

The National-Level Social Dialogue on the ILC-GBV and SDGs as an Organising Tool to Unionize Women Workers



BANGLADESH



Programme Report



Group Photo

ITUC-BC/ SARTUC Social Dialogue on the Protection of Women Workers against Violation and Sustainable Development

Date	7-8 May 2023		
Venue	Caritas Development Institute, Malibag, Dhaka		
Team	Sri Lanka		
Participants	Male	Female	Total
	03	21	24
Coordinator	Nasrin Akter Dina		
Team Members	Nasrin Akter Dina, General Secretary, Women's Committee, BJSD Iffatara Shelly, President, Youth Committee, BFTUC Selina Chowdhury, President, Women's Committee, BSSF Tawseen Rahman Meem, Member, JSL Selina Shelly, Secretary, Women's Committee, BLF Mousumi Nishat Shimul, Secretary, Women's Committee, BMSF		
Facilitators	Shakil Akhter Chowdhury, General Secretary, BLF Md. Shahidullah Badal, Acting General Secretary, BMSF Pulak Ranjan Dhar, Secretary, BFTUC		
Panel Discussion	Jasiya Khatoon, Director, WARBE- Development Foundation Shamim Ara, Coordinator, SKOP		
Closing Remarks	Rajekujjaman Ratan, President, Samajtantrik Labour Front, SLF Member, SKOP		

Social Dialogue on

Protection of Women Workers against Violation and Sustainable Development

Day 1

South Asian Regional Trade Union Council- SARTUC is an organization that represents the interests of trade unions in the South Asian region. SARTUC aims to promote and protect the rights of workers, improve working conditions, and advocate for social justice in South Asia. SARTUC actively engages in activities such as research, advocacy, capacity building, and campaigning to promote workers' rights and improve labour standards in South Asia. The organization works towards enhancing solidarity and cooperation among trade unions across South Asia. It provides a platform for trade unions to exchange information, share experiences, and develop common strategies to address labour-related issues in the region.

The two days programme, titled “Social Dialogue on Protection of Women Workers against Violation and Sustainable Development” aimed to address the issue of violence against women workers in the context of sustainable development. The program focused on promoting social dialogue as a means to prevent and eliminate violence in the workplace, ensuring the well-being and empowerment of women in the workforce.

The opening session began with welcome remarks by the program coordinator Nasrin Akter Dina. She emphasized the importance of creating a safe and inclusive environment where participants could openly exchange ideas, experiences, and best practices. The significance of social dialogue as a means to prevent violence against women workers in sustainable development was highlighted.

Objectives of the programme:

1. The participants will identify the present situation of women workers in the workplace
2. They will be able to describe gender equality in the workplace
3. They will be able to describe women and future work
4. They will learn about gender and sex
5. They will be able to describe gender and its SDG relationship
6. They will know the international labour standards
7. They will be able to relate mental health issues with women workers

Session 1: Current Status of Female Workers in the Workplace

After the opening remarks, Iffatara Shelly, who was also a participant in the SARTUC seminar and a member of the coordinating team, described the current situation of female workers in the workplace. From her speech, participants came to know that, there are about 2 crore 8 lakh women workers in the country. More than 8 lakh women are working abroad as domestic workers. Then she discussed how and why women are discriminated against in the workplace. She also presented the findings of BILS's research. Finally, she discussed what laws are there to ensure the protection of women workers in the labour law. In the end, there was a Q&A session.

Session 2: Gender Equality in the Workplace

Shelina Chowdhury, Member of the Coordinating Team gave her speech on “Gender Equality.” She specified the concept of gender, which refers to the social and cultural roles, attitudes, standards, and identities that societies ascribe to people depending on their perception of sex. She marked gender discrimination as a significant issue

in the context of Bangladesh. Gender discrimination takes many different forms in Bangladesh and impacts various areas of life, including politics, work, education, and healthcare access. Regardless of gender, equality is a fundamental idea that acknowledges and respects people's inherent values, talents, and capacities. For a variety of reasons, achieving gender equality in the workplace is essential. The first benefit is that it encourages equitable access to possibilities, allowing people to achieve their goals and fully participate in their chosen professions. Society or trade unions must keep pushing for and making progress toward attaining gender equality in the workplace, she added. The session ended with a Q&A round.



Session 3: Women Workers and Future Work

A resource person, Mr. Shakil Akhter Chowdhury conducted this session. Through this interactive session, participants came to know how the world will enter into a new era of working after the fourth industrial revolution. Many workers will lose their job as well as new jobs will be created. Workers have no choice but to become skilled to stay in the competitive world and how Artificial Intelligence (AI) is replacing workers. The speaker discussed the challenges, negative and positive impacts, and future work environments that the world will face. He also recommended:

- Research and analysis
- Collection of information
- Training and retraining
- Social Dialogue
- Upgrading Labour Laws
- Capacity building of Trade unions to handle future issues



Day 2

The day began with brief feedback exercises for the sessions from the previous day. On behalf of everyone there, one participant gave a briefing on what they had learnt the day before.

Session 4: Gender and Sex

“Gender and Sex” was a versatile interactive session led by Tawseen Rahman Meem, a Member of JSL. Participants learned about definitions and differentiations of gender and sex throughout this session. Regardless of gender or sex, labour rights should be based on equality and non-discrimination. Equal opportunities and equitable treatment for all people in the workforce, despite gender identity or biological sex, must be promoted. The foundation of labour rights should be inclusiveness, respect, and an understanding of the inherent dignity of every worker.

Session 5: Female Participation in Trade Union

“Female participation in Trade Union” was covered by the programme coordinator, Nasrin Akter Dina. Trade unions have historically played a crucial role in promoting workers' rights, just pay, and better working conditions.



Women's involvement in trade unions not only advances gender equality but also highlights different viewpoints and particular difficulties, creating inclusive and effective representation for all employees. She also addressed the challenges of female participation in trade unions and its way forwards. She added that trade unions, employers, and policymakers need to continue supporting and encouraging the active involvement of women in trade union activities. There was a Q&A session at the end.

Session 6: SDG and Gender

In this session, Selina Shelly, President of the Women's Committee, BLF discussed the particular goals of SDGs which are related to women and gender. Goals No. 5 & 8 demonstrate how gender equality is interconnected with various aspects of sustainable development. These goals intend to address a range of social, economic, and environmental problems and offer a framework for sustainable development by 2030. Mr. Shakil Akhter Chowdhury supplemented SDG 5 on gender issues.



Session 7: International Labour Standard

This session is accomplished by Mr. Md. Shahidullah Badal, A resource person. Through this interactive session, participants came to know that:

- International Labour Standards are a set of guidelines established by the International Labour Organization (ILO).
- These guidelines seek to promote equality and decent working conditions for everyone in the workforce.
- A broad range of labour-related topics, such as employment, wages, working conditions, social security, workplace safety and health, and the rights of both employees and employers are addressed by ILS.
- Governments, employers' groups, and workers' groups collaborate in a tripartite process to set International Labour Standards.

He also elaborated and discussed the ILO Conventions No. C-29, C-87, C-98, C-100, C-111, and C-108. He also mentioned how trade unions are needed to balance ILS. A Q&A period followed this session's conclusion.

Session 8: Mental Health in the Workplace

Mousumi Nishat Shimul, Secretary of the Women's Committee, BMSF conducted a session on Mental Health in the Workplace. She gave her speech about why and how mental health affects workers and the types of mental

disorders. According to WHO, more than 300 million people contend with depression on a global scale, which interferes with regular performance and productivity, she mentioned. Participants also learned that, along with physical health, mental health is quite important in the workplace. A healthy and work-friendly environment, adequate rest and recreation opportunities, consistent avoidance of risky and stressful work, and a balanced diet are essential to promote mental health at work. If every individual is not able to perform mentally healthy in their workplace, the quality of their work will decrease and also decrease overall productivity. A Q&A session followed this presentation.

Session 9: Panel Discussion

Jasiya Khatoon, Director, WARBE: The Speaker discussed the 17 SDGs; and their targets. She kept the focus of her discussion on the partnership of Civil Society Organizations and Trade Unions. They must unite for the betterment of the workers. Her recommendations were:

- Ensuring social security for women
- Providing education for women
- Elimination of inequality from every aspect



Shamim Ara, Coordinator, SKOP: As a panel speaker, Shamim Ara spoke on preventing violation of women workers for sustainable development. It is impossible to minimize the importance of trade unions in defending workers' rights and advancing social justice in an era of fast globalization and technological developments, she said. Trade unions, also referred to as labour unions, are essential for defending the rights of workers, negotiating CBAs, and establishing equitable working conditions. Women have to fight for themselves. One will learn from another, thus forming a strong team. There is no alternative to unity. Trade unions should be strong and effective.

Closing Remarks

The President of Samajtantrik Labour Front, SLF, Member, SKOP, Rajekujjaman Ratan made the last remarks. He conveyed his heartfelt gratitude to all of the attendees, speakers, and organizers who helped make this shared experience event a success. He asserted that a union's leaders speak for both the union and its members. Violence against women must be stopped and developments must be sustainable. Everyone should be organized and trade unions should be strengthened. For mainstreaming in the trade unions women should enhance their capacity for better leadership and effective decision making.

Some activities


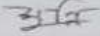
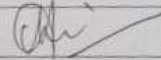
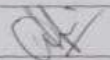


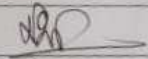

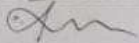
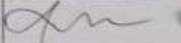
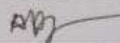
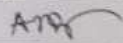




[Attached: Attendance List \(3 pages\)](#)

ITUC-BC/ SARTUC
Follow-up Seminar on
Social Dialogue on the ILC-GBV & SDG, as an organizing tool to unionize human workers
07-08 May 2023
(Conducted by: Sri Lanka Women's Team)
Venue : Caritas, Malibagh, Dhaka

Attendance Sheet

SL	Name of Participants	Position & Organization		Day-1 07-05-2023 (Signature)	Day-2 08-05-2023 (Signature)
1.	Munni Akter	Member,	BMSF		
2.	Dola Akter	Member,	BMSF	DOLY	DOLY
3.	Lamisha Akter Shimo	Member,	BMSF	Lamisha Akter	Lamisha AKTER
4.	Mousumi Aishad Shimo	Women's Secretary	BMSF		
5.	Tamanna Binta Alamgir	Youth member,	BJSD	Tamanna	Tamanna
6.	Zakir Hossain	Org. Sec. Y.C	BJSD		
7.	Siddika Mahal	Member, W.C	BJSD	Siddiga	Siddiga
8.	NASRIN AKTER DINA	Sec. W.C	BJSD		
9.	Sharmin Perpin Liza	V. President, W.C	BLF		
10.	Asma Akter	Member W.C	BLF		

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<u>Attendance Sheet</u>				
SL	Name of Participants	Position & Organization		Day-1 07-05-2023 (Signature)
				Day-2 08-05-2023 (Signature)
11	Nilufa Islam	Member, WC,	BLF	Nilufa Islam
12	Salina Begum Shelly	Education Secretary	BLF	Salina
13	Nabila Akter	Member,	BFTUE	Nabila
14	Raziya	Member,	BFTUE	Raziya
15	Sumaiya Akter	Members of women's committee	BFTUE	Sumaiya
16	Ibbatara Shelly	President youth committee (Team member)	BFTUE	Ibbatara
17	Chandana Bayen	Member,	JSL	Bayen
18	Nodirani Pahl	Member,	JSL	Nodirani
19	Pramila Poddar	Women's Secretary,	JSL	Pramila
20	Tauveen Rahman Meen	Member,	JSL	Tauveen

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SL	Name of Participants	Position & Organization		Day-1 07-05-2023 (Signature)
				Day-2 08-05-2023 (Signature)
21	Shafiqul Islam	Member,	BSSF	Shafiqul Islam
22	Maria Islam Rozi	Member,	BSSF	Maria
23	Md. Opi Khan	Member,	BSSF	OPI
24	Shalina Chowdhury	President, WC,	BSSF	Shalina
25	Shakil Akhter Chowdhury	Gen. Secy. B LF	B LF	Shakil
26	Pulak Ramjan Dhar	Sect. BFTUE		Pulak
27	Md. Shahidullah Bader	AGS - BMSF		Shahid
28	SHAMIM ARA	B. J. S. F		Shamim
29	Isiya Khatoon	Director WARBE Development Foundation		Isiya
30	Sanjida Khoshnood Khan	Project Coordinator, ITUC Reporter		Sanjida

INDIA



Report on
National-Level Seminar on ILO C190 & SDGs as Organising Tool to Unionise
Men & Women

05 May 2023, New Delhi, India

5th May 2023

Umraomal Purohit Bhavan, Saket, New Delhi

Introduction

On the 5th of May 2023, a significant seminar was held at the Umraomal Purohit Bhavan in Saket, New Delhi, organized jointly by the Hind Mazdoor Sabha (HMS) and the South Asian Regional Trade Union Council (SARTUC). This seminar aimed to educate and empower women workers with the tools of the International Labour Organization's Convention 190 (ILO C190) and the Sustainable Development Goals (SDGs) to strengthen unions and address the issues they face in their workplaces. The seminar witnessed active participation from 28 attendees, comprising 5 men and 23 women.



Opening Remarks

The seminar commenced with Mr Mahendra Sharma, a prominent figure in the labour movement, introducing the agenda and providing a brief historical context of the Hind Mazdoor Sabha. This was followed by a warm welcome from Mr Harbhajan Singh Sidhu, the President of SARTUC and General Secretary of Hind Mazdoor Sabha, who outlined the significance of ILO C190 and the SDGs in the context of India.



Participant Introductions

The participants, representing various unions including workers from Terminal 3 of Indira Gandhi International Airport, Asha Kiran workers, Hindustan Engineering General Mazdoor Union, and Uttar Pradesh Construction Workers Union, introduced themselves. This initial interaction helped in creating a sense of unity among the diverse group.

Session on Worker Challenges

Ms Nishi Kapahi led the seminar, emphasizing the importance of such gatherings to raise awareness among union members. The session started with a brainstorming exercise where participants shared the major challenges they faced in their workplaces. Some of the issues raised were alarming:

Violence Faced by Asha Kiran Workers: Workers caring for inmates of Mental Health Institutions faced violence from the very individuals they were caring for, yet they were held responsible for not managing them effectively.

- **Lack of Benefits:** Several participants reported not receiving Provident Fund benefits, bonuses, medical facilities, or Employee State Insurance (ESI) coverage.
- **Gender Pay Gap:** Women highlighted the lack of equal wages for work of equal value between men and women.
- **Safety Concerns:** Shift duty workers, especially women, lacked adequate transport and security.
- **Respect and Dignity:** Many participants expressed feelings of disrespect and a lack of dignity at work.
- **Age Limit for Contract Workers:** Contract workers at the Airport reported facing an age limit of 30 years, as dictated by DIAL Director Mr. Chanchal.
- **Overwork:** Workers were being compelled to perform double duty, with one worker doing the job of two.
- **Harassment and Bullying:** Harassment and bullying were prevalent, particularly towards unionized workers.

Commitment to Address Issues

Mr Harbhajan Singh was present during this session and pledged to look into the issues raised and address them to the best of their ability.

Ms Manjeet Ahluwalia on Sexual Harassment

Ms Manjeet Ahluwalia spoke about the critical issue of sexual harassment at work and encouraged women to come together to discuss their concerns regularly and provide mutual support.

Understanding ILO C190 and SDGs

Ms Nishi Kapahi presented the essence of ILO and the significance of Convention 190. She explained the concept of violence and harassment, why it occurs, the various forms of violence, and the roles of employers, governments, and unions in combating it.

The discussion then shifted to the SDGs, their history, and the 17 goals agreed upon. Ms Nishi elaborated on the goals prioritized by the Indian Government and the progress made so far. Participants engaged enthusiastically, offering suggestions for government actions.

Group Work and Outcomes

To encourage practical application of the knowledge gained, participants were divided into four groups. They brainstormed on how to use the seminar's insights to organize more workers, both men and women. The focal points included:



- **Building Trust:** Participants emphasized building trust among workers as a foundation for strong unions.

- **Strengthening Unions:** Increasing union membership was seen as vital for strengthening their collective bargaining power.

- **Uniting Workers:** Participants aimed to bring all workers under one platform for a united front.

- **Education and Awareness:** Raising awareness and educating workers on their rights was a key strategy.

- **Grievance Redresser:** Ensuring

timely redresser of worker grievances was highlighted.

- **Safety and Security:** Particular attention was given to the safety and security of women working night shifts.
- **Rights Advocacy:** Participants stressed the importance of advocating that women's rights are human rights.
- **Wage Protection:** Ensuring workers receive their full wages and preventing wage theft was a shared goal.

Closing Remarks

Mr Harbhajan Singh expressed gratitude to the participants for their active involvement and pledged support for their efforts. He encouraged attendees to remain active within their unions and to recruit more workers into the union fold.

Participant Feedback

Participants expressed their appreciation for the seminar, stating that it empowered them to discuss critical issues such as violence, harassment, and the SDGs, which India has prioritized.

Conclusion

The seminar concluded with a vote of thanks to HMS and SARTUC for organizing this empowering and informative event. The participants left with renewed determination to address the challenges faced by workers and promote gender equality within their respective workplaces and unions. This seminar served as a significant step toward creating a more just and equitable work environment for women in India.

**National-Level Seminar on ILO C190 & SDGs as Organising Tool to Unionise
Men & Women
05 May 2023, New Delhi, India**

PROGRAMME

10.00	Registration of participants
10.30 – 11.15	Welcome and Opening comments Mahendra Sharma, Adviser SARTUC Inaugural Message Com Harbhajan Singh Sidhu, President SARTUC & General Secretary Hind Mazdoor Sabha Introduction of Participants
11.15 – 11.30	Tea Break
11.30 – 12.30	Challenges faced by workers of Delhi Airports
12.30 – 13.30	Introduction to ILO Convention 190 – Elimination of Violence Nishi Kapahi
13.30 – 14.30	Lunch
14.30 – 15.30	Sustainable Development Goals – An introduction Nishi Kapahi
15.30 – 15.45	Tea Break
15.45 – 16.45	Organising of workers using C190 and SDGs
1645 – 1700	Evaluation & closing comments

NEPAL





Report on
A National-Level Social Dialogue on
The ILC-GBV and SDGs as an organising tool to unionize women
workers: A Step Toward Ending Gender-Based Violence at the
Workplace in Nepal
Kathmandu, Nepal
14 July 2023

Background

Violence and harassment particularly affect women workers in the most vulnerable work situations who have poor access to labour rights such as freedom of association, collective bargaining, decent work and access to justice. Violence and harassment are not limited to the workplace physically but it has been expanded to the digital world as well. Despite women's vulnerability to violence, discrimination and harassment, their participation in trade unions is relatively low because social, religious and cultural impediments as well as a male-dominant culture of union leadership prevent women from joining the unions. Trade unions being instrumental in positive changes can play an effective role in organising women and making them trade union members as well as violence and harassment-free workplace.

The South Asian Regional Trade Union Council (SARTUC) realised the importance of the social dialogue at the national level with the participation from all the stakeholders - government, employers, trade unions, and CSOs to promote the ILC GBV Convention and SDGs as tools to reach those women who are left out at the grassroots level, especially in the informal economy and domestic work in the world of work. SARTUC believes the national dialogue has provided the platform and strategy to increase women's participation in trade unions and also was a step towards making the workplace free from discrimination, harassment, and gender-based violence.

The SARTUC, in collaboration with FNV Mondiaal, organised a one-day national social dialogue on "*A national-level social dialogue on the ILC-GBV and SDGs as an organising tool to unionize women workers: A Step toward Ending Gender-Based Violence at the Workplace in Nepal*" in Kathmandu, Nepal on 14 July 2023. The national dialogue aimed to address the critical issues of gender-based violence (GBV) and women's empowerment in the changing world of work, and to explore the role of Sustainable Development Goals (SDGs) and International Labour Convention 190 (ILC-GBV) as organizing tools to unionize women workers, especially in the trade union movement. The national-level social dialogue was successful to bring together representatives from trade unions, government, employers, and civil society organisations (CSOs).

Objectives

- To sensitise the SARTUC affiliates national trade union leaders to use ILC GBV Convention and SDGs as organising tools to increase the unionisation of women in the world of work.
- To capacitate the organising skills of the women trade union leaders to encourage more women's participation in the unions.
- To identify and develop strategies based on ILC GBV Convention to prevent gender-based violence in the workplace.
- To explore the realities and efforts of all the stakeholders - government, employers, trade unions, and CSOs in Nepal for the prevention of Gender-Based Violence (GBV) at the Workplace.

Opening and Welcome Address

The event commenced with an opening and welcome address by **Mr Laxman Basnet**, the General Secretary of SARTUC. He highlighted the importance of promoting gender equality and women's empowerment in the trade union movement and emphasized the need for collective efforts to end gender-based violence at workplaces in Nepal. He highlighted the importance of gender equality in building a more inclusive and progressive trade union movement. He encouraged the participants to actively engage in the sessions and learn from each other's experiences and insights. Moreover, he shared his experience of the reality of women in the world of work, including their participation in public spaces. In his short address, he highlighted the issues of economy, equality, commitment, cooperation, women's participation in trade unions, women's engagement in labour market in Nepal, women's rights, and labour's rights.

SDGs as an Organising Tool to Unionize Women Workers

The session was conducted by **Ms. Sadikshya Bhattarai**, Research Coordinator at the Centre for the Study of Labour and Mobility (CESLAM). The session aimed to shed light on the role of Sustainable Development Goals (SDGs) as an effective tool for organizing and empowering women workers in the ever-evolving world of work. The session provided valuable insights into the transformative potential of SDGs in advancing gender equality and women's empowerment, particularly focusing on Goal 5 (Gender Equality) and Goal 8 (Decent Work and Economic Growth). However, gender equality is a central and cross-cutting aspect of the 2030 Agenda, playing a crucial role in advancing the human rights of women and girls and driving progress across all Sustainable Development Goals (SDGs). Gender inequalities are evident in all aspects of sustainable development. Girls outperform boys in education, but it doesn't translate to gender equality in the job market. Women's political representation is less than one-fourth, and they face threats, harassment, and violence. One in five women and girls experience intimate partner violence annually. She presented facts, data and figures on the pressing issues and challenges faced by women in the changing world of work, employment status of women, migrant workers-including women migrants, reinforcing the need for collective action and targeted efforts to promote women's rights and achieve gender equality. By attaching SDGs as an organizing tool, trade unions, civil society organisations, and other stakeholders can work collaboratively to create



more inclusive and empowering work environments for women. Among the 193 countries committed to Agenda 2030, none have complete gender-specific SDG data. Nepal currently lacks monitoring mechanisms for numerous SDG targets, with data available for only around one-third of all gender-related global indicators. For the accelerating gender-responsive implementation of SDG, she suggested – improving gender data, statistics and analysis; Advocacy and social dialogue; and capacity advancement.

ILO Convention 190 and its Significance

Ms. Kripa Basnet, National Coordinator, International Labour Organization (ILO), delivered a presentation on ILO Convention 190 and its significance as a ground-breaking role in promoting women's rights and ending gender-based violence. She highlighted the significance of the ILO Violence and Harassment Convention, 2019 (No. 190), and its Recommendation (No. 206). These are the first international standards to combat workplace violence, including gender-based violence. The Convention's key features include an inclusive and gender-responsive approach, protecting workers and others in the world of work, and addressing violence in all its forms. C190 safeguards the rights of all individuals to work without fear, regardless of their contractual status or occupation. Notably, it encompasses various forms of violence and harassment, considering both victims and offenders. Remarkably, she explained the process of the development of international laws; new things added in C190 and Recommendation (No. 206); all the provisions in C190 including the definition of violence and harassment, including GBV and harassment; and the way forward for ratification and proper implementation.

Additionally, she called for comprehensive capacity building and institutional strengthening, including gender-sensitive training for labour inspectors, judges, police, and public officials. Likewise, she stressed the need for robust policies, awareness campaigns, and complaint mechanisms to foster safe and harmonious workplaces. Furthermore, during the presentation, she showcased examples of good practices from various countries, such as Australia, Japan, China, Fiji, Hong Kong, Indonesia and many others. These examples highlighted laws related to occupational safety and health, elimination of gender-based violence and harassment, and non-discrimination laws.

Union Activities and Policies for Women and Eliminating GBV

GEFONT

Ms. Bijaya Khadka from GEFONT highlighted the organization's commitment to promoting decent work, gender equality, and safe workplaces. GEFONT emphasized the importance of women's economic participation and representation in policy-making and implementation. The organization set a motivated target of increasing women members by 5 per cent annually, ensuring that women's representation in every sector remains above the required 33 per cent. GEFONT also addressed gender-based violence and harassment, providing a safe space for victims to seek support through a women's committee and implementing a code of conduct to eliminate such behaviours - the code of conduct defines violence in the forms of verbal, mental, psychological, domestic violence, rape and human trafficking apart from physical abuses.



Additionally, the organization advocated for living wages, invested in trade union education, and encouraged youth engagement through the "*Taalime lai Talab*" programme. GEFONT's holistic approach aimed to create a violence-free and inclusive workplace, acknowledging the gender disparities, especially in the informal sector and domestic work. Moreover, she highlighted the registration process of informal sector women workers at the local level and the vice-chair or deputy mayor shall take the initiative.

NTUC

Ms. Sushila Ghimire, Deputy General Secretary of NTUC, shared her experience from a regional training organised by SARTUC in Sri Lanka, covering topics like gender and sex; GBV and harassment at the workplace; C190; organising youth and women in the trade union movement; and many other topics. NTUC's policy aims to increase women's participation from local to central levels through the women's committee, with a 33 per cent women's representation mandate, and more importantly reservations for women in key positions. NTUC focuses on eliminating GBV at workplaces through capacity building and skill development, offering training in various fields for women's economic empowerment - some of the training provided to women are: beautician, sewing, rooftop farming, vegetable farming etc. She said, NTUC advocates for equal pay, maternity leave, childcare, appropriate facilities at workplaces, and minimum wages (25thousand).

Additionally, NTUC actively pushes for the ratification of C190 and has introduced a comprehensive "gender policy" to be implemented across all levels, empowering women and ensuring their active involvement in policy-making and development.

ANTUF

Ms. Sangita Baniya, Secretary from ANTUF, shared her insights from a regional training in Sri Lanka covering mental health, country reports, and organizing women workers as well apart from sister Sushila mentioned before. ANTUF's policy is to increase women workers' participation and organising within the trade union movement, focusing on addressing gender-based violence and harassment in the workplace. She opined, the promotion of sector-wise grievance handling mechanisms is necessary. The union promotes women's leadership development and strives for equal opportunities for women in senior positions - some districts have women presidents as well, and 5 presidents in service sectors. Women have achieved positions at the central level however, mostly have deputy positions so women are still struggling to find senior positions.

Moreover, ANTUF actively conducts capacity-building programmes, including the promotion of women trainers, while advocating for decent work, equal pay, and improved occupational safety and health at the workplace. ANTUF has a committee on C190, including the provincial committee and unit committee because violence happens in every sector. ANTUF also demands for the digitalizing of worker records to enhance efficiency and expand union membership, including registration of workers at local level. The strategy of ANTUF to include this sector to protect workers' rights and ensure their access to social security, occupational safety and health (OSH), and fair working conditions also ANTUF is working for the unionisation of *Kalahari* and *Kamaiya*



in the Trade union movement. Finally, she suggested for timely legal action and workplace directives to ensure fair working conditions.

Panel discussion on Eliminating GBV and Harassment at the Workplace

Panellist:

- **Ms. Manju Kandel**, Under Secretary, Ministry of Labour, Employment, and Social Security (MoLESS) representing the government.
- **Mr. Hansa Ram Pandey**, Senior Expert of the Federation of Nepalese Chambers of Commerce and Industry (FNCCI) representing employers.
- **Mr. Binod Shrestha**, President of the International Trade Union Confederation - Nepal Affiliates Council (ITUC-NAC) representing workers.
- **Ms. Chandani Rana**, NNSM, representing a Civil Society Organization (CSO).
- **Mr. Nilambar Badal**, an independent researcher, Facilitator of a panel discussion

Facilitator (F): We don't want GBV in any place, thus eradication of GBV is very much crucial, and also we realise the importance of the ratification of C190.

Understanding of GBV and efforts for eradication of GBV during the work experience, and efforts done before the emergence of C190. Efforts of stakeholders in the process

CR: GBV affects all of us, and while it's not limited to women, data indicates that women and minority groups (LGBTIQ ++) suffer more. In the past, gender issues were primarily associated with women, and our efforts focused on addressing their concerns, influenced by societal perceptions. It's challenging to change these mind-sets, but we believe all stakeholders must unite to address this problem collectively. As watchdogs for the government, we rely on evidence to pressurise them into improving policy-making and taking effective actions against GBV.

MK: The issues were discussed in the council meeting, and the division head showed a positive stance on ratifying C190, which we are actively working on. While civil societies criticize the government's efforts, we recognize that significant steps have been taken. We are engaged in various initiatives within the labour ministry, and change is gradually occurring, accompanied by policy updates. We have introduced the Sexual Harassment at Workplace (Prevention) Act, 2014 (2071), a five-year strategic plan, action plans, and a code of conduct. Though results may not always meet expectations, the government has made substantial efforts.

HRP: The subject is complex and crucial. Over the past decade, women's participation in the workplace has been improving, which is essential. The workplace environment greatly influences labour relations. Our mind-set is gradually evolving with time. Women are more prevalent in the service sector than in production. In the workplace, behaviour must be respectful and non-offensive to maintain a conducive working environment while upholding decent work and respecting human rights. Though workplace issues persist, progress is being made. Some problems go unreported due to stigma or fear of job loss. We are committed to eradicating GBV and



harassment at work, supported by Act 2071 and a code of conduct introduced by the Ministry of Industry. FNCCI prioritises preventing GBV and harassment and provides information and discussions on C190 and relevant laws. We have implemented programmes and plan to continue nationwide efforts. We must discuss C190 and work together toward ratification if we share a common understanding and the capacity to implement it effectively in the workplace.

BS: Trade unions emphasise the right to participate and the eradication of violence at the workplace. Workers address various forms of violence, stressing that tolerating violence is also guilty. While progress has been made, more effort is needed. The workplace extends beyond the employer's premises, and trade unions actively implement codes of conduct, gender audits, and awareness programmes. However, scattered laws require consolidated action to address complaints of GBV and harassment. *Institutional memory* is lacking in government offices, causing hindrances when personnel changes occur, influenced by the change of government. The unstable government with frequent ministerial changes - 7 labour ministers in 2 years of time - hampers the ratification of C190. Collaboration between trade unions, FNCCI (employers), and CSOs is essential for achieving positive outcomes.

F: The change or progress is part of evolution/natural or it came with your efforts? The current world of work has invisible employers-employees relations (without knowing each other) due to technology and gig work, so have your vision reached such places?

BS: Societal change results from both natural evolution and collective efforts. The trade union movement, which initially lacked female representation, now comprises nearly half of female members. To ratify C190, we actively engage in programmes, interactions, and proceed government delegations, so the efforts from trade unions are going on. However, further efforts are required for the effective implementation of C190's principles and goals.

HRP: The changing world of work, driven by digitalization, has both positive and negative aspects. Working in a lonely environment can disconnect relationships and lead to monotonous life, but individual preferences play a role in choosing the work environment. While employment relations exist in the technological world, disguised working relations also emerge. It is crucial to maintain acceptable behaviour and ensure a workplace free from GBV and harassment. Circulating information on GBV and harassment to employers and workers responsibly is essential to prevent misuse. C190 addresses all forms of violence, not limited to GBV, advocating for the elimination of workplace violence and respecting human rights. Our laws and policies recognise GBV and harassment as crimes, and although change is inevitable, our efforts remain vital.

MK: Society moves with time, however, the influence of laws is important, contributing to approximately 75 per cent of the change. Legal developments create waves in individual mind-sets, leading to improvements. The position and authority of women are changing the mentality of society where laws and policies are supporting part of the transformation. When women hold higher posts and designations, it positively shifts society's perspective.



CR: Violence is not limited to a specific gender but is often perpetrated by those who exercise power and access to resources. To reduce or eliminate violence, equal opportunities must be provided to all. Before formulating laws and policies, we must address the underlying societal structure, as it holds primary significance, while laws and policies play a supporting role. To achieve real change, laws need to align with this structural transformation. Our efforts focus on changing societal structures, with laws acting as secondary support. We have been advocating for C190 for five years, emphasising its significance for workers. Decision-makers in authority must prioritise ratifying this convention to foster positive change.

Q&A (from Participants)

Mr Kul Bahadur Khadka from NTUC: Question to the government's representative:

Workers, employers and civil society are positive towards the ratification, so what is the problem to the government to ratify C190?

To CSO: What can be the role of civil society to arouse a positive message towards the respect of labour?

Ms. Bijaya Khadka from GEFONT: In the lower level, labours could not find the government in their difficult times. What has the government done for the labourers? It's time to include labourers in the social security fund, and ratification of C190 is important.

CR: Our constant advocacy is for decent work and respect for workers. We particularly focus on the informal sector, where workers face more hardships and risks. Our goal is to advocate for their rights and formalise the informal sector.

BS: The government has a plan to include informal sector workers, including formal and self-employed in the social security fund and planned to start from 2080-01-01 but implementation is pending. The only reason is the unstable nature of the government to implement C190. We have to express our concern to all the political leaders that at least government employees shall work for 4 years of term at one office.

MK: At the labour advisory council meeting, we extensively discussed C189 and C190. The ministry shows a positive attitude towards C190. We are preparing a work plan and code of conduct, seeking support from all stakeholders.

HRP: While the government's ratification of C190 is underway, we have other instruments and laws to address GBV and harassment. Everyone must take responsibility to eliminate such issues and maintain labour relations. The labour act emphasises grievance resolution and redressed mechanisms, while the Federation has prevention and reconciliation rights but not punishment. We work together with a positive outlook, aiming for a future with zero violence.

NB: to ratify C190 there shall be Inclusion, participation, and collaboration. We have laws, acts, and codes of conduct for the prevention of GBV and harassment at the workplace. Everyone is positive on ratification of C190 thus, in-between collaboration is crucial.

Group Work:

Facilitator: Mr. Nilambar Badal

This interactive segment involved participants engaging in group exercises, and presentations to identify the challenges faced by women at the world of work, relevance of ILO C190 and making of strategies to organise women workers in trade union movement. The participants were divided into two mixed groups and asked to discuss inside the group and present their ideas. The participants engaged in interactive and healthy discussions inside their group.

The facilitator provided five questions for the discussion based on the three border topics:

- Relevance and ratification of ILO 190 in Nepal, along with reasons for its importance.
- Challenges faced by women in the world of work, including in the digital world.
- Strategies to organize women workers effectively to protect their rights.

Presentations by the Groups

Group “A” (Ms Sadikshya Bhattarai presented from Group A)

Understanding of violence (based on C190)

- All forms of violence happened in workplace and elsewhere.
- Unequal pay for similar work
- Gender based violence

Available Instruments

- Labour Act
- Public Awareness Program
- Code of Conduct - Trade Unions, Municipality
- Women Commission – hotline
- Hello Sarkar
- Women Cell – case registration

GBV Examples

- Lack of women in decision-making position, and less participation of women.
- Negative attitude towards women
- Inequality in wages

Digital Medium

- Employing Women in difficult and risky work
- Harassment by delivery boy/taxi drivers using saved phone number
- Misrepresentation of Women in Advertisements
- Forceful Engagement in Lives (TikTok live)

Recommendation



SARTUC



- Data for evidence-based policy and advocacy – more research/study
- CSO – Activities based on requirement e.g. Awareness, campaigns, policy revision in coordination
- Trade unions – Group form, Voice collection and awareness, Campaigns by engaging tripartite coordination.
- Employer: Adoption and implementation for the systematic management
- Government – Policy amendment, formulation, coordination, awareness, and support to CSOs, trade unions, and others.
- Joint monitoring by all the stakeholders

Group “B” (Mr. Swarna Kumar Jha presented from Group B)

Understanding of violence (based on C190)

- Covers all forms of violence in the world of work
- Violence outside of the workplace includes harassment
- Also covers third-party/LGBTIQ+

Instruments

- Sexual Harassment at Workplace (Prevention) Act, 2071 (2014)
- Labour Act, 2008
- Cybercrime Act
- Code of Conduct of CSOs/TU

GBV Examples

- Sexual harassment/violence
- Domestic violence
- Violence based on temptation (human trafficking)

Digital Medium

- Using women for advertisements of promoting luxury goods.
- Indigestible advertisements in social media/online.
- Indigestible language, photos/images, and dialogues targeting women in social media.

Recommendation

- TUs/CSOs have to draw the attention of the government
- Awareness/Campaigns
- Increase women’s participation/representative participation
- Counselling/referring
- Monitoring and management of social media

Strategies to organize women workers effectively to protect their rights and to eliminate GBV from the workplace (Common question to all)



SARTUC



- Unionise and organise women workers and aware them of the elimination of GBV.
- To organise women workers, gather the number of women workers in the workplace and conduct programme with the help of trade unions and make them aware of workers' rights.
- Trade unions seek to make registration of workers at the local level, proper recognition/evaluation of work done by women workers, and the inclusion of informal sector workers in social security.
- Identify the problems of women, and provide them with opportunities of employment and income-generational activities.
- Provide training, workshops and interaction meeting for women time and again.
- Data collection and awareness through community volunteers and campaigns reach to households and individuals.
- Mapping of informal sector workers and providing them the awareness of legal instruments and advantages of organising and unionising.
- Try to organise workers by creating a common trade union and promoting women leadership, enhance them with information and knowledge, and exchange of labour rights and grievances through social media.
- Formation of women workers' groups in every sector.

Reflections and Learning

Following the group presentations, participants engaged in a reflection session, where they shared their perspectives and key takeaways from the social dialogue. The session provided an opportunity for participants to express their perspective toward one-day national-level social dialogue and participants took the opportunity to learn from each other's experiences and widen their networks. Each participant from the round table had the opportunity to express their key takeaways and insights gained from the various sessions. Many participants appreciated the interactive nature of the dialogue, and importantly panel discussion, where they learned ideas from the government, employers, trade unions, and civil society.

Closing Remarks and Vote of Thanks

NTUC

Ms Pramila Dhungana, President of the Women's Committee, NTUC expressed her gratitude for participating in SARTUC's programme for the first time and acknowledged the challenge of sharing her learnings with her union members. Through the programme, she expanded her network with other trade unions and gained valuable insights. She promised to share these learnings and outcomes with others and emphasized the importance of including more women in the trade union movement. According to her, to include more women in the trade union movement, the need to identify and address the problems faced by women workers is important and include them by providing economic opportunities, and creating a supportive environment for their participation. Additionally, she highlighted the significance of offering trade union education to informal sector workers, informing them about the benefits of organizing and joining the movement. Finally, expressed her gratitude to NTUC for nominating her for the programme and thanked everyone for their contribution to its success.



GEFONT

Ms Karuna Puri from GEFONT expressed that the programme proved to be beneficial for boosting her confidence. She expressed her gratitude towards all members of SARTUC for providing her with the opportunity to learn new ideas. Furthermore, she extended warm appreciation to the resource persons and facilitators whose contributions enriched her experience during the programme. Finally, she expressed gratitude to GEFONT for nominating her for the valuable learning opportunity.

ANTUF

Mr Bijaya Thakuri from ANTUF expressed his heartfelt gratitude to the organisers, resource persons, and facilitators of the programme. Through the programme, he gained a comprehensive understanding of trade unions' and workers' rights, with a particular focus on C190. He acknowledged that his prior knowledge about C190 was limited, but after the programme, he felt confident in informing others and their committees about C190 and its significance.

NNSM (CSO)

Mr Swarna Kumar Jha, Coordinator, NNSM expressed his warm appreciation to the organisers, resource persons, facilitator, and all the participants of the national-level social dialogue. He acknowledged that all the stakeholders have been working effectively from their side and now emphasised the importance of moving ahead with inclusion, participation, and collaboration. While all stakeholders were individually working on eliminating GBV and harassment at the workplace, this social dialogue served as a symbolic voice advocating for collaboration among the government, employers, trade unions, and civil society organisations.

Furthermore, he highlighted that during the social dialogue, valuable interactions took place in a short period, showcasing the potential for significant achievements and expecting strong willpower from the government to achieve their commitments. He personally and organizationally committed to moving forward in collaboration. He expressed his gratitude to SARTUC and Brother Laxman for inviting NNSM (CSO) to the valuable event and extended thanks to all the participants for their interactive and collaborative participation.

Annex – I
Participants Details

S.No.	Name	Affiliation/organisation	Position	Email
1	Mr. Bijaya Raskoti Thakuri	ANTUF		bijaya.thakuri1990@gmail.com
2	Mr. Shiva pd. Pokhrel			pokhrelshiva198@gmail.com
3	Ms. Indira Sharma			indiraghimiresharma@gmail.com
4	Ms. Sabitra Acharya			acharyasabita24@gmail.com
5	Ms. Sangita Baniya		Secretary	sangitabaniya34@gmail.com
6	Ms. Karuna Puri	GEFONT		kurana344@gmail.com
7	Ms. Bijaya Khadka		Secretary	Bijayakhadka5092@gmail.com
8	Ms. Shusila Ghimire	NTUC	Deputy General Secretary	shusilag@gmail.com
9	Ms. Pramila Dhungana		President of Women Committee	pramilalamsal21@gmail.com
10	Mr. Kul Bahadur Khadka			bkulkhadka@gmail.com
11	Ms Maiya Kandel	MoLESS	Under Secretary	maiyakadel@yahoo.com
12	Ms. Kripa Basnet	ILO	National Coordinator	basnyat@ilo.org
13	Mr. Nilambar Badal		Independent Researcher	nilambar@gmail.com
14	Ms. Chandani Rana	NNSM		rchandani@gmail.com
15	Mr. Swarna Kumar Jha	NNSM		nns2064@gmail.com
16	Ms. Sadikshya Bhattarai	CESLAM	Research Coordinator	sbhattarai@ceslam.org
17	Mr. Hansa Ram Pandey	FNCCI	Senior Expert	hansa@fncci.org
18	Mr. Binod Shrestha	ITUC-NAC	President	binod.stha01@gmail.com
19	Mr. Laxman Basnet	SARTUC	General Secretary	sartuc.kathmanduoffice@gmail.com
20	Mr. Kishor Bikram Shah	SARTUC		sartuc.kathmanduoffice@gmail.com
21	Ms. Sweanta Lama	SARTUC		sartuc.kathmanduoffice@gmail.com

Annex – II
Programme Agenda

14th JULY 2023 (Thursday)		
9:00 – 9:30	Registration	
9:30 – 9:45	Opening Opening and welcome address: Mr Laxman Basnet , General Secretary, SARTUC	
9:45 – 10:00	Introduction of Participants	SARTUC
10:00 – 10:45	SDGs as an organising tool to unionize women workers <ul style="list-style-type: none"> Gender Equality, Women's Empowerment and SDGs Women in the changing world of work: Issues, trends, and challenges 	Ms Sadikshya Bhattarai , Research Coordinator , CESLAM
10:45- 11:00	Tea/Coffee Break	
11:00 – 12:15	ILO Convention 190 <ul style="list-style-type: none"> What makes C190 a ground-breaking instrument for women How does C190 drive efforts to eliminate GBV in law and practice: Examples of good practices and lessons 	Ms Kripa Basnet , National Coordinator , ILO
12:15 – 13:00	Union Activities and Policies for Women and Eliminating Gender-Based Violence (GBV) and Harassment at the Workplace Speakers: Participants from Regional Training (10 minutes each) <ul style="list-style-type: none"> ANTUF GEFONT NTUC Q&A (15 min)	SARTUC
13:00 -14:00	Lunch Break	
14:00 – 15:15	Eliminating Gender-Based Violence (GBV) and harassment at the Workplace Panel discussion <ul style="list-style-type: none"> Mr Hansa Ram Pandey, Senior Expert, FNCCI (Employers) Ms Maiya Kandel, Under Secretary, MoLESS (Government) Mr Binod Shrestha, President, ITUC-NAC (Workers) Ms Chandani Rana, NNSM (CSO) Q&A (15 min)	Mr Nilambar Badal , Independent Researcher
15:15 – 16:00	Group work <ul style="list-style-type: none"> Relevance and ratification of ILO 190 in Nepal (with reasons) Challenges for women in the World of work, including the digital world Organising women workers to protect worker's rights 	Mr Nilambar Badal , Independent Researcher
16:00 - 16:30	Presentations (10 minutes to each group)	By Groups
16:30 – 16:45	Reflections and learning	Participants
16:45 – 17:00	Closing remarks and Vote of thanks	Mr. Laxman Basnet , General Secretary, SARTUC
End of the Social Dialogue		

Annex – III Photos



Group Photo



Mr Laxman Basnet, General Secretary, SARTUC
(Opening Speech)



Ms Kripa Basnyat, National Project Coordinator,
ILO (Session)



Panel Discussion: CSO, Trade Union, Employer, and Government



Group Discussion



Ms Sadikshya Bhattarai, CESLAM (session on SDG)



Participants presenting their outcomes from the group discussion.



A participant presenting Union Activities and Policies.



Mr Swarna Kumar Jha (NNSM), delivering closing remarks.

PAKISTAN



' National-level social dialogue on the ILC-GBV and SDGs as an organizing tool to unionize women workers '

Introduction:

This narrative report provides an overview of the national-level social dialogue on the International Labor Conference on Gender-Based Violence (ILC-GBV) Convention and Sustainable Development Goals (SDGs) as an organizing tool to unionize women workers organized by PWF Women Committee with support provided by SARTUC on June 12th, 2023 at 65, jail road, Lahore. The event aimed to address the challenges faced by women workers, particularly in relation to gender-based violence, and promote unionization as a means to empower women in the workplace. The report highlights the key objectives, participants, activities, outcomes, and future recommendations of the dialogue.



Objective:

- To develop/sign MoU/agreement with social partners and/or national employers for the elimination of gender-based violence in the workplace.
- To sensitize the SARTUC affiliates trade union women leaders at the national level to use ILC GBV Convention and SDGs as organizing tools to increase the unionization of women in the world of work.
- To capacitate the organizing skills of the women workers to encourage more women's participation in the unions.

- To identify and develop strategies based on the ILC GBV Convention to prevent gender-based violence in the workplace.
- To establish the network and build alliances with the women workers, unions, social partners and national employers.

Participants:

The dialogue brought together approximately 30 participants, representing various organizations and sectors. The participants included government officials from labor department, trade union leaders, women's rights activists, representatives from employers' associations, and representatives from civil society organizations working on gender issues.

Activities:

Opening Session:

The dialogue commenced with an opening session featuring keynote addresses by Sister Dur e Shawar, and Deputy Sec General Muhammad Saad Ch. Sister Dur e Shawar welcome all the participant and inform about the purpose of holding the seminar. Brother saad emphasized the

Importance of addressing gender-based violence and promoting unionization as a means to empower women workers.

Panel Discussions: Several panel discussions were held throughout the day, covering a wide range of topics such as legal frameworks for combating gender-based violence, collective bargaining for women's rights, strategies for organizing women workers, and the intersectionality of gender-based violence and the SDGs. The panelist were Mr.Naseem ch (President PWF, Mr. Tabasum (representative EFP), Mr.Rao from Labor department.

Working Groups: Participants were divided into working groups to encourage active engagement and brainstorming on specific topics. Each group focused on formulating practical recommendations and action plans related to gender-based violence prevention, unionization, and women's empowerment in the workplace.

Plenary Sessions: The working groups reconvened in plenary sessions to present their findings and recommendations. These sessions fostered broader discussions and allowed for feedback and input from all participants.

Workers and Civil Society:

- a. **Enhance awareness and education:** Develop comprehensive training programs to raise awareness about gender-based violence (GBV) and women's rights in the workplace. Collaborate

with civil society organizations to conduct workshops and seminars to empower workers with knowledge and skills to prevent and respond to GBV.

b. **Establish support mechanisms:** Advocate for the establishment of helplines, counseling services, and safe spaces within workplaces to support survivors of GBV. Encourage the formation of support groups where workers can share experiences, seek guidance, and access resources.

c. **Strengthen legal protections:** Advocate for stronger legislation that criminalizes GBV in the workplace and ensures the effective implementation of existing laws. Collaborate with labor unions and civil society organizations to lobby for improved legal frameworks and mechanisms to address GBV.

Employers and Civil Society:

a. **Develop workplace policies:** Encourage employers to adopt comprehensive policies and procedures that explicitly address GBV and promote gender equality. These policies should include guidelines for prevention, reporting mechanisms, and disciplinary actions against perpetrators.

b. **Promote inclusive work environments:** Encourage employers to foster a culture of respect, inclusivity, and zero tolerance for GBV. Promote gender equality through gender-sensitive recruitment practices, equal pay, and opportunities for career advancement for all employees.

c. **Provide training and capacity building:** Collaborate with TU and civil society organizations to provide training to employers and managers on preventing GBV, addressing unconscious bias, and promoting diversity and inclusion. Support the development of workplace training programs that promote respectful behavior, communication, and conflict resolution.

Government:

a. **Enforce labor laws:** Strengthen enforcement mechanisms to ensure compliance with labor laws and regulations that protect workers' rights, including those related to GBV prevention. Increase inspections and penalties for non-compliance to deter employers from perpetuating GBV.

b. **Support victim services:** Allocate resources to establish and fund specialized services for GBV survivors, including counseling, legal aid, and healthcare. Collaborate with civil society organizations and create referral networks to ensure survivors have access to comprehensive support.

c. **Promote gender equality initiatives:** Implement gender equality initiatives that address the root causes of GBV and promote women's empowerment in the workplace. This includes promoting women's representation in decision-making roles, supporting women's entrepreneurship, and providing access to finance and resources for women-owned businesses.

Networking and Collaboration: Informal networking sessions provided an opportunity for participants to connect, share experiences, and explore potential collaborations. Participants exchanged contact information and established networks to support future endeavors in combating gender-based violence and promoting women's rights.

Outcomes:

Enhanced Awareness: The dialogue increased awareness among participants about the prevalence and impact of gender-based violence in the workplace. It highlighted the need for comprehensive policies and legal frameworks to address this issue effectively.

Policy Recommendations: The working groups generated a set of policy recommendations on combating gender-based violence and promoting women's rights through unionization. These recommendations encompassed legislative changes, awareness campaigns, capacity-building initiatives, and support mechanisms for victims.

Strengthened Collaboration: The dialogue facilitated collaboration between various stakeholders, including trade unions, employers, and government agencies. This collaboration encouraged collective action and improved coordination to address gender-based violence and promote unionization.

Advocacy Initiatives: Participants committed to advocating for the implementation of the policy recommendations at various levels, including national, regional, and international platforms. They agreed to form alliances and partnerships to amplify their efforts and influence policy changes effectively.

Future Recommendations:

- **Follow-up Mechanisms:** Establishing follow-up mechanisms, such as task forces or committees, to monitor the implementation of the policy recommendations and evaluate progress regularly.

- **Capacity Building:** Conduct training programs and capacity-building initiatives for trade unions, employers, and government officials to enhance their understanding of gender-based violence issues and strengthen their ability to address them.

- **Research and Data Collection:** Encourage research and Data collection.

- **MOU** to be signed agreed by the Employers Federation of Pakistan and Pakistan workers federation to apply good practices for ratification of Convention C 190 and in the above mentioned areas of collaboration. The primary objective of the MOU will be to establish a collaborative framework among relevant stakeholders to apply and promote good practices related to the ILS-GBV. It seeks to create a conducive working environment that is free from gender-based violence, ensuring the protection, empowerment, and well-being of workers, particularly women.

SRI LANKA



Report on Follow-up Workshop on Gender-Based Violence (ILC GBV) & Seminar on SDGs as Organizing Tools to Unionize Women

As advised and with the sponsorship provided by the South Asian Regional Trade Union Council (SARTUC) National Trade Union Federation (NTUF) conducted the above follow-up workshop and the seminar on 28th and 29th June 2023 at the Hotel Janaki, Fife Road, Colombo – 05. NTUF invited both Sri Lanka Nidahas Sewaka Sangamaya (SLNSS) and the Ceylon Workers Congress (CWC) for the program and only the SLNSS took part in the program.

The Following were participated for the program:

1. Follow-up Workshop on Gender-Based Violence (ILC GBV) – 28th June

- i. Mr. Lesley Devedra (SLNSS) – Opening Session / Resource Person
- ii. Dr. Padmasiri Ranawakaarachchi (NTUF) - Opening Session / Resource Person
- iii. Mrs. Bianca Abeygoonawardne – Freelance Consultant as a Resource Person

No. of Participants:

Jathika Sewaka Sangamaya – Female: 12, Male: 01

Lanka Jathika Estate Workers Union – Female : 04

Sri Lanka Sewaka Sangamaya – Female: 04, Male: 01

Objectives of the Program:

The participants will be able to:

- i. Understand the Convention on Gender-Based Violence and Harassment – ILC 190
- ii. Understand the present status of the of the Convention and the ratification process
- iii. Identify gender-based violence and harassment in the workplace
- iv. Identify safety measures to prevent workplace violence and harassment
- v. Develop a Policy on Prevention of Gender Based Violence and Harassment in the Workplace

Session I : Opening Session and the Session on Importance of ILC 190

Opening session was held with the participation of Mr. Lesley Devendra, General Secretary of the SLNSS and Dr. Padmasiri Ranawakaarachchi, Secretary General of the NTUF. After the welcoming and opening remarks of the Dr. Padmasiri Ranawakaarachchi who coordinated and conducted the workshop. Thereafter Mr. Lesly Devendra was invited to share his views on International Labour Convention 190.



Mr. Lesley Devendra explained the importance of the ILC 190 highlighting the fact that it is one of the few conventions that was approved with the unanimous agreement and the consent of government, employers and employees

Session II : Present status of the of the ILC 190 & the Ratification Process

Secretary General NTUF Dr. Padmasiri Ranawakaarachchi conducted the session. He briefly explained the process of approving and ratifying of a convention. First the role of International Labour Organization especially as a facilitator to strengthen the tripartite relationship and the number of conventions ratified by the Sri Lanka have been discussed. Thereafter the contents of the ILC 190 and the Recommendation 206 were discussed in detail. He further said that the ILC 190 has already been approved by the Cabinet of Ministers. However, he stressed that trade unions will have a significant role to play in getting it ratified. He also said that that is why South Asian Regional Trade Union Confederation is conducting seminars and follow-up workshops of this nature continuously to educate and build the capacity of trade union leadership.



Session III : Introduction to Gender-Based Violence and Harassment (GBVH) in the World of Work

This session was conducted by Ms. Bianca Abeygoonawardana, a freelance consultant who has a wide exposure in Women Rights, Inclusive Development of Children and Humanitarian Relief and at present engaged in ILC 190 Awareness program. She discussed the Gender-Based Violence and Harassment (GBVH) in the World of Work.



Session IV : Effective Participation of Women in GBVH Protection in Workplaces

Ms. Bianca Abeygoonawardana conducted this session too. Having discussed the Gender-Based Violence and Harassment in the workplace, she explained the form of violence and harassment takes place in the workplace. Then she discussed in detail, as employees and especially as women trade union representatives, as to how we should involve in protecting violence and harassment in the workplace.



Session V : Policy on Prevention of Gender Based Violence and Harassment in the Workplace

During this interactive session, Dr. Padmasiri Ranawakaarachchi first explained the requirement of developing and sign a MoU agreement with social partners and/or national employers for the elimination of gender-based violence in the workplace. However having discussed the limitation in developing such an instrument at this time, he discussed the necessity of developing a Policy on Prevention of Gender Based Violence and Harassment in the Workplace as the initial step.



After an interactive session with the active participation of trade union representatives, a policy frame work has been developed and the facilitator Dr. Padmasiri Ranawakaarachchi presented the annexed Policy on Prevention of Gender Based Violence and Harassment in the Workplace on the next day closing session.