

Time for ACTION: ILO Convention on Violence and Harassment

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NUI Galway
OÉ Gaillimh



Background

An outcome of cross movement of solidarity of trade unions, worker associations, women's right organizations and feminist movements

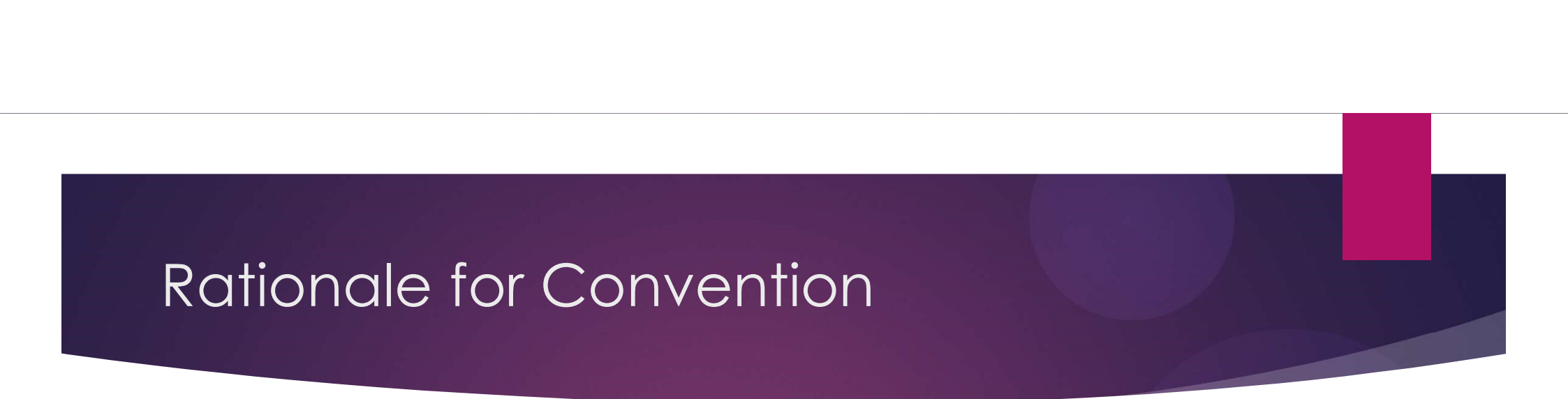


ILO CONVENTION VOTED

- ▶ **C190 - Violence and Harassment Convention, 2019 (No. 190) and Recommendation 206**
- ▶ **World of work free from violence and harassment**
- ▶ **Violence as threat to equal opportunities**

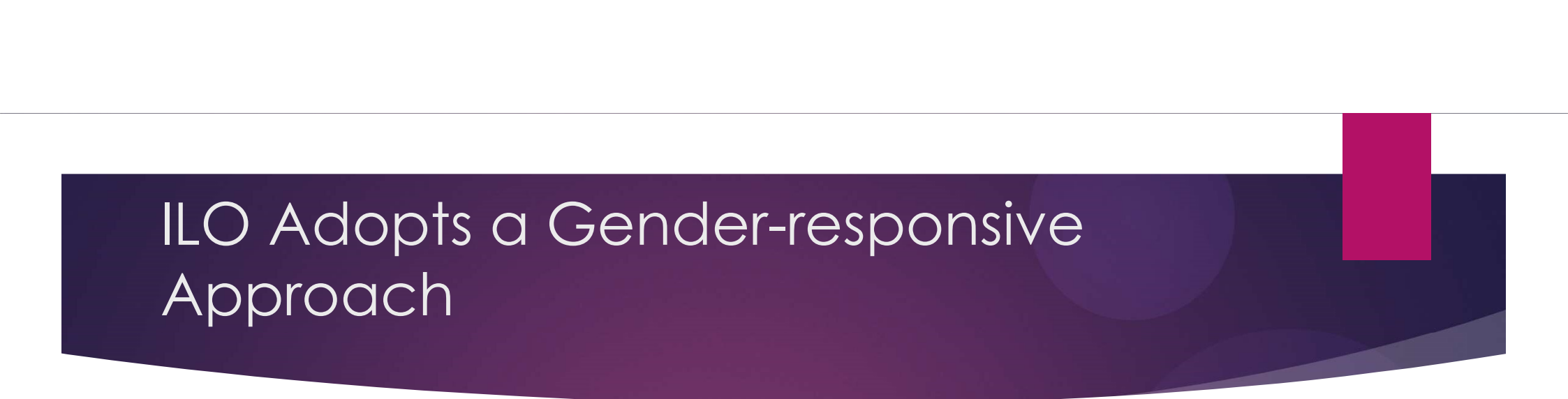


20 June 2019



Rationale for Convention

- ▶ Negative impact on health and dignity
- ▶ Growing understanding that costs of violence affect the bottom line and undermine business' obligations to human rights
- ▶ Costs to society and economy

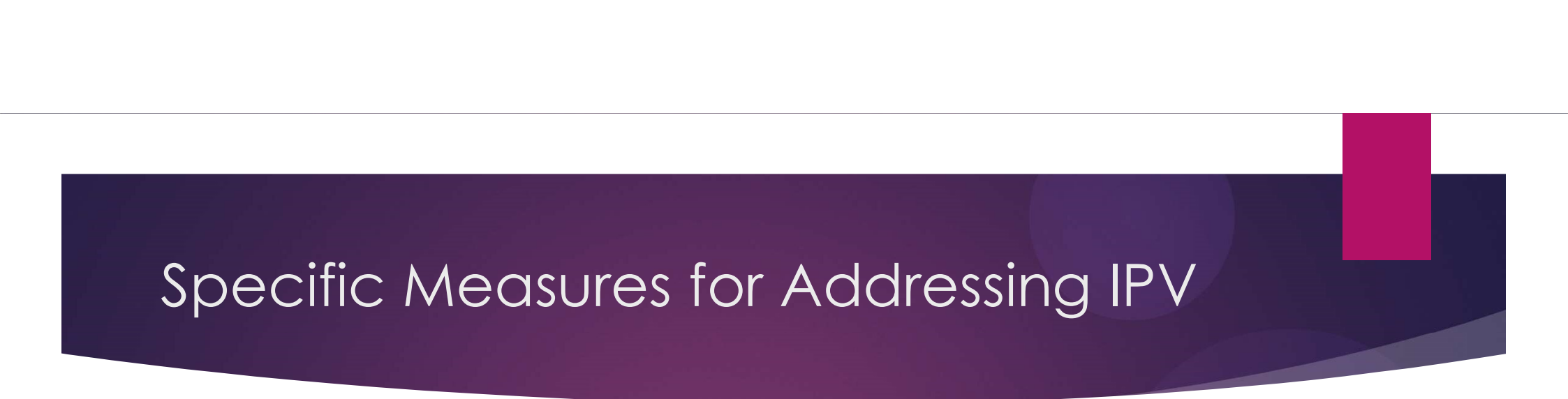


ILO Adopts a Gender-responsive Approach

- ▶ Tackles underlying causes and risk factors
- ▶ Focus on impact of DV on workplace
- ▶ Scope of Convention - covers all employees and sectors (formal and informal)

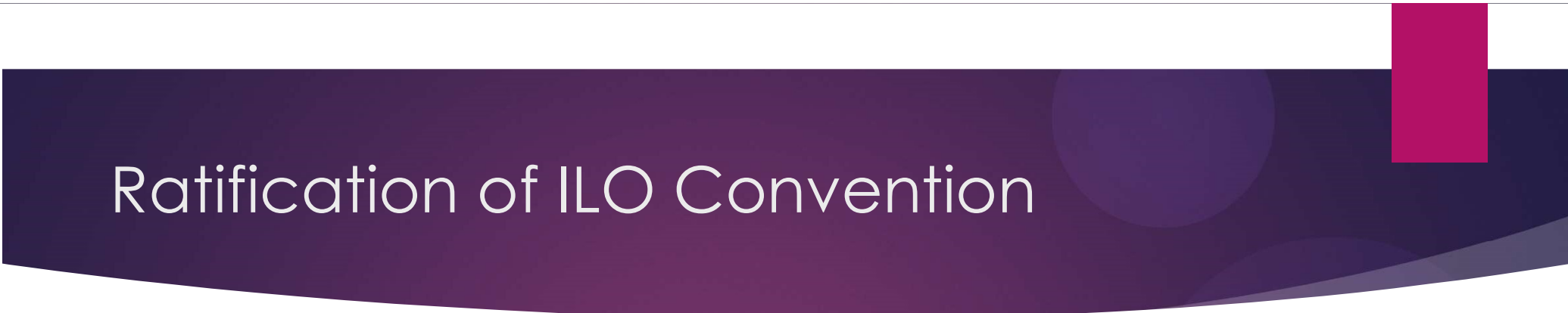
Convention Articles

- ▶ 20 Articles on scope, principles and measures in the Convention and 23 clear recommendations detailed Recommendation 206
- ▶ Ratification process -comes in force after 2 States ratify
- ▶ High level of support more than 90% of delegates voted for adoption of the Convention



Specific Measures for Addressing IPV

- (a) Leave for victims of domestic violence;
- (b) Flexible work arrangements and protection for victims of domestic violence;
- (c) Temporary protection against dismissal for victims of domestic violence, as appropriate, except on grounds unrelated to domestic violence and its consequences;
- (d) The inclusion of domestic violence in workplace risk assessments;
- (e) A referral system to public mitigation measures for domestic violence, where they exist; and
- (f) Awareness-raising about the effects of domestic violence.



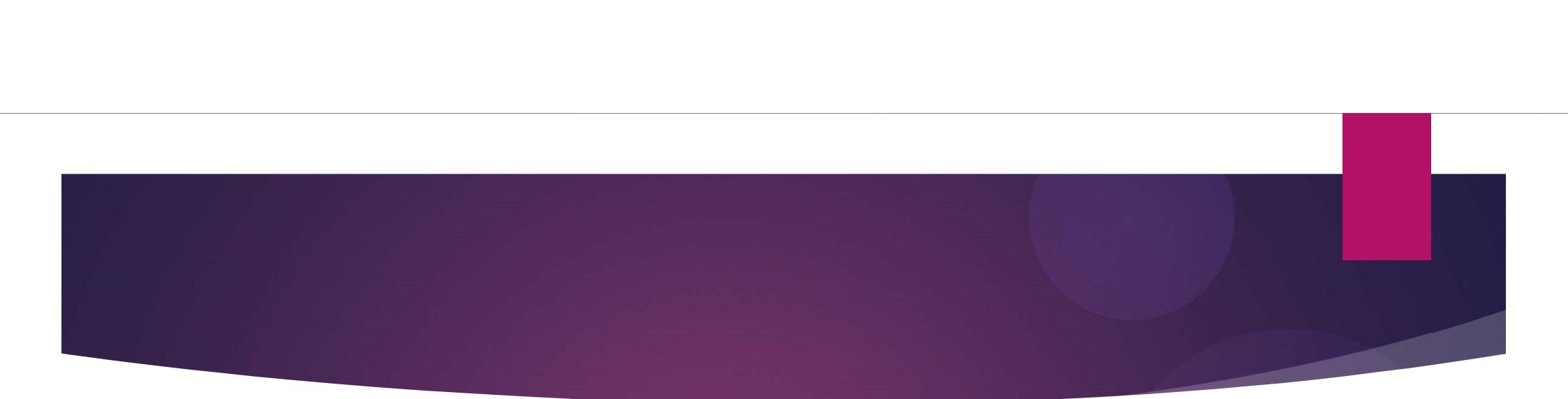
Ratification of ILO Convention

- ▶ National laws
- ▶ Company policy
- ▶ Monitoring



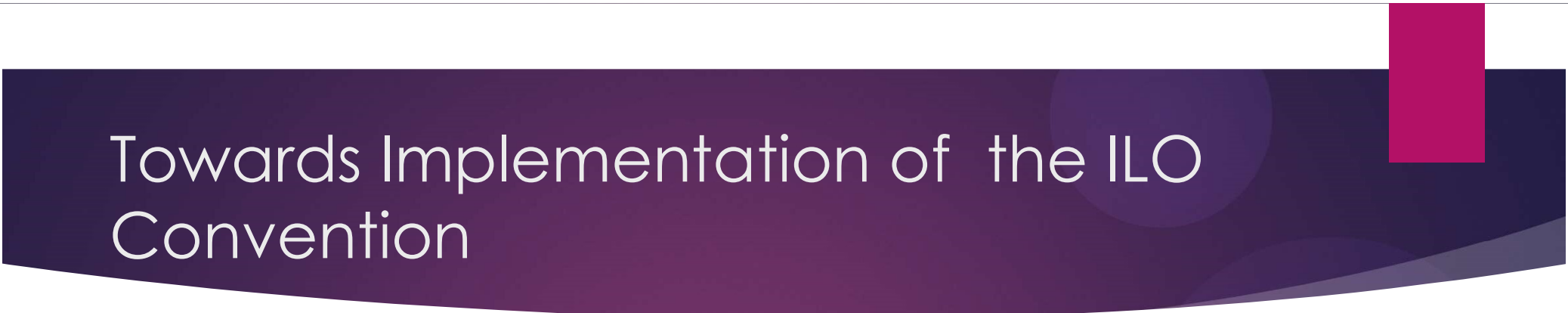
Ratification of ILO Convention

- ▶ Identify high-risk sectors
- ▶ Effective protection measures
- ▶ Standards for mitigation of violence



The Convention ‘...provides a clear framework for action and an opportunity to shape a future of work based on dignity and respect, free from violence and harassment. The right of everyone to a world of work free from violence and harassment has never before been clearly articulated in an international treaty. It also recognizes that such behaviours can constitute a human rights violation or abuse’.

Shauna Olney, ILO



Towards Implementation of the ILO Convention

- ▶ Trade unions to campaign (in partnership with women's rights organisations)
- ▶ Training and resources (Governments)
- ▶ Involvement in development of measures

Companies Actions for Implementation: Business Toolkit

5 step framework:

- ▶ Prevention
- ▶ Commitment
- ▶ Protection
- ▶ Collaboration and Campaigning
- ▶ Accountability

<https://businessfightspoverty.org/articles/how-companies-can-tackle-gender-based-violence/>

Business Surveys: Sampling and Methodology – John Kennedy, Ipsos MORI



The business surveys

Survey	Method	Target group	Target interviews
Female employee survey	Self-completion	Female employees	100 business in formal sector per country
Male employee survey	Self-completion	Male employees	
Manager's survey	Interviewer-administered	Human resource and finance managers	25 interviews in each country

1. National research experts devised the sampling strategy
2. Focus on the formal business sector
3. Strategy focused on business sectors which contribute most to GDP (although information not available in South Sudan)
4. Survey administered in two or three cities in each country (businesses contacted & appointments made in advance)
5. The employee and manager survey administered in separate businesses

Coverage and surveys completed

Country	Cities	Business sectors	Sample Source
Ghana (805 employees and 25 managers participated)	Accra and Kumasi	- Trade - Hotels and restaurants - Transport and storage - Financial services - Real estate - Manufacturing - Mining and quarrying - Construction	Association of Ghana Industries Desk research using business directories Dun and Bradstreet
Pakistan (532 employees and 25 managers participated)	Faisalabad, Karachi, Lahore	- Large scale manufacturing - Wholesale & retail trade - Transport, storage & communication - Housing services - Finance & insurance	Desk research using business directories Dun and Bradstreet
South Sudan (680 employees and 27 managers participated)	Juba and Yei	- Manufacturing - Retail and wholesale - Hotels and restaurants - Communication and IT - Transport and logistics - Construction - Financial services	Africa Enterprise Survey (AES)

Survey findings, implications and next steps – Mrinal Chadha, NUIG



Businesses Surveyed in Ghana

	Sectors		Total
	Industrial	Services	
Number of business per sub-sector			
Construction	5	-	5
Financial services	-	15	15
Hotels and restaurants	-	10	10
Manufacturing	25	-	25
Mining	5	-	5
Real estates	-	7	7
Transport and storage	-	23	23
Whole sale/trade/retail	-	10	10
Total	35	65	100
Number of businesses in a City			
Accra	25	45	70
Kumasi	10	20	30
Total	35	65	100
Number of employees			
Total number of employees	1831	2142	3973

Businesses Surveyed in Pakistan

	Sectors		Total
	Industrial	Services	
Number of business per sub-sector			
Financial services	-	5	5
Housing services	-	10	10
Manufacturing	43	-	43
Transport/ storage/ communication	-	18	18
Whole sale/ trade/ retail	-	29	29
Total	43	62	105
Number of business in a city			
Faisalabad	9	11	20
Karachi	21	31	52
Lahore	13	20	33
Total	43	62	105
Number of employees			
Total number of employees	44669	9773	54442
Mean number of employees	1038.81	157.63	518.5
Mean number of employees in a business in a city			
Faisalabad	561.11	43.18	276.25
Karachi	1677.10	64.45	689.20
Lahore	338.46	365.00	354.55

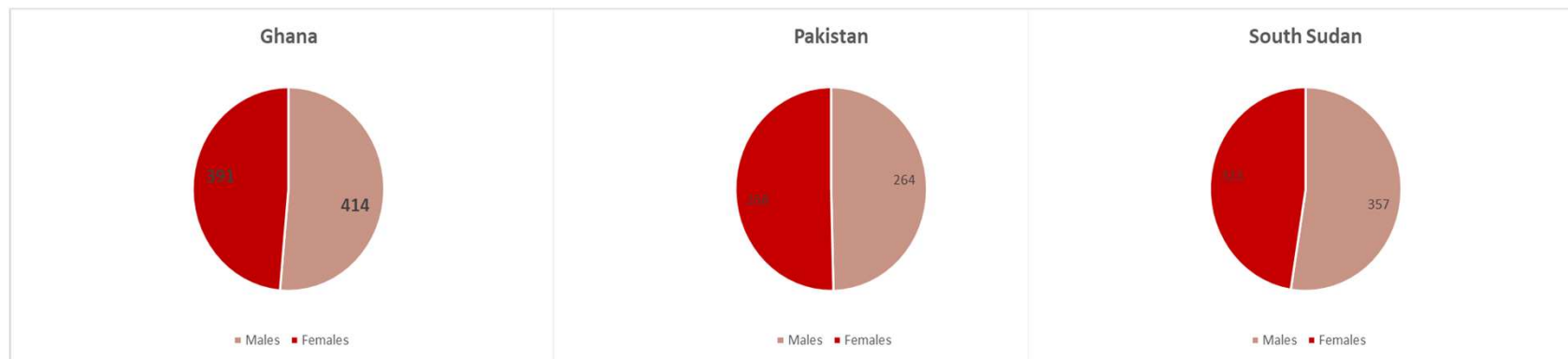
Source: Workplace survey, 2017

Businesses Surveyed in South Sudan

Sector	Number of businesses surveyed		Number of completed questionnaires achieved
	Juba	Yei	Overall total by sector
Manufacturing*	20	6	155
Retail and wholesale	5	4	49
Hotels and restaurants	32	0	288
Communication and IT	3	1	19
Transport and logistics	2	0	11
Construction	6	2	31
Financial services	19	2	127
TOTAL	84	15	680

*Includes 37 completed questionnaires from the oil and gas industry

Proportion of Male and Female Employees



Education Level

	Ghana		Pakistan		South Sudan	
	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)
No formal qualifications	0.3	0.8	6.0	2.7	3.7	4.2
Primary school	1.4	-	11.2	8.4	4.4	6.4
Secondary school	22.2	12.4	26.1	36.1	30.8	36.1
Undergraduate diploma	10.3	5.0	20.9	26.2	18.0	14.6
Bachelor's degree or higher	65.8	81.8	35.8	26.6	43.2	38.7

Type of Contract

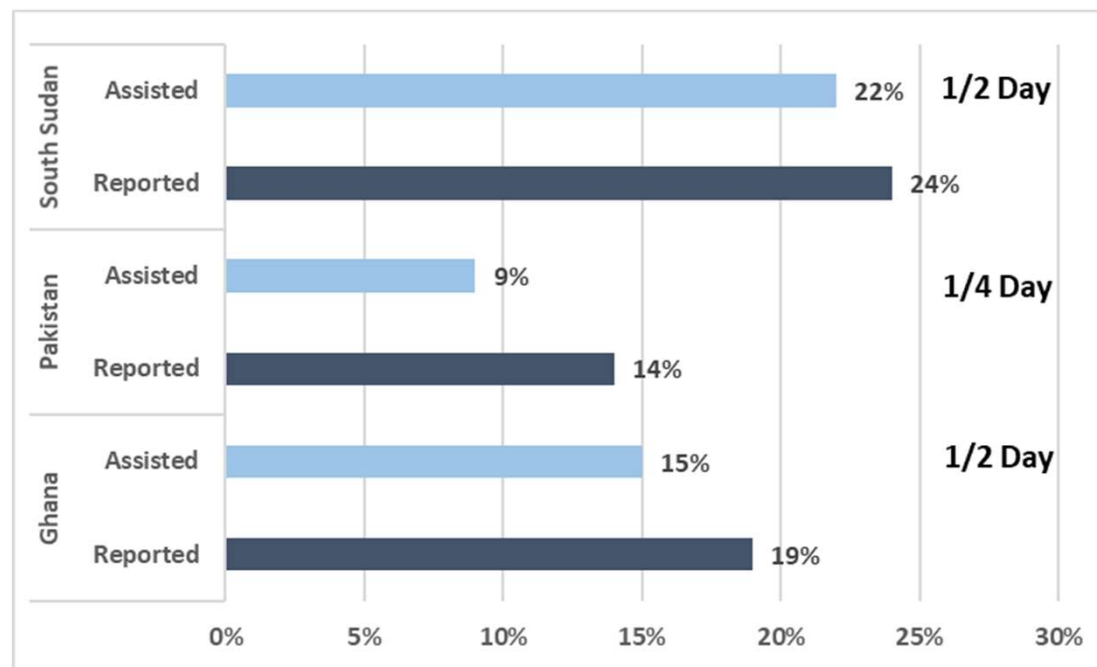
	Ghana		Pakistan		South Sudan	
	Women (%)	Men (%)	Women (%)	Men (%)	Women (%)	Men (%)
Permanent contract – full-time	60.2	65.2	50.9	53.9	47.8	40.6
Permanent contract – part-time	9.9	5.1	7.5	6.2	11.3	10.5
Temporary contract – full-time	22.9	20.5	25.5	26.5	24.7	20.7
Temporary contract – part-time	2.3	4.5	1.5	5.0	10.9	13.4
No contract	4.7	4.8	14.6	8.5	5.3	14.8

Measurement of Business Costs

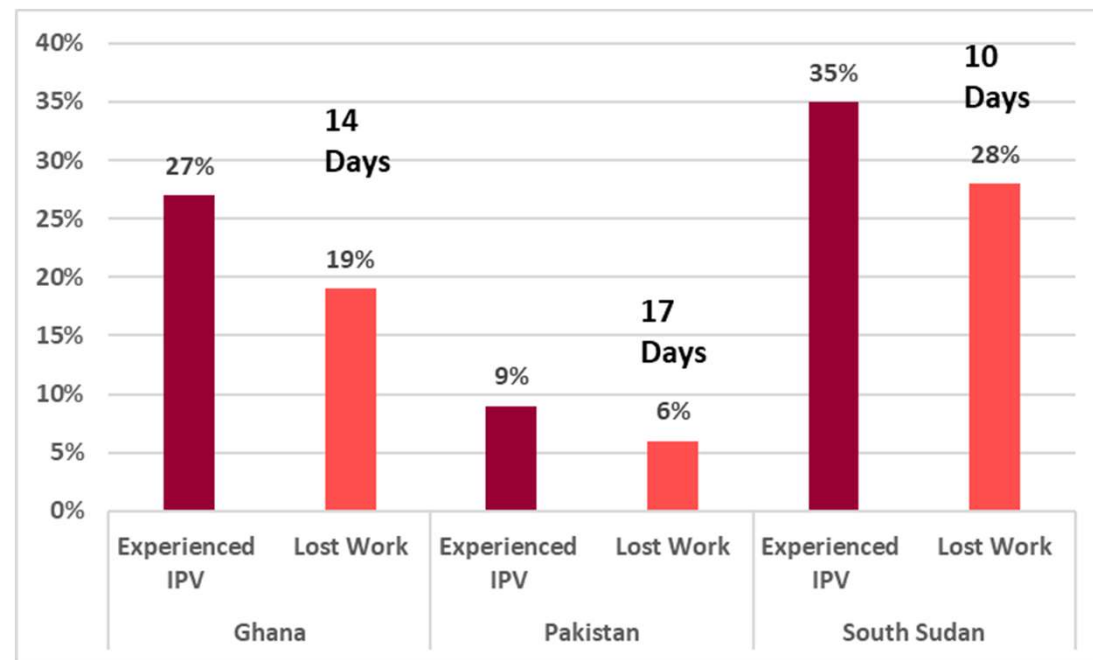
Q44. As a result of violence from your boyfriend, husband or partner, on how many days, if any, did each of the following things happen to you in the last 12 months?
TICK ONE BOX ONLY FOR EACH ROW

	Never	One day	Two days	Between 3 and 5 days	Between 6 and 10 days	10 or more days	Don't know	Not applicable
I was late for work by 1 hour or more.....	☐	☐	☐	☐	☐	☐	☐	☐
I left work early by 1 hour or more ..	☐	☐	☐	☐	☐	☐	☐	☐
I missed work because I had to seek medical treatment.....	☐	☐	☐	☐	☐	☐	☐	☐
I missed work because I had to attend legal services (e.g. police, court, family counselling)	☐	☐	☐	☐	☐	☐	☐	☐
I missed work because I was unwell.....	☐	☐	☐	☐	☐	☐	☐	☐
I missed work because I had to take care of children	☐	☐	☐	☐	☐	☐	☐	☐
I missed work because I stayed with friends or family due to the incidents.....	☐	☐	☐	☐	☐	☐	☐	☐
I was not as productive at work as I normally would be.....	☐	☐	☐	☐	☐	☐	☐	☐
I had difficulties dealing with clients and/or customers.....	☐	☐	☐	☐	☐	☐	☐	☐
I had difficulties dealing with work colleagues.....	☐	☐	☐	☐	☐	☐	☐	☐
My manager or boss raised concerns about my productivity	☐	☐	☐	☐	☐	☐	☐	☐

Costs of Bystanders



Women Survivors-IPV



Perpetrators-IPV

GHANA 23% men among all employees reported perpetrating IPV

15% men lost **6** days of work

PAKISTAN 5% men among all employees reported perpetrating IPV

3% men lost **20** days of work

SOUTH SUDAN 35% men reported perpetrating IPV

19% men lost **7** days of work



Women Survivors-Non Partner Sexual Violence

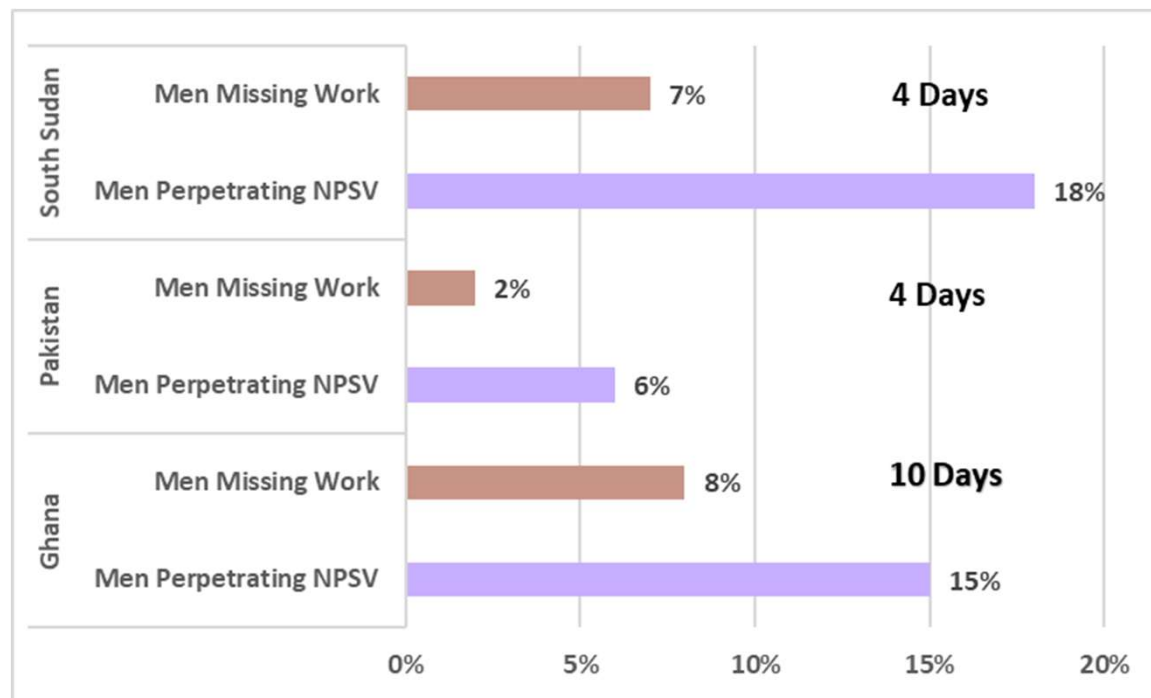
GHANA **16%** of female employees reported NPSV
9% women lost 7 days of work due to NPSV

PAKISTAN **30%** of female employees reported
10% women lost 8 days of work due to



SOUTH SUDAN **46%** reported NPSV
22% women lost 9 days of work due to NPSV

Perpetrators-Non Partner Sexual Violence



Total Person Days Lost-Ghana

Category	% of employees reporting	Mean hours last	Total hours (Last 12 months)	Total person days (Last 12 months)
IPV survivors	19	108.82	39,207	4,901
IPV perpetrators	15	51.49	16,009	2,001
NPSV survivors	9	58.55	10,113	1,264
NPSV perpetrators	8	80.66	13,535	1,692
Assistance to colleagues	15	3.37	2,044	256
Overall	28	71.90	80,909	10,114
Expected annual person days of all employees				953,520
Proportion of person days lost				1.06%

Total Person Days Lost-Pakistan

Category	% of employees reporting	Mean hours lost	(Last 12 months)	
			Total hours	Total person days
Assistance to colleagues	9	1.99	4892	544
IPV survivors	6	153.98	123630	13737
IPV perpetrators	3	181.79	63855	7095
NPSV survivors	10	75.56	106165	11796
NPSV perpetrators	2	35.80	8982	998
OVERALL	16	72.10	307524	34169
Annual person days of all employees*				6407040
Proportion of Person Days Lost				0.53%

*240 work days assumed in a year.

Calculation by Source: Business Survey, 2017

Total Person Days Lost-South Sudan

CATEGORIES	Number reporting	% of employees	Mean	Total hours lost	Total person days lost
Violence against female colleague	150	22.06	4.4	3,616.66	401.85
IPV survivors (female)	91	28.17	92.89	46,280.58	5,142.29
IPV perpetrators (male)	69	19.33	62.53	23,623.55	2,624.84
NPSV survivors (female)	71	21.98	80.52	31,301.43	3,477.94
NPSV perpetrators (male)	28	7.84	34.14	5,232.98	581.44
Overall	307	45.15	65.48	110,055.21	12,228.36

Overall Impact of Violence

- **GHANA- 10000 days** of productivity loss in total or **2.5 days** for each employee in the surveyed businesses
- **PAKISTAN- 34000 days** of productivity loss in total or **1.3 days** for each employee in the surveyed businesses
- **SOUTH SUDAN- 12000 days** lost amount to approximately **3.3 days** for each employee in the surveyed businesses
- Need for strong intervention by businesses
- Violence has productivity impacts for colleagues, male employees and female employees
- Significant economic costs for businesses



WhatWorks

TO PREVENT VIOLENCE

A Global Programme To Prevent
Violence Against Women and Girls



OÉ Gaillimh
NUI Galway



WhatWorks

TO PREVENT VIOLENCE

Economic and Social Costs of
Violence Against Women and Girls



NUI Galway
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UNIVERSITY of LIMERICK
OILSCOIL LUIMNIGH



UKaid
from the British people

Ipsos MORI





Business Models to prevent Intimate Partner Violence: Example of Bolivia

Dr. Arístides A. Vara-Horna

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How does IPVAW affect companies?



- Different sources of costs: Survivors, Perpetrators, Witnesses.
- Different scenarios: work, home.

The costs of violence not only come from the victims



Perpetrators



Survivors



witnesses

Business costs of IPWAV in South America

Perú:

3,7% GDP



US\$ 6,7 billions



70 millions



171.806

Lost workforce

Bolivia:

6,5% GDP



US\$ 1,9 billions



52 millions



183.534

Lost workforce

Paraguay:

2,4% GDP



US\$ 734 millions



21 millions



72.337

Lost workforce

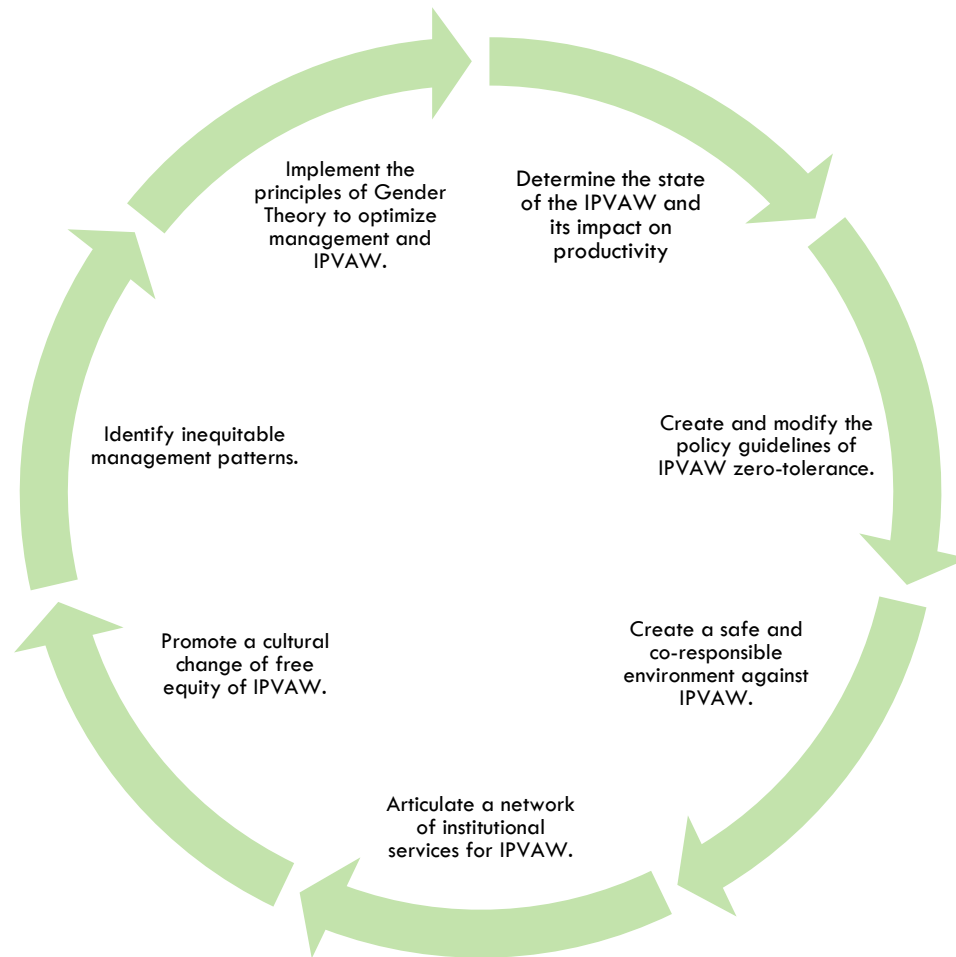
+20,000 workers surveyed

+ 300 big and medium size enterprises

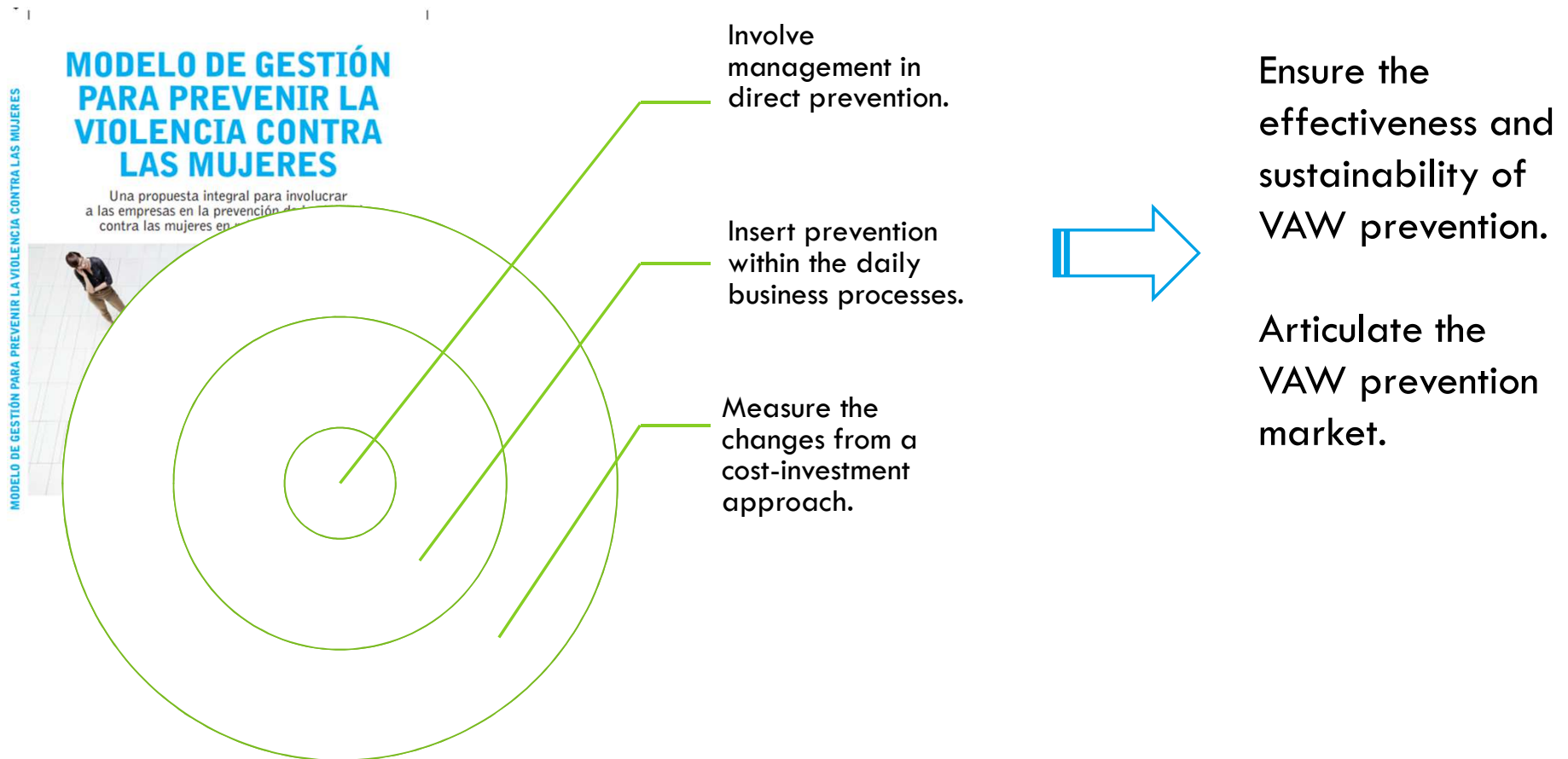
Why invest in IPVAW prevention?

VAW...	Kind of strategies	Invest in VAW prevention...
Weaken the workforce of the staff.	Reactive: "Prevent to avoid losses"	Increase organizational commitment.
		Reduce costs.
		Reduces the personal-work life conflict.
		It is a profitable occupational health and safety policy.
Weaken the value chain.	Proactive "Prevent to increase profits"	Optimize the value chain
		Identify new needs and market shares.
		Increase the value perceived by the clientele.

¿How to prevent effectively?

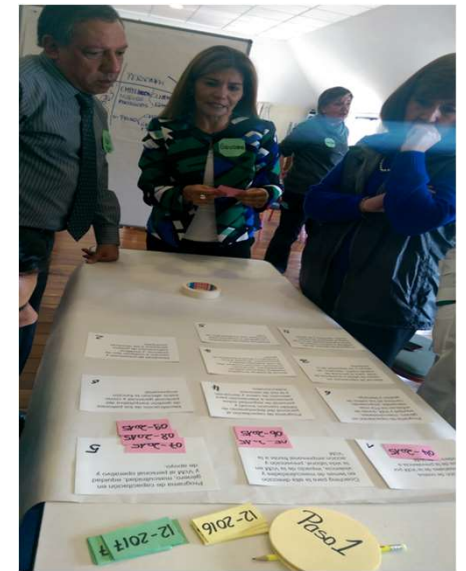


The innovation lies...

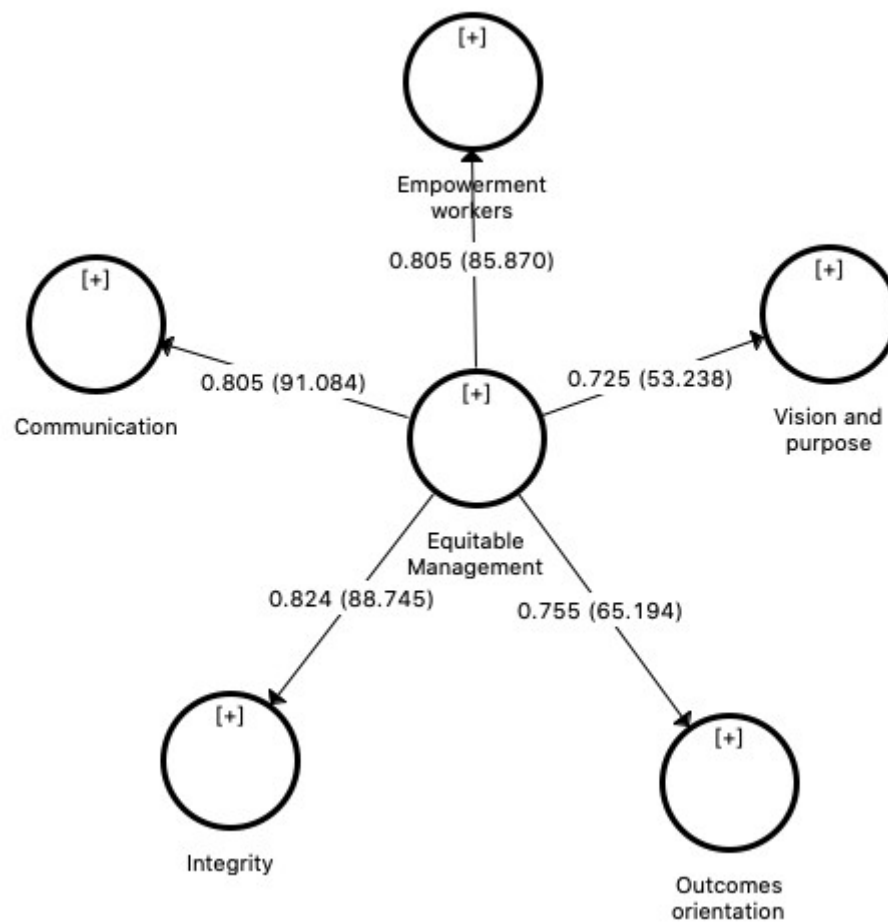




Experimental evidence showing that
IPVAW prevention is cost-effective
for companies.



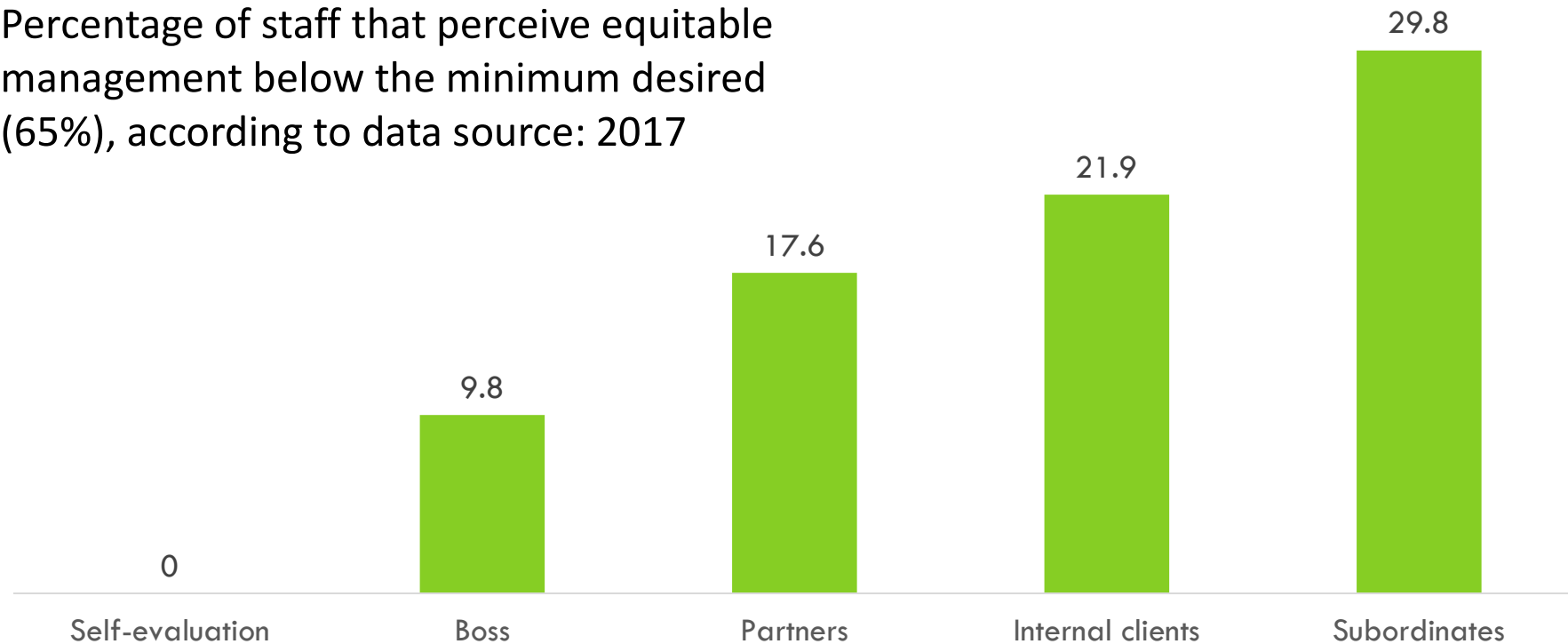
Equitable management strengthens other management competencies



Equitable management is a management competencies in constant evaluation by 360 DE

■ Inequitable management perceived(%)

Percentage of staff that perceive equitable management below the minimum desired (65%), according to data source: 2017



Prevention in internal processes

Recruitment process



Induction process



Training process

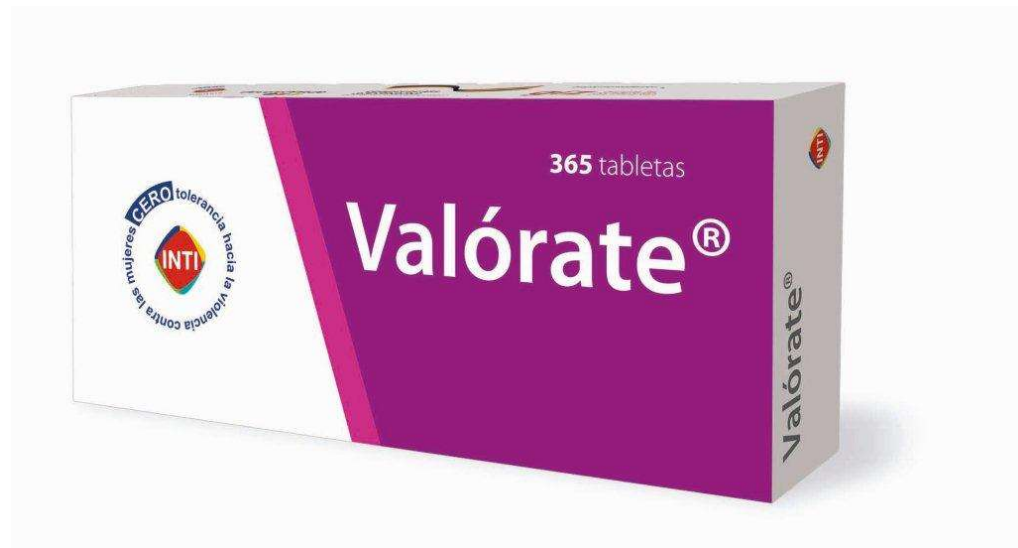


Attention: Internal route

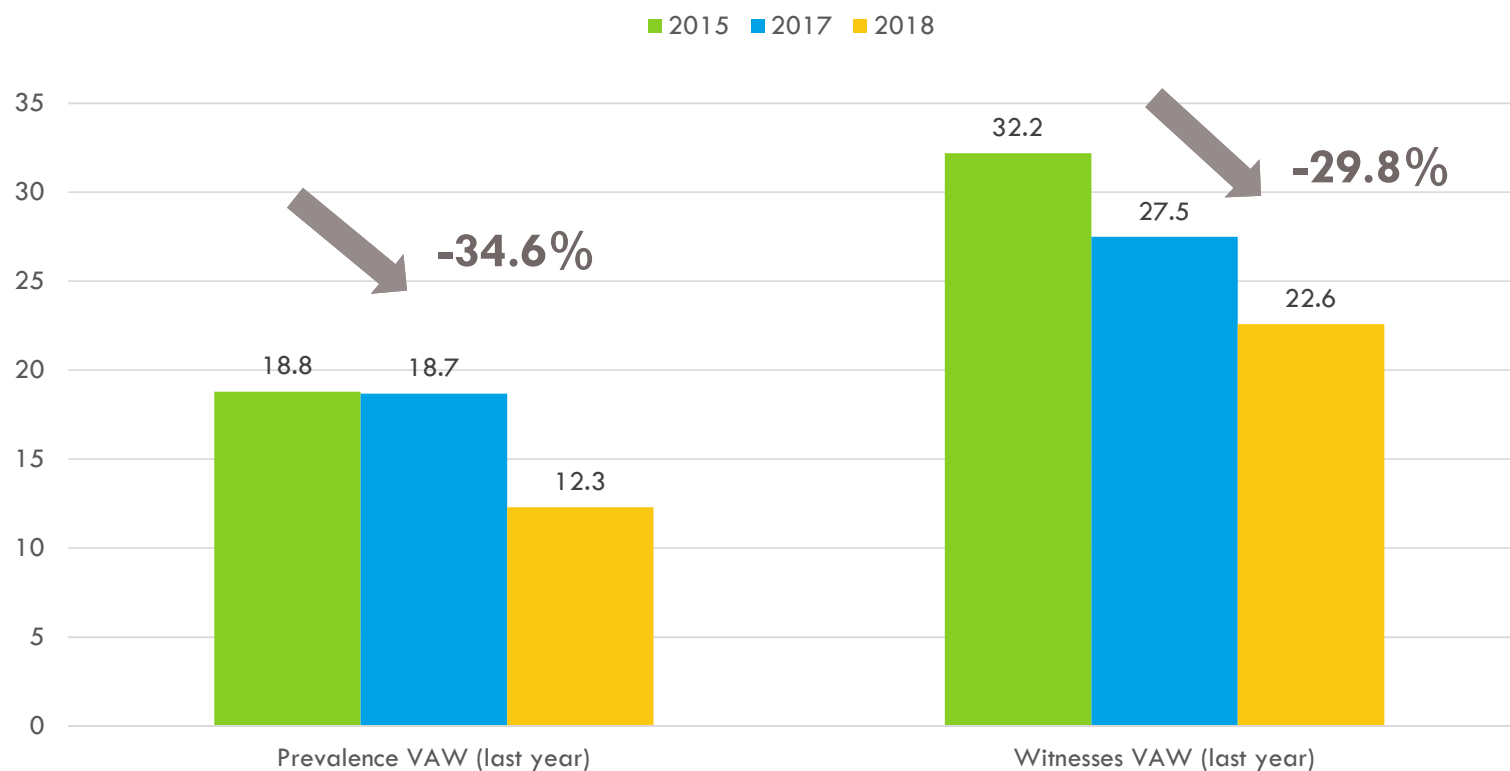


Attention: Network to prevent

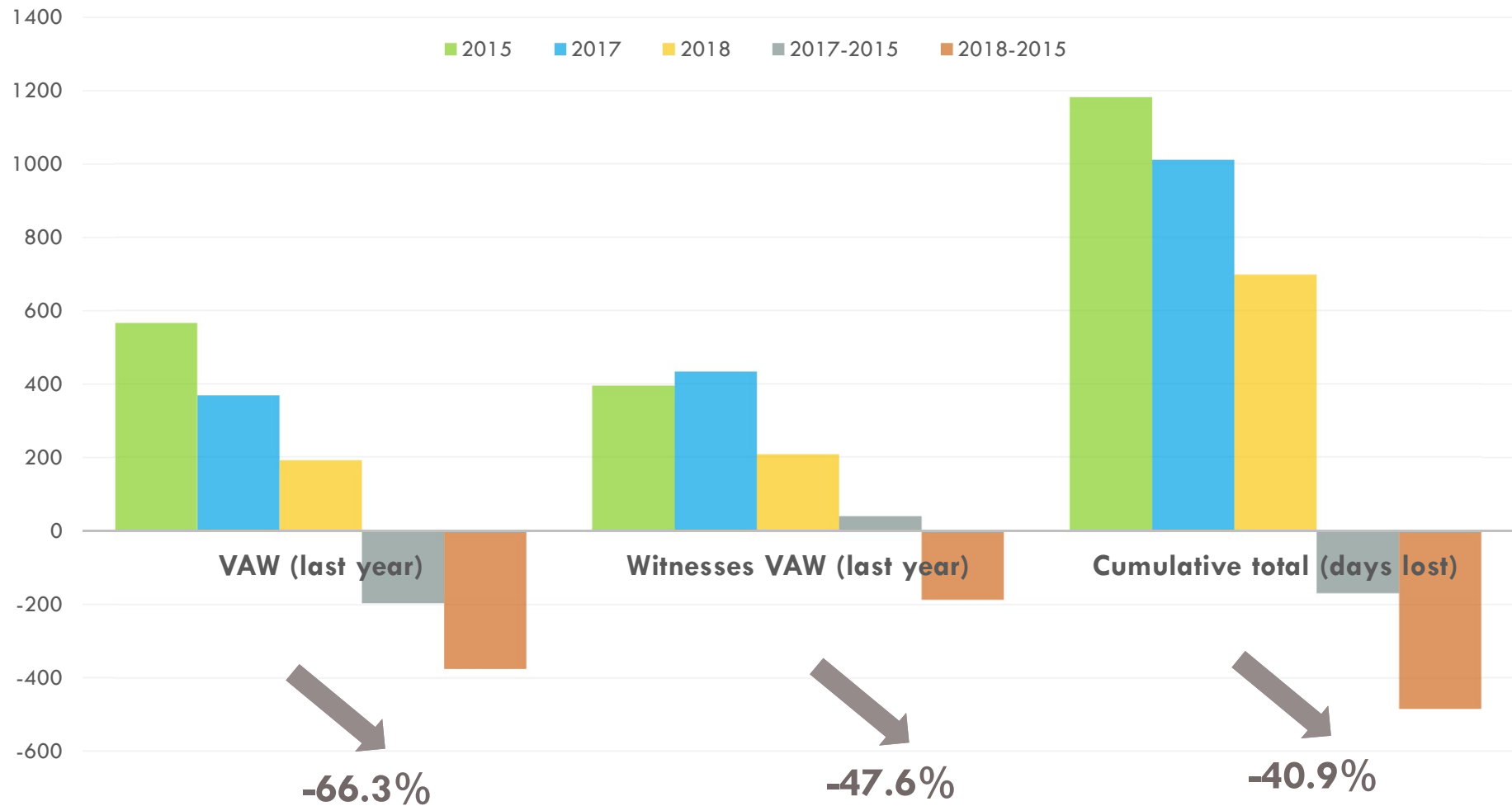
Prevention thru Internal & external campaigns



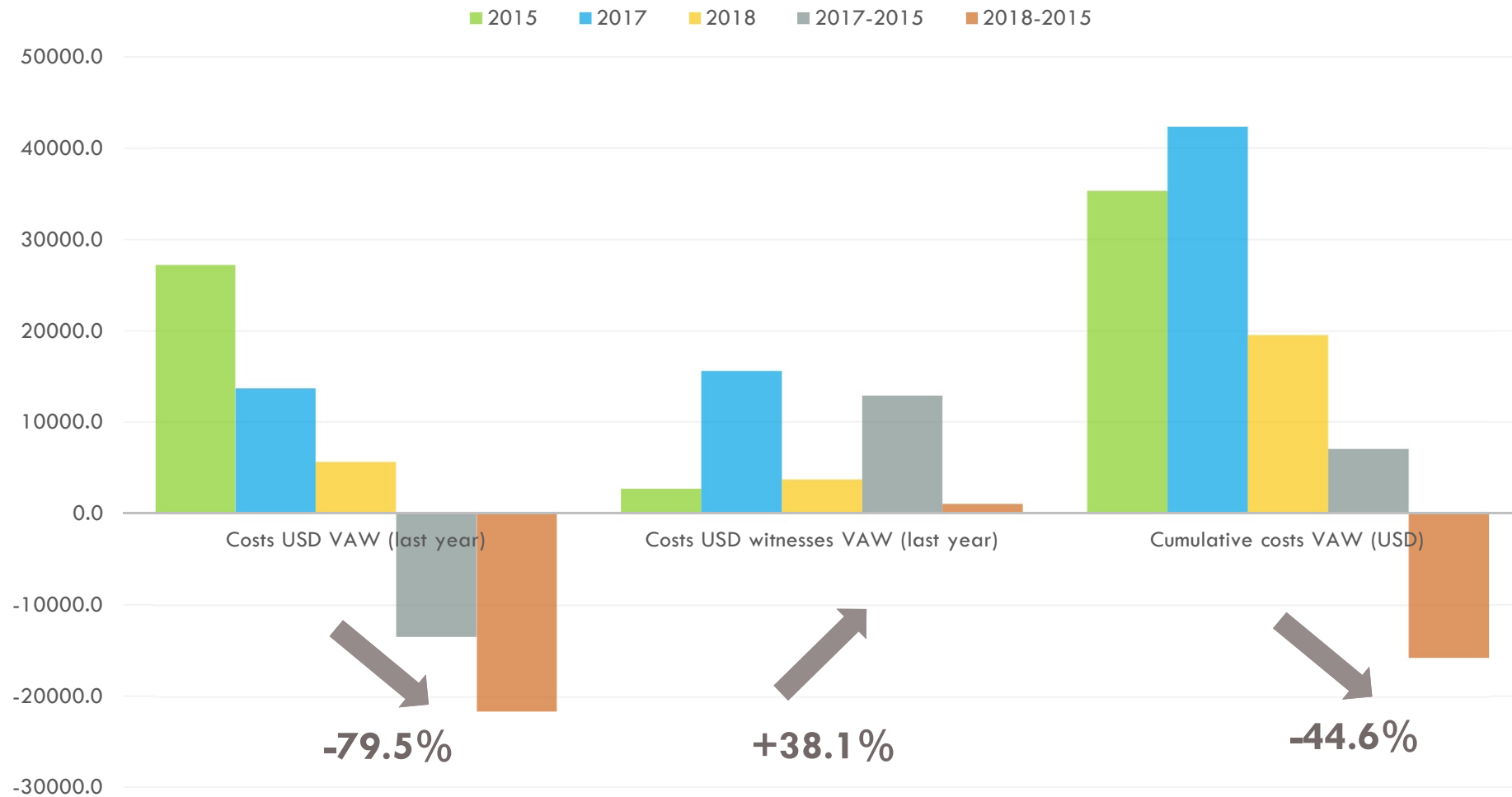
The prevalence has decreased: There is 34.6% less IPVAW



The days lost have diminished 40.9%



The business costs have diminished 44.6%





- + 400 companies involved in IPVAW prevention.
- Government recognition of companies that invest in prevention (Peru and Paraguay).
- Labor laws that promote return of taxes by investment.
- Labor laws to protect victims of violence (absenteeism).
- Experimental evidence showing that IPVAW prevention is cost-effective for companies (Bolivia).

Learned lessons

1. The prevention of VAW is profitable.
2. Top management and management structure are key to the success of the model. Equitable management is the context that ensures effectiveness.
3. It is a process of long-term change.



This work *"has changed the internal culture of Drogueria Inti. Today within the company there is an environment that promotes gender equality, equal opportunities and non-violence in all its forms and at all levels"*, said the company's CEO, Christian Schilling, during the closing of the program.

All our studies are in...



The screenshot displays the homepage of the website 'Mujeres Libres de Violencia'. At the top left is a logo featuring a woman's face with colorful, flowing hair. To its right is the text 'Mujeres Libres de Violencia'. Below this is a navigation bar with the following links: 'BIBLIOTECA DIGITAL', 'VCM/GÉNERO', 'EMPRESAS', 'BECAS & CURSOS', 'NOVEDADES', and 'COSTOMETRO'. The main banner features a black and white photograph of a group of smiling women, with the text 'Catálogo de materiales 2009 / 2018' and 'Combatir la violencia contra las mujeres en Latinoamérica' overlaid. Below the banner is a search bar with the label 'Buscar:' and a text input field containing the placeholder 'Buscar ...'. To the right of the search bar is a logo for 'Servicios de ayuda' featuring a red telephone handset.

Mujeres Libres de Violencia

BIBLIOTECA DIGITAL VCM/GÉNERO EMPRESAS BECAS & CURSOS NOVEDADES COSTOMETRO

Catálogo de materiales 2009 / 2018
Combatir la violencia contra las mujeres en Latinoamérica

Biblioteca digital con toda la información que necesitas sobre las distintas formas de violencia hacia las mujeres

Buscar:

Buscar ...

Servicios de ayuda

<http://www.mujereslibresdeviolencia.usmp.edu.pe>



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