

The Arab Civil Society Organisations &  
Feminist Network

# OUR POSITION

THE ILO CONVENTION 190 AND  
RECOMMENDATION 206

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الشبكة العربية للمجتمع المدني النسوي

Arab States Civil Society Organizations  
and Feminists network

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# United Against Violence and Harassment Against Women

The Arab Civil Society Organisations and Feminist Network believes that all women have the right to live free from fear, violence, harassment, and intimidation and is committed to combating all forms of violence against women and ending violence against women in the world of work.

We recognize that violence against women is a human rights violation and a form of discrimination that severely restricts women's ability to participate in society. Violence against women is still rampant in all countries today. It is one of the most prevalent human rights abuses, affecting women of all ages, socioeconomic backgrounds, and cultural upbringing.

We believe that while violence and harassment against women in the world of work is the result of a complex interaction of many factors, gender inequality plays a significant role in spreading it across the globe. Societies that do not value women as equal to men and do not consider them worthy of the same opportunities as men are likely to condone violence against women.

Violence against women in the workplace has far-reaching effects not only on women but on society as a whole. Its prevalence institutionalizes human rights abuse and normalizes criminal behaviour. It undermines women's dignity and security, restricts their ability to fully participate in the economy, diminishes their earnings and wealth, and, as a result, impedes social and economic development and endangers the welfare of future generations.

We believe that, although it prevails in all societies today, violence against women in the world of work is not inevitable. That is why we are committed to working together to end it, and we call on all individuals, institutions, and governments to join us in this effort. In this paper, we urge them to come together to end violence against women at large and do more to end violence against women in the world of work, which has grown to become a form of social cancer.

## **We advocate for using Convention 190 of the International Labour Organization as a framework for combating violence and harassment against women in the world of work.**

Convention of 190 is a ground-breaking treaty that provides the first comprehensive legal framework to eliminate violence and harassment in the world of work, particularly against women.

Gender-based violence comes in many forms, including physical, sexual, emotional, and economic abuse, with varying degrees of acceptance in various societies. Its presence in the world of work has many causes, which combine to create an environment where it flourishes and spreads. Many organizations, governments, and conventions have sought to address these causes in the past, so far in a fragmented manner that focuses only on particular causes, never in a holistic manner that tackles all causes at once.

That is why the Arab Civil Societies Organisations and Feminist Network proposes using the C190 convention as a framework to integrate previous and current efforts to eradicate violence and harassment against women. The C190 is the first comprehensive instrument that tackles all aspects that lead to violence and harassment in the world of work. It offers an integrated and gender-responsive approach that does not only work to prohibit violence and harassment at work but also prevent them. It recognizes that to prevent violence, governments have the responsibility to foster a general environment that does not tolerate violence and harassment and asserts that it is the responsibility of all actors in the workplace to refrain from, prevent, and address violence and harassment.

Convention 190 provides a comprehensive standard that regulates the workplace and expands definitions to provide an integrated view, which enables the development of unified strategies to combat violence against women in the world of work. By working together for the adoption of the C190, organizations working against different forms of violence against women in seemingly disparate areas can integrate their work and scale up their impact.

# ABOUT US

The Arab States Civil Society Organizations and Feminist Network is comprised of feminists in the Arab region, including individuals, CSOs, NGOs, and coalitions, bringing together 45 civil society organizations from 13 Arab countries. The network seeks to amplify the voices of Arab feminists in the region and internationally and provide solidarity to women's rights activists. It strives to expose gender-based discriminatory practices and structural inequalities and lobby for alternative policies and legislation.

The focus areas of the network are:

- Violence against women and girls
- Bodily integrity, sexual and reproductive rights
- Economic justice and decent work for women
- Women, peace, wellbeing, and security
- Climate justice and the participation of women

Lobbying for the adoption of Convention 190 and Recommendation 206 comes, therefore, to serve the network's struggle for a world free from violence against women and girls, where women are secure, their bodily integrity is respected, and they can work in a just economic environment.

# The ILO Convention 190 and Recommendation 206

The ILO Convention 190 is a comprehensive instrument that covers all forms of violence and harassment and applies to all persons in the world of work. It promotes a shared understanding of violence and harassment as a single concept. It recognises that the world of work extends beyond the physical workplace (e.g., office, farm, factory) and beyond the formal sector. It acknowledges that all persons working have a right to protection from violence and harassment and asserts that governments, employers, and worker representatives all have a role in preventing violence and harassment.

Recalling the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and the Convention on the Rights of Persons with Disabilities, the C190 recognizes:

- the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment, and
- that violence and harassment in the world of work can constitute a human rights violation or abuse, and that violence and harassment are a threat to equal opportunities, are unacceptable and incompatible with decent work, and
- the importance of a work culture based on mutual respect and dignity of the human being to prevent violence and harassment.

The convention defines “**violence and harassment**” in the world of work as: “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.”

It defines “**gender-based violence and harassment**” as: “violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately and includes sexual harassment.”

The convention provides a broad scope of protection by addressing violence and harassment that occur “in the course of, linked with or arising out of work” in the formal and informal economy and the private and public sectors. It also acknowledges that some groups and workers in specific sectors, occupations, and work arrangements are especially vulnerable to violence and harassment. It proposes a gender-responsive perspective with a view that tackles the root causes of discriminatory forms of violence and harassment. Although non-binding, the accompanying Recommendation 206 details the appropriate measures needed to implement such a perspective and how to prevent, prohibit, and remedy violence and harassment in the world of work.

Also significant is the convention’s recognition that domestic violence has an impact on the world of work.

Moreover, the convention acknowledges that gender-based violence and harassment disproportionately affect women and girls and proposes that tackling the “underlying causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations, is essential to ending violence and harassment in the world of work.”<sup>[1]</sup> The convention, thus, provides an excellent framework for supporting women’s fight against violence and harassment.

# The Significance of the C190 in Protecting Women Globally

The most widespread type of gender inequality is sexual and gender-based violence. Over a third of the world's female population has experienced some gender-based violence, including that which takes place in the world of work. [2] Moreover, laws against sexual and gender-based violence are not universal. There are still 49 countries that do not have laws against domestic violence.[3] Criminal penalties for sexual harassment are in place in only two-thirds of the countries, and less than half address sexual harassment in employment. One in five countries still lacks appropriate laws against sexual harassment in employment, leaving an estimated 359 million women worldwide without legal protection against sexual harassment in the workplace.[4]

In addition to the legal gaps that leave women not fully protected from violence and harassment in the world of work, globally, more than half (58%) of all women are informally employed, and 92% of women in developing countries are employed in the informal sector. [5] In reality, this means that most women worldwide have no legal protection from violence and harassment in their workplaces. Marginalized and poor women in many countries constitute the greatest majority of women working informally. They are generally more likely to accept unregulated and unsafe working conditions and are the least likely to have access to legal protection and reporting mechanisms. Migrant and refugee women and girls are a case in point. In addition to the abuse they face because of racism and social discrimination, they are often hired informally because of their legal status and are, thus, unable to report their grievances.

The C190 is ground-breaking in that it is the first international standard that specifies the protection of women from violence and harassment in the world of work and recognizes that they are a more vulnerable group in this regard. It provides a clear definition of what violence and harassment constitute and explicitly extends protection to all the marginalized women who are often not protected by national laws, including women working in the informal sector, women working in unpaid labour as well as migrant women.



The C190 binds members to extend protection to a vast working sector of women that, in many countries, still lack protection and the necessary mechanisms to prevent violence against them. The C190 protects not only employees defined by national law but also “persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, job seekers, and job applicants, and individuals exercising the authority, duties or responsibilities of an employer.” Recommendation 206 asks members to provide resources and assistance to informal economy workers and employers to prevent and address violence and harassment in the informal economy. It also asks members to protect migrants from violence and harassment, especially migrant women, regardless of their legal status.

It is also significant that the convention recognises that the violence committed against women in the world of work does not necessarily occur in the actual workplace. Violence and harassment against women are also regularly committed in private spaces such as homes, in public spaces, and in public transportation. Accordingly, C190 and Recommendation 206 recognise that acts of violence and harassment do not have to occur in the traditional physical workplace to qualify as work-related behaviours that should be prohibited.

The world of work as per the convention includes “public and private spaces where work takes place, in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities; during work-related trips, travel, training, events or social activities; through work-related communications, including those enabled by information and communication technologies; in employer-provided accommodation; and when commuting to and from work.”

Furthermore, the convention recognizes that domestic violence affects employment and productivity and that the violence committed in the private or domestic spheres cannot be separated from and has an impact on the world of work.

# The Significance of the C190 in Protecting Women in the Arab Region

In the Arab region, 37% of women have experienced some form of violence during their lifetime. More than six in every ten women survivors of violence do not seek protection or support when encountering violence or harassment. [6]

Moreover, women in the Arab region have faced decades of gender discrimination that has kept them from accessing many well-paid formal jobs, mainly due to gender stereotypes and prevalent patriarchal norms and values. While this gender gap in employment is narrowing in many Arab countries, women in the Arab region are still the least represented in the formal workforce compared to women in the rest of the world. Female unemployment in the region is three times the global average: while male participation in the labour force in the Arab region is higher than the global average (77% compared to a global average of 75%), the female participation rate stands at 18.4% compared to a global average of 48%. Women are even less represented in managerial positions, at 11% compared to 27.1% worldwide. [7]

In contrast, most women are employed informally, roughly 61.8%. [8] With 101.4 million people classified as poor in the region, many women are forced to accept jobs that do not qualify for legal protection. Additionally, the economic repercussions of the COVID pandemic have made women more susceptible to losing their paid jobs. Climate change is also expected to negatively impact women in the region, particularly those working in the agriculture sector. In conjunction with the limited economic prospects in many Arab countries, these factors make women more susceptible to workplace violence and less likely to report it out of fear of losing their jobs.

The social and economic environment in the region also means that many women take up family-run jobs that are unregulated and often unpaid, in addition to their responsibility to perform domestic work and provide childcare. It is estimated that women in the Arab region perform nearly five times more unpaid labour than their male counterparts. [9] The COVID pandemic has, moreover, compelled a greater number of mothers to leave paid employment to care for their children for free. In addition to being financially unrewarding, unpaid employment is often also unmonitored. Most of this unpaid labor occurs in the domestic sphere or an extension of it, and many women continue to endure regular domestic violence.

Despite sharing many difficulties, some of the challenges women in the Arab region face vary considerably from one Arab country to the next. As a result, common gender-based issues have differing degrees of influence on women in each country. In some countries such as Egypt and Tunisia, women have been integral to the employment sector for decades. In others, such as the Gulf States of Qatar and Saudi Arabia, women nationals are still relatively new to the employment sector and face stronger societal resistance despite greater government encouragement to enter the market. Working migrant women, especially migrant domestic workers, are, for example, more prevalent in Kuwait, Qatar, and Saudi Arabia than in other parts of the Arab region, where local domestic workers and informal female labour are more widespread, for example, in Egypt.

Additionally, the legal status of women in the Arab region varies. Practically all Arab states ratified the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) with varying reservations; however, Somalia and Sudan did not sign the document. Likewise, while 18 Arab countries have signed the ICESCR and ICCPR, Oman, Qatar, Saudi Arabia, and the United Arab Emirates still have not ratified it. [10] Morocco and Tunisia are among the few Arab countries that have enacted legislation against violence against women. Few states, including, for example, Egypt, have amended their criminal codes and labour regulations to provide women with more protection against assault and harassment. In addition, the effectiveness of implementing and reporting on related laws, rules, and policies vary correspondingly between the region's countries.

Because of these disparities, governments and civil society actors throughout the region struggle against different instances of violence and harassment against women and girls in the workplace. They also target distinct groups, as vulnerable populations vary from region to country. However, the Arab States Civil Society Organisations and Feminist Network believes that the ILO Convention 190 and Recommendation 206 will be of particular value with regard to issues that have been the focus of feminists in the region. These include campaigns against sexual harassment and domestic violence, as well as initiatives to protect women in the informal economy, as well as domestic workers, migrants, and refugees. In this regard, the C190 can provide a framework for integrating the disparate activities and struggles of feminists in the Arab world under one umbrella, as detailed below.

# Sexual Harassment

Sexual harassment is endemic in most Arab nations. Studies have shown that while it is most prevalent in Egypt and Sudan, it is also widespread in other Arab countries. According to a study cited in the Status of Arab Women Report 2017, although there are no accurate estimates of the prevalence of sexual harassment in the region, 100 percent of women interviewed in Egypt, 90 percent of women interviewed in Yemen's Sanaa, and 80 percent of women interviewed in Saudi Arabia (aged 18-48) reported having experienced sexual harassment. [11] There is a widespread understanding that verbal sexual harassment is more prevalent in public spaces than physical sexual harassment, and that public forms of sexual harassment occur more frequently in cities than in rural areas. [12]

Thanks to years of campaigning, some Arab countries have amended national legislation to provide greater protection to women from sexual harassment, and others have adopted national strategies for combating harassment. In 2014, Egypt amended the penal code to criminalize sexual harassment for the first time. Lebanon issued a law in 2020 criminalising sexual harassment, including that which occurs online. In 2017, Tunisia passed the Organic Law for the elimination of violence against women, including sexual harassment. [13] However, many Arab countries are still to follow suit.

Motivating women to report sexual harassment is another significant and persistent challenge. Social beliefs and perceptions prevent women in the region from reporting sexual abuse. For example, women are still frequently blamed for initiating sexual harassment by their "provocative behaviour" or "indecent attire," and in many countries, they are expected to remain silent in the face of harassment in order to escape the social stigma.

Economic hardships also keep many women from reporting harassment in employment because of fear of losing their jobs. Other women may be deterred from entering the workforce due to the potential of sexual harassment, opting to remain in unpaid domestic work rather than enter the workplace.

The ILO Convention 190 and its Recommendation 206 can be empowering tools for combating sexual harassment. The C190 offers a unified definition of violence and harassment that may be referenced when calling on governments to adopt laws and issue decrees to criminalise sexual harassment.

The convention and its accompanying recommendation may also be used to propose detailed mechanisms for preventing and prohibiting sexual harassment in the world of work. The world of work here is defined by the convention in a broad, all-encompassing manner, sufficient to provide extensive protection to women from harassment beyond the physical place of work.

In addition, the convention's approach to addressing the causes of violence and harassment through guidance, training, and awareness-raising can be used to support calls for governments to provide relevant authorities, workers, and employers with guidance, resources, and training tools on violence and harassment in the workplace, including gender-based violence and harassment. It can also be used to ensure that authorities conduct awareness-raising initiatives to counteract social attitudes that legitimise the sexual harassment of women and girls.

## **Informal Agricultural Labour**

The low rates of formal employment among women in the Arab region mean that even in countries where labour laws give protection from violence and harassment, only a small portion of the female working population is actually protected. As indicated previously, the majority of women in the Arab region work in the informal economy.

Informal women workers play a significant role in the agricultural sector of many Arab countries where agriculture is vital to the economy, including Morocco, Egypt, Palestine, and Tunisia, to name a few. Women farmers are frequently subjected to dire working conditions and meager pay. Farm labour is frequently viewed as an extension of housework, and many women perform it without financial compensation as an extension of their domestic responsibilities.

Compared to their male counterparts, women have a minimal role in land-related decisions, are frequently not the beneficiaries of the generated money, and have limited influence over its expenditure. In cases where women are

employed as paid agricultural labourers, they typically lack formal contracts, are hired on a seasonal basis, are paid minimal wages, and are sometimes required to use unsafe modes of transportation in commuting to their jobs. They also lack access to social security and legal protection against harassment and assault.

The C190 can, therefore, be of great support to women who are employed in the informal sector. Calling for the ratification of the convention also means that the Arab governments will be required to extend protection from violence and harassment to female workers in the informal sector, the bulk of whom are female agricultural workers. It can also be used to demand providing informal female workers with access to mechanisms by which they can report their grievances.

The convention commits members to protect “persons working irrespective of their contractual status” and emphasizes that members should be “recognising the important role of public authorities in the case of informal economy workers.” In other words, the convention obligates governments to equip relevant authorities with the resources required to prevent and prohibit violence and harassment of women and girls in the informal sector.

## **Domestic Workers**

The Arab region employs around 19 % of the world’s domestic workers and has the greatest proportion of migrant domestic workers. There is an estimated minimum of 1.6 million migrant domestic workers in the Arab States.[14] Most migrant domestic workers are employed in the Gulf States, where their employment is governed mainly by a sponsorship system known as kafala. Under the kafala system, migrant workers are bound to their sponsor, from whom the worker must obtain permission to enter the country, withdraw from employment, change employers, or leave the country. In other Arab nations, such as Egypt, most domestic workers are local nationals who almost invariably work without legal contracts.

Domestic workers, predominantly women, are seldom protected by labor laws, whether they are immigrants or local nationals. Only Iraq and Bahrain grant them some legal rights under the existing labour laws, and these rights remain partial even there.[15] Some Arab countries have issued separate legislation or

regulations for domestic workers, including Kuwait, Qatar, Syria, Palestine, Jordan, and Saudi Arabia.[16] However, in most cases, these are simply regulatory and do not necessarily offer domestic workers full rights or protection. Nevertheless, there have been efforts to amend laws and regulations to improve the situation of domestic workers in some Arab countries, such as Lebanon, Kuwait, Bahrain, and Qatar. Kuwait, for example, passed a law in 2015 granting domestic workers better working conditions, including a cap on working hours, an annual paid leave, and an end-of-service benefit, among others.

However, violence and harassment against domestic workers in Arab states, especially migrant domestic workers, remains a major problem. Providing protection is also a major challenge considering the private setting where such offenses occur, which effectively hides them from any form of surveillance. In light of C190's expansion of the realm of work to include the private sphere, the convention may support the ongoing efforts in the Arab region to protect domestic workers from violence and harassment.

The fact that the convention specifies that all workers should enjoy protection despite their contractual status should also greatly benefit local domestic workers who work informally.

Furthermore, the C190 can significantly boost initiatives seeking to enable domestic workers to organize cooperatives in order to enhance their ability to bargain for better working conditions. In this regard, the convention states, "with a view to preventing and eliminating violence and harassment in the world of work, each Member shall respect, promote and realize the fundamental principles and rights at work, namely freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor."

## Migrants and Refugees

Arab nations are estimated to accommodate over 40 million migrants, including at least 9.3 million refugees and asylum seekers.[17] Most foreign migrants in the region reside in Gulf nations, where they provide the human resources needed for development. Instability in the region during the last two decades has also led to an increase in interregional migration. Since 2011, Jordan has become the top

host country for Syrian refugees. Lebanon now has the world's highest population of refugees per capita, primarily Palestinian refugees, Syrian refugees, Palestinian refugees from Syria, and Iraqi refugees.

Women migrants in the Arab region constitute 33% of the total, and more women than before migrate alone.[18] The majority of migrant women end up in low-paying, unregulated employment, the majority as domestic workers, where they are more susceptible to violence, harassment, and abuse. As a result of discrimination, migrants and refugees are more prone to violence and harassment. In addition, women who migrate outside legal channels are often subjected to dangerous journeys and exploitation by human traffickers while lacking legal protection. These women are the least likely to seek assistance or contact the police when they are subjected to physical abuse or sexual harassment.

Due to the multiple and intersecting forms of discrimination and violence that migrant women may face, governments in the region must make special efforts to protect them from violence and harassment. The C190 obligates authorities to provide such protection by mandating its member states to take all required steps to avoid violence and harassment in the world of work, including the identifying "the sectors or occupations and work arrangements in which workers and other persons concerned are more exposed to violence and harassment; and taking measures to effectively protect such persons." Furthermore, Recommendation 206 explicitly states that members should "take legislative or other measures to protect migrant workers, particularly women migrant workers, regardless of migrant status, in origin, transit and destination countries as appropriate from violence and harassment in the world of work."

## **Domestic Violence**

Domestic violence is the most prevalent form of violence against women worldwide and in the Arab region. Compared to the rest of the region, it is comparatively greater in Yemen, Morocco, Egypt, Sudan, and Algeria.[19] Large segments of society continue to condone male family members' violence against women and girls, and as a result, women are less likely to report it.



Moreover, despite laws against domestic abuse in most Arab states, enforcing these laws by the appropriate authorities remains an issue in all countries of the region.

Domestic violence refers to physical, sexual, psychological, or economic violence that takes place inside the domestic unit or family. Research has shown that domestic violence significantly influences women's capacity to engage fully and actively in the labor market. Due to the physical and mental effects of domestic violence, their work performance may decline, and the victims taking time off to seek medical treatment could risk their employment. In certain cases, domestic violence threatens not just the victims but also their co-workers, employers, and/or customers.[20]

The world of work may offer a suitable place for mitigating the impacts of domestic violence. It can become a place where the victims of this violence can seek assistance from their employers and co-workers. The C190 acknowledges that although governments are ultimately responsible for eliminating domestic violence, employers and labor groups can assist in mitigating its effects in the world of work. In addition, Recommendation No. 206 outlines various actions that might be taken, including innovative responses that are currently evolving in the world of work. For example, some countries have already introduced measures that provide domestic abuse victims with paid leave and protection from dismissal and retribution.

Moreover, since women in the Arab region are over-represented in household and caregiving work in the domestic sphere, the C190's specification that all forms of labour should be recognised as work is of great significance to the region. The convention would become a greatly helpful campaigning tool in demanding women's domestic work be recognised as work and that women are offered protection while undertaking it.

## Our Recommendations

In light of what has been stated thus far in this paper, the Arab States Civil Society Organizations and Feminist Network calls on all Arab countries to adopt the ILO Convention 190 and to implement its accompanying Recommendation 206.

We call on Arab governments to adopt and/or amend laws, regulations, and policies to prevent and prohibit violence and harassment against women at work, using the C190 as a guide in defining what constitutes violence and harassment, what constitutes gender-based violence and harassment at work, and how laws addressing them should be formulated and implemented.

Governments should take all necessary steps to enforce laws prohibiting workplace violence and harassment, as well as provide victims with remedies. They should also make it easier for relevant authorities to prevent and prohibit workplace violence and harassment, particularly in the informal sector and among groups that are more vulnerable to such violence.

Guidance, resources, and training tools on workplace violence and harassment, including gender-based violence and harassment, should be developed and made available to all relevant authorities, workers, and employers.

Employers should be required to adopt workplace policies and mechanisms to prevent and report violence and harassment, including gender-based violence and harassment. They should also be encouraged to put in place mechanisms that allow domestic violence victims to report and seek help at work.

Governments should hold national campaigns to raise awareness about violence and harassment in the world of work and about the methods that could be followed to report related incidents.

Civil society actors and unions should raise awareness of ILO Convention 190 and develop educational materials about it. They should also: collectively mobilize and campaign for the ratification of the C190 in all Arab countries on a regional level; conduct gap analysis studies on the extent to which existing laws adhere to the C190 in each country; develop country-based proposals for the implementation of the convention; use the C190 to advocate for the elimination of violence and harassment in the world of work.

## Expected Challenges

Ratifying ILO Convention 190 will obligate countries to make significant modifications to existing laws and regulations and to incorporate several monitoring and implementation procedures that are currently absent. Such modifications will necessitate the strong will and dedication of Arab governments, as the implementation process will be time-consuming and expensive. A number of social groups are also prone to oppose these modifications.

Some groups may oppose the changes brought about by the ratification of ILO Convention 190 because of patriarchal social norms and customs. Extending the world of work to the private sphere will need the expansion of protection and regulatory rules to the privacy of the house or to locations that are viewed as extensions of it, an idea that a large number of people will likely reject.

Furthermore, discriminatory beliefs are likely to cause some groups to oppose investing state time and resources in special rules and regulations for the protection of vulnerable groups in the workplace, such as women or refugees.

Due to the larger financial costs involved, some employers are also inclined to oppose legislation that requires stronger rights and protections for employees in the workplace.

## Plan of Action

The Arab States and Civil Society Organizations and Feminist Network will undertake a set of activities to raise awareness about the ILO Convention 190 and lobby for its adoption by governments in the Arab region.

The network plans to create educational material introducing the Convention 190 and Recommendation 206 and the importance of the convention's adoption to women in Arab countries. This material will be in print and in filmed recordings and will be disseminated widely using social media.

Training workshops will be held introducing the C190 and the success stories from countries where the C190 was used as a reference and on how the convention is of relevance to some of the pressing issues regarding the rights and wellbeing of women in the Arab region.

The network has already launched a series of online seminars discussing the C190 and its relevance to some of the ongoing campaigns in each Arab country and plans to extend these efforts.

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