

Addressing labour exploitation of women workers through taking forward the outcomes of the Global Tribunal of Women Workers

Part A: Introduction to the Global Tribunal on Women Workers and international legal frameworks



University of
Nottingham
Rights Lab



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30
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**GLOBAL SOUTH
WOMEN'S FORUM**
ON SUSTAINABLE
DEVELOPMENT

Addressing labour exploitation of women workers through taking forward the outcomes of the Global Tribunal of Women Workers

A toolkit for advocacy by women's human rights organisations in South and Southeast Asia advancing gender equality in the world of work

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Authorship and acknowledgements

This toolkit was prepared by Urmila Bhoola (Rights Lab Principal Research Fellow in Global Antislavery Justice, University of Nottingham) and Dr Katarina Schwarz (Rights Lab Associate Director Law and Policy) as part of the *Women worker rights and modern slavery in South and Southeast Asia* project.

This toolkit is part of a project that the Rights Lab, University of Nottingham conducted in partnership with IRAW Asia Pacific, to understand the forms of labour exploitation in specific countries in South and Southeast Asia that create the conditions for modern slavery to thrive.

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Table of abbreviations

CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
GTWW / the Tribunal	Global Tribunal of Women Workers
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ILO	International Labour Organization
IRAW	International Women’s Rights Action Watch
MNE	Multinational Enterprise
UDHR	Universal Declaration of Human Rights
UN	United Nations

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1. About the toolkit

This toolkit is a collection of materials from the Global Tribunal on Women Workers (“the Tribunal”), designed to assist advocacy organisations and interested individuals in undertaking activities to take forward the outcomes of the Tribunal. The toolkit is part of a project that the Rights Lab, University of Nottingham conducted in partnership with IWRAW Asia Pacific, to understand the forms of labour exploitation in specific countries in South and Southeast Asia that create the conditions for modern slavery to thrive.

The toolkit provides information on:

- 1) The international human rights and labour laws that protect women workers from exploitation.
- 2) The key issues that women discussed at the Tribunal.
- 3) The testimonies presented by witnesses at the Tribunal.
- 4) The findings and recommendations of Jury Working Groups presiding at the Tribunal.
- 5) The areas for law and policy advocacy identified by organisations to take forward the Tribunal outcomes.

The toolkit is constructed as follows:

- › **Part A** (this part) consists of the Introduction, Global Tribunal of Women Workers and the international conventions applicable to the human and labour rights of women workers

The other parts each contain information on a specific theme of the Global Tribunal, as follows :

- › **Part B:** Ending gender-based violence and harassment in the world of work
- › **Part C:** Wage inequality, living wage, and equal pay for work of equal value
- › **Part D:** Freedom of association, collective bargaining, and the right to unionisation
- › **Part E:** Care work, social protection, decent work, and informalisation
- › **Part F:** Health rights, including occupational health and safety, mental health, and sexual and reproductive health and rights

1.1. Who should use the toolkit?

This toolkit is meant to be used by women’s rights organisations to identify human rights and labour rights violations they can focus on in their advocacy to address exploitation of women workers. It can also be used for training of labour and human rights activists in the international legal framework and legal advocacy, and in identifying the international mechanisms available for enforcing the human and labour rights of women workers.

Table 1: Overview of content

1. What is the Global Tribunal of Women Workers?	This section provides an overview of the Global Tribunal of Women Workers, including the aims and thematic areas of focus of the Tribunal, as well as observations from the participants.
2. Key international human and labour rights norms and standards applicable to women workers	This section summarises key international human rights and labour rights norms, standards, and obligations relevant to women workers.

2. What is the Global Tribunal of Women Workers?

This section provides an overview of the Global Tribunal of Women Workers, including the aims and thematic areas of focus of the Tribunal, as well as observations from the participants.

IWRAW Asia Pacific and its collaborating organisations convened the Global Tribunal of Women Workers (GTWW) in September and October 2022 as part of the Global South Women's Forum. The Tribunal was inspired by the need to share the lived realities of women working daily in industries and sectors where they are often invisible, undervalued, and exploited. Their collective struggles to access justice and remedies for their labour and human rights violations connect them in many ways. The Tribunal gave women workers from the Global South access to the Tribunal, in the form of a multi-lingual, collaborative and interactive online platform, where they could speak about their experiences and articulate their demands to those duty bearers from government and business accountable for their rights violations. The Tribunal constitutes one of the ways in which IWRAW Asia Pacific and its collaborating network of partners across the world works to find just alternatives to economic models that are premised on labour exploitation, forced labour, and other human and labour rights violations of women workers, and to ensure access to justice and remediation for their rights violations.

Tribunal aims

The Tribunal had three main aims:

1. To make visible the broad spectrum of women's work and the gross human rights violations and power imbalances experienced by women engaged in paid and unpaid work.
2. To affirm the human and labour rights of women workers in the formal and informal economies to assert their rights to decent and dignified work free from violence and discrimination.
3. To identify gaps in compliance by national laws and policies with international duties and obligations and hold duty bearers accountable for non-compliance.

Thematic areas of focus for the Tribunal

The Tribunal appointed Jury Working Groups to hear evidence from women workers over five days on the following thematic areas:

- › Ending gender-based violence and harassment in the world of work (see Toolkit Part B)
- › Wage inequality, a living wage, and equal pay for work of equal value (see Toolkit Part C)
- › Freedom of association, collective bargaining, and the right to unionisation (see Toolkit Part D)
- › Care work, social protection, decent work, and informalisation (see Toolkit Part E)
- › Health rights, including occupational health and safety, mental health, and sexual and reproductive health and rights (see Toolkit Part F)

At the end of the hearings the Jury Working Groups issued their findings and recommendations to address the rights violations that workers testified about. This took the form of a Day of Discussion, held on 9 October 2022. Duty bearers such as governments and corporations were invited to participate in this day of discussion - but none of them accepted the invitation to do so.

The evidence heard at the Tribunal highlighted the persistence of discrimination in the world of work based on race, gender, gender identity, nationality, and other grounds prohibited in international labour standards and human rights law. It also demonstrated that pervasive structural and systemic inequalities continue to define the working lives of women workers. It reinforced the need for women workers in the Global South to continue to secure, through organising themselves and accessing available mechanisms, the accountability of duty bearers for non-compliance with their international and duties and obligations to protect the rights of women workers.

Priyanthi Fernando, IWRAW Asia Pacific Executive Director¹ said the following about the diverse nature of the Tribunal :

“The Tribunal brought together seventy-three (73) women workers to give testimony. They were from 24 countries in Asia, Africa, and Latin America, and 12 different work sectors. There were domestic workers, factory workers in the apparel and electronics sectors; there were sex workers, entertainment workers, migrant workers, street sweepers, street vendors, home-based workers making fishing nets, workers in offices, hospital cleaners, and agricultural workers. They spoke 16 different languages: Arabic, Bahasa Melayu, Bahasa Indonesia, Bangla, English, French, Khmer, Nepali, Portuguese, Sinhala, Spanish, Tagalog, Tamil, Thai, Urdu, and Vietnamese. Each of them had a story to tell about how their employers violated their rights, and how the authorities and society at large took no notice, or worse, stigmatised them and discriminated against them. Many were speaking out for the first time; all of them wished for the world to listen to them. They wanted redress for the harms done to them. But mostly, they were speaking out because they didn’t want these harms repeated to other women, anywhere.”

What did IWRAW Asia Pacific say about the Tribunal?

Shanti Uprety, Leader of the Global Tribunal project team described the significance of the Tribunal as follows:

“Many women for testified in the Global Tribunal have very basic demands: demands to be recognised as workers; demands to be treated humanly; demands to be heard; demands for toilets and medicine; demands for a minimum wage; demands not to be raped and abused; demands to be decriminalised; demands for job contracts; demands to have their passports with them; demands for one day off; demands for a toxic chemical and noise free working environment; demands to organise themselves; demands to earn a living wage to support their families. If we are failing to address these basic demands we are failing as a human race”.

What did participants say about the impact of the Tribunal?

“The Tribunal’s most important aspect is its solidarity. In the broader women’s rights movement, the Global Tribunal contributes at the forefront to realising women’s labour rights at the global level. Reflecting on the main reason IWRAW Asia Pacific initiated the Tribunal in the first place, it was mostly to get the attention of people, the media and society on what is happening and to visibilise the voices of and realities of many workers who people are unaware of.”

¹ Priyanthi Fernando ‘[Making the Unheard Heard: the Global Tribunal of Women Workers](#)’ (2022) which also has details on how the Tribunal was organised.

“Powerfully, the Global Tribunal, in presenting the collective voice of workers on an online platform, raised women worker voices so that governments and businesses responsible for violating their rights pay attention.”

“It is not only speaking for the sake of speaking, but making their voices heard as women workers to emphasise how the governments have failed. Their failure has pointed out that the governments have committed to specific international laws and treaties that they have ratified but not implemented. International bodies should hold governments accountable for failing to apply and implement treaties into their national legislation.”

“The Tribunal is a perfect platform for domestic workers to share so that people will understand why they migrate, and the experiences of migrant workers leaving their families, children, and communities for a better future [...] When they arrive in the destination countries, they experience a lot of inequalities, discrimination, and harassment, and it was an excellent platform to show what was happening on the ground.”

“Our organisation has a 40-year history, but it is the first time that garment workers could voice out on an international platform.”



Illustration by: Appolonia Tesera

3. Key international human and labour rights norms and standards applicable to women workers

This section summarises key international human rights and labour rights norms, standards, and obligations relevant to women workers.

3.1. Core United Nations instruments

The United Nations has nine core human rights treaties, of which seven are relevant to the rights of women workers. They are:

- › The International Convention on the Elimination of All Forms of Racial Discrimination
- › The International Covenant on Economic, Social and Cultural Rights
- › The International Covenant on Civil and Political Rights
- › The Convention on the Elimination of All Forms of Discrimination against Women
- › The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- › The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families
- › The Convention on the Rights of Persons with Disabilities

All the core human rights treaties refer to non-discrimination on the basis of sex as an obligation that all States Parties of the United Nations must uphold.

United Nations Charter

The United Nations Charter of 1945, in article 55(3), commits the UN to promote universal respect for and observance of human rights and fundamental freedoms for all without discrimination as to race, sex, language, or religion.

Universal Declaration of Human Rights

The Universal Declaration of Human Rights (UDHR) of 1948 guarantees fundamental human rights to all. Article 7 provides that *'All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.'* The Declaration extends the fundamental rights to work, to equal pay without discrimination, to just and favourable remuneration including social protection, and to form and join trade unions to protect their interests, to *'everyone'*.

The UDHR guarantees other specific rights related to the world of work:

- **Article 4:** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
- **Article 8:** Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.
- **Article 22:** Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

International Covenant on Civil and Political Rights

The International Covenant on Civil and Political Rights (ICCPR) recognises, in Article 22, that:

1. Everyone shall have the right to freedom of association with others, including the right to form and join trade unions for the protection of his interests.
2. No restrictions may be placed on the exercise of this right other than those which are prescribed by law, and which are necessary in a democratic society in the interests of national security or public safety, public order, the protection of public health or morals or the protection of the rights and freedoms of others. This article shall not prevent the imposition of lawful restrictions on members of the armed forces and of the police in their exercise of this right.
3. Nothing in this article shall authorize States Parties to the International Labour Organisation Convention of 1948 concerning Freedom of Association and Protection of the Right to Organize to take legislative measures which would prejudice, or to apply the law in such a manner as to prejudice, the guarantees provided for in that Convention.

International Covenant on Economic, Social, and Cultural Rights

The International Covenant on Economic, Social and Cultural Rights (ICESCR) of 1976 contains key provisions guaranteeing the rights of workers. Under Article 2(2), all UN member States guarantee that the rights enunciated in the Covenant will be exercised without discrimination of any kind as to race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status. They also undertake to ensure the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the Covenant (Article 3). Article 6 recognises the right to work as a human right. Article 7 recognises the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular:

- (a) Remuneration which provides all workers, as a minimum, with:
 - (i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work;
 - (ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant;
- (b) Safe and healthy working conditions;
- (c) Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence;
- (d) Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.

Article 8 enunciates the right of everyone to form trade unions and join trade unions of their choice. It states that no restrictions may be placed on the exercise of this right other than those prescribed by law, and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others. Article 9 commits States to the Covenant to recognise the right of everyone to social security, including social insurance.

Convention on the Elimination of All Forms of Discrimination Against Women

The most important convention guaranteeing gender equality and creating rights for women and duties and obligations on States is the 1979 Convention on the Elimination of All Forms of Discrimination Against Women²(CEDAW). Under Article 11(1) States are mandated to take ‘all appropriate measures’ to eliminate discrimination against women in the field of employment in order to ensure gender equality. This includes affording all workers:

- the right to work as an inalienable right of all human beings;
- the right to the same employment opportunities, the right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service, and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- the right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- the right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age, and other incapacity to work, as well as the right to paid leave; and
- the right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

Under article 11(2) States are required to take ‘all appropriate measures’ to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work. This includes prohibiting dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status; the right to maternity leave and access to supporting social services to enable parents to combine family obligations with work responsibilities; and special protection to women during pregnancy in types of work proved to be harmful to them.

3.2. Instruments protecting workers against slavery

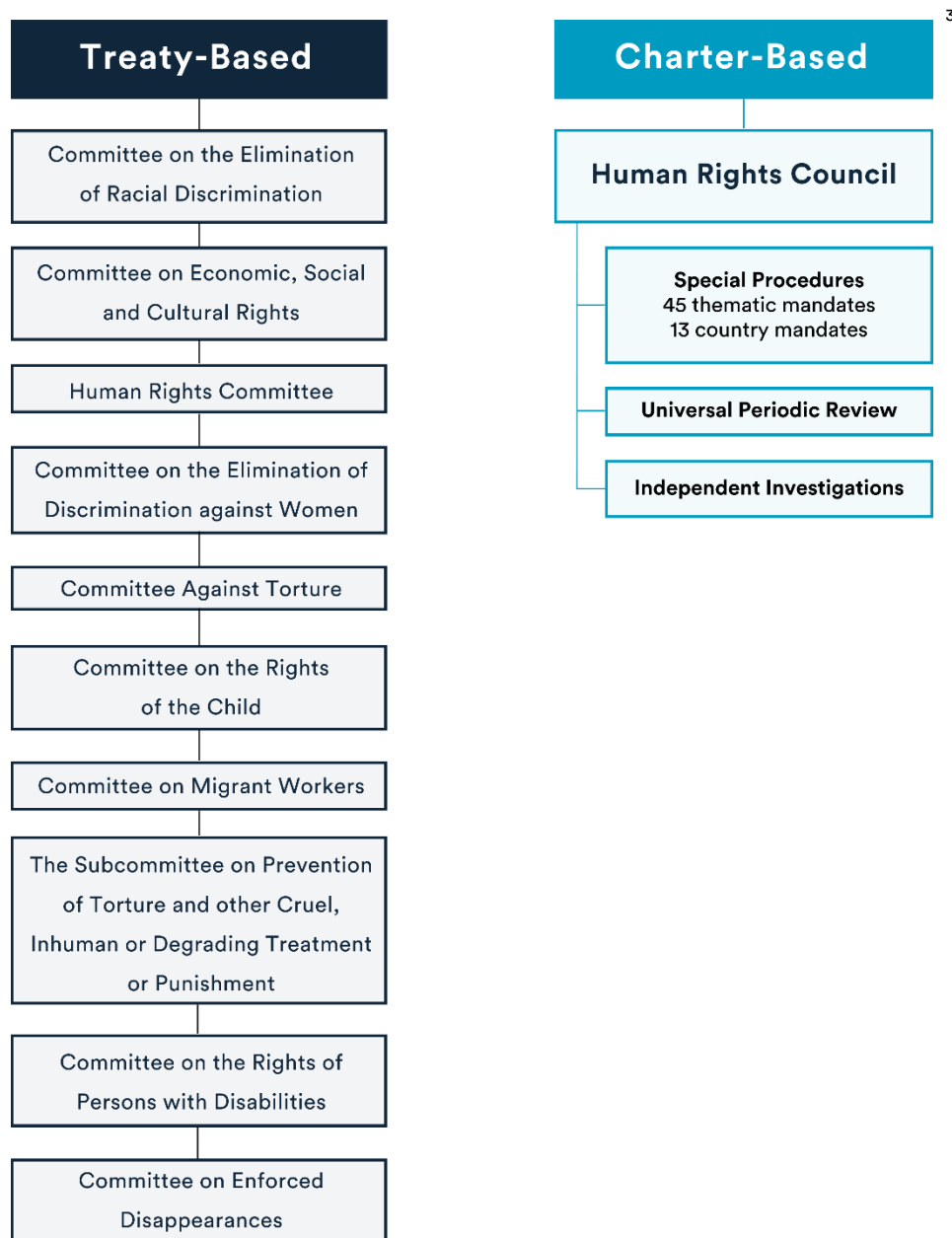
The Slavery Convention (1926) and the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956) define slavery and institutions and practices similar to slavery. Their manifestations today as contemporary forms of slavery include, but are not limited to, traditional (or chattel) slavery, debt bondage, serfdom, sale of children for purposes of exploitation, domestic servitude, and servile forms of marriage. Even though international law no longer recognises a legal right to ownership of persons, these practices constitute slavery when extreme forms of labour exploitation occur in the context of the exercise of powers tantamount to ownership over human beings, reducing them to commodities. Although not all slavery occurs in the form of human trafficking, where this is the case the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children (2000) (Palermo Protocol) supplementing the United Nations Convention against Transnational Organized Crime, is also relevant.

² Iwraw Asia Pacific has produced guidelines and tools on advocacy on CEDAW and engagement with the CEDAW Committee, see <https://www.iwraw-ap.org/wp-content/uploads/2019/04/Shadow-Report-Guidelines-on-Work-web-version.pdf>.

3.3. Mechanisms for enforcing rights

Ratification of treaties means that States have to put in place domestic measures and legislation compatible with their treaty obligations and duties. Their compliance with their duties and obligations is monitored in the UN system by treaty bodies and other mechanisms such as the Human Rights Council, Universal Periodic Review, and Special Procedures.

Where domestic legal proceedings fail to address human rights abuses, activists can use these mechanisms and procedures for individual complaints or communications at the regional and international levels to help ensure that international human rights standards are indeed respected, implemented, and enforced at the national level.



³ Source of diagram: [ohchr.org https://www.ohchr.org/en/instruments-and-mechanisms](https://www.ohchr.org/en/instruments-and-mechanisms)

3.4. International Labour Organization (ILO) standards

In addition to the core UN human rights treaties and conventions cited above, the core labour rights conventions (referred to as ‘Standards’) of the International Labour Organization (ILO), also create binding legal duties and obligations for States in regard to women workers’ rights. The ILO is a tripartite agency representing governments, employers’ and workers’ organisations and its Standards are developed by these tripartite constituents.

The Standards are considered to be “core” or “fundamental” to the ILO’s mandate to ensure equality and social justice in the world of work. This means that the rights covered are of universal application, requiring respect from all countries even where governments have not ratified them.⁴

Governments (member States of the ILO) are bound to report on their application of all ILO Standards, and are assessed by its supervisory system/mechanism (including the Committee of Experts on the Application of Conventions and Recommendations (CEACR), and the International Labour Conference’s tripartite Committee on the Application of Standards and Recommendations). Non-governmental organisations can also use the special procedures mechanism to make representations or submit complaints to the ILO on specific rights violations, such as to the Freedom of Association Committee.⁵

Fundamental principles and rights at work

The Declaration on Fundamental Principles and Rights at Work (adopted in 1998 and amended in 2022) is an expression of commitment by governments, employers, and workers’ organisations to uphold basic human rights. It affirms the obligations and commitments that are inherent to membership of the ILO, namely:

- Freedom of association and the effective recognition of the right to collective bargaining;
- The elimination of all forms of forced or compulsory labour;
- The effective abolition of child labour;
- The elimination of discrimination in respect of employment and occupation; and
- A safe and healthy working environment.

These principles are expressed in the core or fundamental Standards:

- › The Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87) and the Right to Organise and Collective Bargaining Convention, 1949 (No.98)
- › The Forced Labour Convention, 1930 (No. 29), the Abolition of Forced Labour Convention, 1957 (No. 105), and the Protocol to the Forced Labour Convention, 2014 (No.29) and Forced Labour (Supplementary Provisions) Recommendation, 2014 (No. 203)
- › The Discrimination in respect of Employment and Occupation Convention, 1958 (No.111) and the Equal Remuneration for Men and Women Workers for Work of Equal Value Convention, 1951 (No.100)
- › The Occupational Safety and Health Convention,1981(No.155) and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)

In addition to the core human rights standards, there are a number of other ILO standards relevant to the rights of women workers, set out below.

⁴ ILO “Giving globalization a human face” International Labour Conference 101st session 2012 - General Survey on the fundamental Conventions concerning rights at work in light of the ILO Declaration on Social Justice for a Fair Globalization 2008, page 2 footnote 3.

⁵ See <https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/ilo-supervisory-system-mechanism/lang--en/index.htm>

› Workers with family responsibilities

The Workers with Family Responsibilities Convention, 1981 (No. 156) provides for men and women workers to reconcile their family responsibilities. It requires ratifying Member States develop national policies to ensure effective equality of opportunity and treatment for men and women workers, so that they can exercise their right to employment without being subjected to discrimination based on their family responsibilities.

› Maternity protection

The Maternity Protection Convention, 2000 (No. 183) provides for the adoption of national legislation to promote the health and safety of the mother and child, and to protect women workers against discrimination based on maternity. It provides for health protection, maternity benefits, and rights on return to work.

› Domestic workers

The Domestic Workers Convention, 2011 (No. 189) affirms the fundamental rights of all domestic workers, including migrant domestic workers, and sets minimum labour standards for their employment. The 2011 Domestic Workers Recommendation (No. 201) builds on the provisions of Convention No. 189 and offers practical guidance for strengthening national law and policies on domestic work.

› Violence and harassment in the world of work

The Violence and Harassment in the World of Work Convention, 2019 (No. 190) is the first international binding instrument providing for specific action by employers, workers, and governments to prevent, eliminate, and redress violence and harassment in the world of work, including violence against women as well as all forms of gender-based violence. The Violence and Harassment Recommendation, 2019 (No. 206) supplements the Convention by providing guidelines for development of policies and grievance mechanisms to prevent violence in the world of work.

› Migrant workers

Article 6 (1) of the Migration for Employment Convention (Revised), 1949 (No. 97) places duties on ratifying Member States to ensure that equality of treatment of migrant workers lawfully within their territories is pursued ‘without discrimination in respect of nationality, race, religion or sex’ in respect of a number of issues, including:

- (i) Remuneration, including family allowances where these form part of remuneration, hours of work, overtime arrangements, holidays with pay, restrictions on homework, minimum age for employment, apprenticeship and training, women's work and the work of young persons;
- (ii) Membership of trade unions and enjoyment of the benefits of collective bargaining; and
- (iii) Accommodation.

The Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143) prevents migration in abusive conditions and requires ratifying Member States of the ILO provide for equality of opportunity and treatment in respect of employment and occupation, of social security, of trade union and cultural rights and of individual and collective freedoms for migrant workers. The Migrant Workers Recommendation, 1975 (No.151) provides guidance for States in implementing the policies in relation to equality of opportunity and treatment for migrant workers, access to social services, and other issues. The Migration for Employment Recommendation (Revised), 1949 (No. 86) contains general guidelines to facilitate migration and prevent abuses against migrant workers and their families. It also assists States by providing a bilateral labour migration agreement model and a model employment contract. The bilateral labour migration agreement model contains provisions to combat abusive migrant recruitment practices, promotes sound skills and jobs matching, and allows for portability of social security entitlements.

Transition from the informal to the formal economy

The Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204) proposes (in paragraph 16) that States ‘should take measures to achieve decent work and to respect, promote and realise the fundamental principles and rights at work for those in the informal economy’, namely:

- a) freedom of association and the effective recognition of the right to collective bargaining;
- b) the elimination of all forms of forced or compulsory labour;
- c) the effective abolition of child labour; and
- d) the elimination of discrimination in respect of employment and occupation.

3.5. The business and human rights/corporate accountability framework

There are a number of agreements and principles to ensure accountability of the private sector, in particular multinational enterprises (MNEs) that source products from the Global South or have global supply or value chains in various jurisdictions such as Bangladesh, Sri Lanka, Vietnam and the Philippines, for their human rights (and environmental) impacts.

Mechanisms to hold these corporate actors accountable are available in the following documents:

- › Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) (2006)
- › UN Guiding Principles on Business and Human Rights (2011)
- › Principles of the UN Global Compact (2000)
- › Women’s Empowerment Principles (2022)

In addition, the European Commission in 2021 produced a Draft Corporate Sustainability Due Diligence Directive which requires businesses in the European Union to assess their actual and potential impacts throughout their operations, and to take action to prevent, mitigate, and remedy identified human rights (and environmental) harms. Many other European Union member States, such as France (Loi de Vigilance), Germany (Lieferkettengesetz), The Netherlands, Belgium, and Austria have adopted legally binding obligations on MNEs.

3.6. Other key instruments

UN Sustainable Development Goals

Although not a binding instrument, the 2030 Agenda for Sustainable Development (UN Sustainable Development Goals) is a strong mandate for governments, business, and other key stakeholders to move forward on implementation of their binding obligations under international law, to not only end gender-based violence but address all aspects of sustainable development and inclusion for women.

Women workers are beneficiaries of Goal 8—‘Promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all’—particularly through Targets 8.5, 8.7, and 8.8.

- › **Target 8.5:** ‘Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value’
- › **Target 8.7:** ‘Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking ...’
- › **Target 8.8:** ‘Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment’

Goal 5 focuses on achieving gender equality and empowering women and girls, with Target 5.1 seeking to ‘end all forms of discrimination against all women and girls everywhere’. The elimination of all forms of violence against women and girls and of all harmful practices are included as specific Targets (5.2 and 5.3). Goal 5 further emphasises the need to ‘adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels’ (Target 8.9).

Beijing Declaration and Platform for Action

The 1995 Fourth World Conference on Women and its Beijing Declaration and Platform for Action provides a broad agenda of change in 12 critical areas of concern for women, namely:

- 1) Women and poverty
- 2) Unequal access to education and training
- 3) Women and health
- 4) Violence against women
- 5) Women and armed conflict
- 6) Women and the economy
- 7) Women in power and decision-making
- 8) Institutional mechanisms
- 9) Human rights of women
- 10) Women and the media
- 11) Women and the environment
- 12) The girl child

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**GLOBAL SOUTH
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