



A WORLD OF WORK FREE FROM GENDER-BASED VIOLENCE

International Labour Organization (ILO) Convention No. 190 (C190) is "the first international treaty to recognize the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment," according to the ILO website. The Convention states that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity."

Statistics show that 26% of women active in the labor force in Mexico have been victims of workplace violence, and 19.3% of working women have been victims of sexual harassment. These figures are likely lower than the real numbers, as the fear of losing one's job in retaliation often prevents women from reporting abuses. In the face of these harsh working conditions for women, the Mexican government's ratification of C190 was both an opportunity and a need. This is why Fundación Avina decided to get involved under the umbrella of our Future of Work and Business program.

We undertook an intensive advocacy campaign on every possible level and called on our close allies to create the diffuse power structure necessary to push the Mexican government to sign on to C190. Red de Mujeres Sindicalistas, Fondo Semillas, member organizations of the Arropa and Periplo initiatives, and many other feminist organizations throughout Mexico participated in this process to improve conditions for women in the workplace.

We supported our allies as they helped bring the voices of women workers to important forums, meetings, and decision-making spaces. We also worked with media

outlets to publish important reports to increase public awareness of the issue. In parallel, we partnered with different organizations to include the voices and concerns of Mexican women workers in the public agenda.

Finally, this collaborative action bore fruit in July when, having been ratified unanimously by the Mexican Senate, Convention 190 went into effect. Currently, Mexico is laying the foundation to become a better place to work, particularly for the millions of women who have been victims of violence and harassment.

Now we can dream even bigger and keep working for those dreams to become a reality. It's our right.



Strategic Pillar	Just and Regenerative Economy
Elements of the Collaborative Process	Unifying vision, shared agenda
People Directly Impacted	0
People Indirectly Impacted	40,000,000