New Ways of Working: Emerging Trends in SEAH Safeguarding in the Private Sector

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$1.5 US Trillion | ... or 2% of global GDP, THE COST OF VIOLENCE AGAINST WOMEN AT A GLOBAL LEVEL (UN Women, 2016).

$6.7 US billion per year | Peru: COMPANIES LOSE MORE THAN US$6.7 BILLION A YEAR – equivalent to 3.7% of GDP (Vara-Horna, 2013)\(^3\)

$89 US million per year | THE COST OF SEXUAL HARASSMENT FOR THE CAMBODIAN GARMENT SECTOR. (CARE 2017)\(^5\)

500,000 | LOST WORKING DAYS PER YEAR IN EGYPT DUE TO MARITAL VIOLENCE. (UN 2019)\(^6\)
ABUSE IS NOT IN ANYONE’S JOB DESCRIPTION
Globally, 40-50% of women experience unwanted sexual advances, physical contact or other forms of sexual harassment at work.

Women are over-represented in precarious, low-income and informal work where the mechanisms to prevent violence and exploitation are often absent.

In South Asia, over 80% of women in non-agricultural jobs are in informal employment, and in sub-Saharan Africa it’s 74%.

In many rural areas across the globe women work in small-scale farming, usually informal and often unpaid.
The scale of the problem

**Egypt:**
62% of men think it’s sometimes or always acceptable for an employer to ask or expect an employee to have intimate interactions with them, a family member or friend

**Kenya:**
90% of women working in the cut flower industry say sexual harassment is the most difficult problem in their workplaces

**South Africa:**
77% of women experience sexual harassment at some point in their career

**Asia:**
80% of women are employed in vulnerable jobs without labour law protections

**Vietnam:**
45% of women say they would not feel comfortable telling a colleague their behaviour is a form of sexual harassment

*New ways of working - IFC*
Reframing sexual harassment, abuse and exploitation: The value of a rights framework
ILO (2019) Convention No. 190 Concerning the Elimination of Violence and Harassment in the World of Work

There is now, for the first time, a global treaty dealing specifically with keeping workers everywhere safe from violence and harassment at work.
C190 Definition of ‘the world of work’

• (a) in the workplace, including public and private spaces where they are a place of work;

• (b) in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;

• (c) during work-related trips, travel, training, events or social activities;

• (d) through work-related communications, including those enabled by information and communication technologies;

• (e) in employer-provided accommodation;

• (f) when commuting to and from work.
The right of everyone to a world of work free from violence and harassment

Violence and harassment in the world of work can constitute a human rights violation or abuse, and that violence and harassment is a threat to equal opportunities, is unacceptable and incompatible with decent work.

Violence and harassment also affects the quality of public and private services, and may prevent persons, particularly women, from accessing, and remaining and advancing in the labour market.

Violence and harassment is incompatible with the promotion of sustainable enterprises and impacts negatively on the organization of work, workplace relations, worker engagement, enterprise reputation, and productivity.
New Ways of Working: Can a company help change wider social norms that employees inhabit in their communities?
“Living with Dignity”
employee programme
Collaborations to campaign beyond the workplace:

Engaging with the community on GBV awareness
Creating a culture of DV prevention: The “One in Three Women” European company network
Using technology to assist survivors
Towards a New Social Contract

The needed transformation in social norms on what we all agree is acceptable in our communities and homes must extend to our workplaces.
THANK YOU!

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IFC resources: Addressing GBVH in Private Sector