General discussion), Report of the Committee on Gender Equality, page 13/65, paragraph 3.

<sup>64</sup> Ibid, page 13/75, paragraph 52(d).

<sup>65</sup> Ibid.

<sup>66</sup> Ibid, page 13/76, paragraph 54(b).

<sup>67</sup> Ibid, page 13/72, paragraph 37.

<sup>68</sup> Ibid, page 13/65, paragraph 3.

<sup>69</sup> Ibid, page 13/69, paragraph 20.

mix of labour market regulation and active labour market measures that use a gender perspective.<sup>70</sup> And enforcing anti-discrimination labour market policies is key to achieving gender equality in the world of work and women's empowerment.

– *Social protection*

Greater attention needs to be paid to women and men's specific occupational safety and health needs, as the Conference noted that these previously had focused on dangerous jobs that were predominately held by men. "The increasing proportion of women in the workforce", it stated, "points to the usefulness of more research on the differentiated impact of workplace risks on women and men",<sup>71</sup> which was also echoed in the literature review.

– *Social dialogue and tripartism*

Including women in social dialogue was highlighted by the 2009 Conference as "a crucial step in eliminating sex discrimination". It stressed that dialogue between governments, worker's and employers' organizations – such as in social and economic councils, national employment policy bodies and tripartite gender equality commissions – "has been successful in achieving a more effective implementation of gender equality measures. Such tripartite bodies should be created or strengthened to institutionalize social dialogue on gender issues, and negotiators – with more women needed – from the three groups should be trained in gender equality".<sup>72</sup> Collective bargaining at its various levels is a central tool to achieve gender equality and addressing the problem of workplace violence.

– *Principles and rights, and the role of international labour standards*

International labour standards were identified by the 2009 Conference as the primary means to promote equality in the world of work, especially Conventions No. 100, 111, 156 and 183.<sup>73</sup> The Conference underlined the importance of involving the social partners in using a gender lens to ensure that laws are not discriminatory. It stated that implementation and enforcement of legal frameworks on equality of opportunity and treatment should be through gender-sensitive labour administrations, labour inspectorates and courts.<sup>74</sup> It cited application of the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98) as "particularly important for the realization of all other rights, including the human rights of women".<sup>75</sup> And the Conference highlighted what it described as the strong ILO normative basis to eliminate child labour: the Minimum Age Convention, 1973 (No. 138) and the Worst Forms of Child Labour Convention, 1999 (No. 182), the latter of which specifically provides for member States to take account of the special situation of girls.<sup>76</sup>

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<sup>70</sup> Ibid, paragraph 21.

<sup>71</sup> Ibid, page 13/70, paragraph 26.

<sup>72</sup> Ibid, page 13/72, paragraph 37.

<sup>73</sup> Ibid, page 13/70, paragraph 29 and page 13/71, paragraph 30.

<sup>74</sup> Ibid, page 13/71, paragraph 32.

<sup>75</sup> Ibid, page 13/72, paragraph 34.

<sup>76</sup> Ibid, paragraph 35.

## Ending gender-based violence is critical to Decent Work

At the 2009 Conference governments, workers' and employers' organizations together stressed that "gender equality is a matter of social justice and is anchored in both a rights-based and an economic efficiency approach. When all actors of society can participate, there are much better chances for social justice and economic efficiency, as well as economic growth and development". The benefits of achieving gender equality, it concluded, "for the creation of a competitive workforce cannot be overestimated. Decent work can be achieved when there are productive and quality employment opportunities for both women and men".<sup>77</sup> Ending gender-based violence in the world of work is one of the critical steps toward this goal.

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<sup>77</sup> Ibid, page 13/66, paragraph 4.

**The Bureau for Gender Equality** supports the implementation of the ILO's Policy on Gender Equality and Mainstreaming. This entails offering advice to constituents and ILO staff on measures to help ensure that policies, legislation, programmes and institutions are more gender-equitable. Such measures include ratifying and implementing relevant labour standards, increasing the number of women in decision-making positions, promoting women's entrepreneurship and paying attention to situations where women are particularly vulnerable in the labour market.

The Bureau reports directly to the ILO Director-General who keeps the Organization's Governing Body and International Labour Conference apprised of contemporary gender issues in the four strategic objectives of employment, social protection, social dialogue and rights at work. It coordinates the ILO global Gender Network, which comprises Senior Gender Specialists and gender focal points in the field offices and at headquarters in Geneva. It carries out participatory gender audits (PGAs), technical cooperation projects, knowledge sharing and awareness-raising activities to help strengthen the capacities of constituents, ILO staff and other stakeholders to address the gender dimension in their areas of work.

The Bureau participates in United Nations inter-agency activities and initiatives aimed at promoting gender equality and the empowerment of women. These include the Millennium Development Goals (MDGs) and especially MDG 3 on gender equality, the Beijing Platform for Action and the Convention on the Elimination of Discrimination against Women (CEDAW). The Bureau contributes to Expert Group meetings to prepare the Commission on the Status of Women (CSW) and participates in the yearly CSW thematic discussions panels. The Bureau supports gender mainstreaming in "Delivering as One" initiatives at the country level and in United Nations Development Assistance Frameworks (UNDAFs).

The Bureau liaises with civil society groups, academic institutions and a broad range of actors committed to gender equality.

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