

make it happen. now gender justice!

radical community FREE

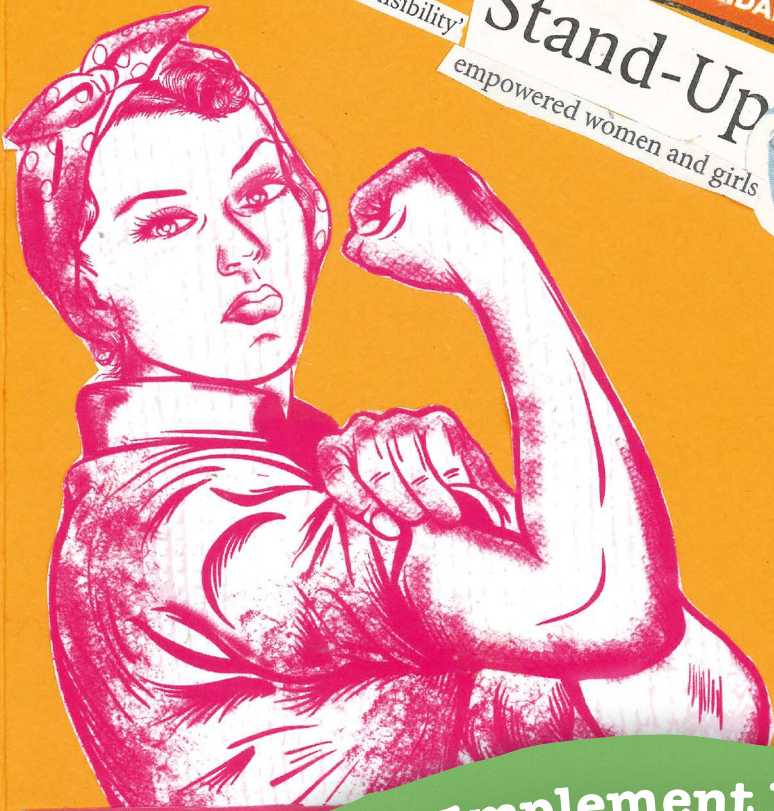
'world responsibility'

Stand-Up

empowered women and girls

SOLIDARITY

GROW



Revolution to Ratify: Implement Now!



We are a group of intersectional feminists who proudly stand with women and girls globally to celebrate thirty years of the annual '16 Days of Activism to End Gender-Based Violence' in late 2021.

To mark the occasion, we created this zine about violence and harassment in the world of work - an issue that is experienced by many regardless of their gender. During the 16 Days we asked people to create poetry and pictures on what this issue means to them.

In December 2021 the UK Parliament gave the government the green light to sign up to the first international framework to end harassment and violence in the world of work - the International Labour Organisation's Violence and Harassment Convention, otherwise known as ILO C190.

On 7 March 2022 the UK government ratified this Convention - meaning it will change national legislation to uphold the rights of everyone to a workplace safe from violence and harassment. This is only the first step - but it is a vital one towards recognising this practice as unlawful.

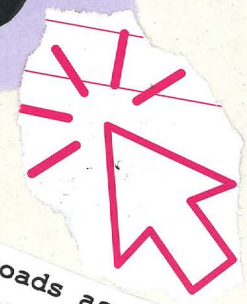
This couldn't have happened without the tireless campaigning and advocacy of feminist and labour rights activists.

Almost a million people have taken action all over the world calling on their Governments to sign up to this treaty - from Ghana to Jordan. Our group in the UK protested, raised awareness and spoke with our MPs to call for this change.

We hope you will be inspired to get involved and make lasting changes that will improve the lives of women and girls all over the world.

I L O

C190



In the UK, we find ourselves at a historic crossroads as the Government is close to signing up to the first ever international treaty to end harassment and violence at work.

The treaty, known as ILO c190, provides protection for workers from violence and harassment in the world of work, irrespective of their contractual status or the sector they work in.

This treaty recognises gender-based violence and provides support for people who are working and experience domestic abuse.

Violence and harassment in the workplace can be experienced by anyone irrespective of their gender and this treaty would benefit everyone.



SUPPORT

DEAR READER,

concentrated not on the average involved, but on the that will accrue to the man These are normally sexual: busy bars or the ads. hat this any sent advertis big bre firesid e local the m u've g pond ourag eek: e

Study by the Everyday Sexism Project and the Trades Union Congress (TUC)

They surveyed over 1500 women

For women aged 16-24 this percentage rose to 63%, with almost 20% of women reporting that the person harassing them was their manager or someone in a position of authority

They discovered that 52% of women have been victims of unwanted sexual behaviour at work, from groping to inappropriate jokes



rock t to a and roc entailed ventive Please exagger qualities. ness. Th thing in lyrics — th conversation pool accent d a provincial colloquialism still the more love song (we to escape tha consequen there is, is style itself with whi must be ment of Please, their sound c. Pleas a very notice recor emp sound if it kitch effec who

"You cannot get far
Without your community
And without yourself"

Half Panther



quietly sold petals from his costume
sentimental society la...
according to Romol...
pro...
be...
alt...
hands...
way beautif...
puppet...
lering...
Petru...
the...
as...
wid...
bec...
wood...
A Can...
fo pe...
a Wa...
wa: into regretting his perfection and his in-
and only later was he shocked
nocence.' These fantasies of the jewelled
Theo tomboy projected onto Nijinsky by rich
faune aristocrats continued...
lude, in which...
his siest...
attempted rapes...
falls into a sleepy, more satisfying fantasy.
This ballet was Nijinsky's first attempt at
choreograph...

Pas', ... re-
mpat...
ated...
by the...
ston C...
cieuse m...
Nous avons eu un...
inconvenant avec de vil...
be...
the long white gloves of the ladies and
the cuffs of the... rise in swells
white theatre like a flock of white dove
Nijinsky was poked by the Figaro as the 'dieu
de la danse'. Not for the last time.
...
elderly Auguste Rodin. This
... saw Nijinsky as the third element in
... of pioneers of modern dance, fol-
lowing Isadora Duncan. As
... a reward for his letting his signature be
... was allowed to observe...
... aged man stands there, appropriate ha...
... in fastidious nuances of...
... harmonise with the...
... He is tall and...
... Diaghilev. He is tall and...
... has it, or Nijinsky, caught the old
... masturbating over him behind his back...
... octeau claimed. Even better than Rod...
... Redon wrote to Diaghilev 'hat
... retted his old friend Mallar...
... to see 'this wonderfi...
... gh. The argum...
... otherwise of the...
... posed poli...
... Russi...
... in a stiff stand-offish pas de deux. He does...
... one short jump over an imagined stream...
... the sole elevation event in the entire ballet...
... up with a great head-
... and interlocks arms with the nymph, stiff...
... Glasgow Gazette: 'WICKED
... PAK...
... SOKED AT LAST'.
It was a true succès de scandale: the
performances sold out and Diaghilev seems
to have been very pleased.

Poem from a supporter....

I'm not much of a poet and I'm sorry it's a bit rude, but this is
what it was like when aged 18 working in an office in Bromley.
Tina

When I started work
in 70's Britain.
Work was unfair, but
Not due to my brain.

A penis was needed
to get more pay,
To do the same job
as him everyday.
To get promotion was
an impossible task.
without balls and a d*ck
dangling near your arse.

The office was decorated
with semi-nude women
attached to the walls.
I had to put up with
obscene phone calls.

If I made a mistake
It was the "the time of the month"
And I was called
A stupid c*nt.

I couldn't wear trousers
whatever the weather.
I had to wear skirts
The shorter the better.

Have things improved?
Not much, I think
There's still men out there
Who want us chained to the sink.

INEQUALITY

QUEEN

Real

Toxic

Diet Club

YOU ARE
MORE
THAN JUST
BOOBS



Diet now



Stereo stereo
types typing



and explain to every
that the perpetuation
of the unequal distribution
OF RESPONSIBILITIES
OF LIBERTIES
OF DIGNITIES
IS VISIBLE.



with dark rings under the eyes
tired of those who only notice them
around the nipples
those dressed up with smiley violence
and a

fragrance

of harassment

THAT WE NEED
TO CARE FOR
UNPAID CARE

covered behind the curtains
where mind plays.

NO ABUSE is light
Tolerance is 0 ZERO

we are aware and we are many
so that we can unveil the stereo that plays
old frequencies' stereotypes

For the threats of power
MISOGINY PATRIARCHY
YES, WE ARE AWARE AND
YES, WE ARE MANY

EXHAUSTING

SO THAT WE RUN THE FIGHT
AGAINST THE MINDS OUT OF
THE TUNE THAT VIOLATES



SAY IT

OUR IDEAS
OUR EMOTIONS
OUR OPINIONS
OUR QUESTIONS
OUR TIME

LOUD

WORK DOESN'T HAVE GENDER
BUT GENDERS HAVE TO WORK
TOGETHER TO TUNE INTO A SONG
THAT RHYMES WITH THE
FREQUENCY OF OUR VALUES



WORTH I

WORK SMARTER, NOT HARDER

FEEL THE IMPACT



Women and girls

HAVE TO GRAPPLE



WITH THE PRESSURE

100190 - A workplace free from violence and harassment.

NO MORE
SIT ence

Standing together

BREAKING THE CYCLE

"The intertwined crises of gender-based violence and economic justice present an opportunity to push for robust and transformative mechanisms to prevent and respond to GBVH, including the ratification and effective implementation of C190." Tanya Khokhar

"We can wear black clothes and embark on marches everyday, but if we don't act when it matters - it's a cold comfort for victims and families who lost their loved ones." Bonginkosi Madikizela

"Making our workplaces accountable for the implementation of Convention C190 will take years of hard work and an assertive attitude in our unions. From our organizations we must be constant, relentless and consistent to succeed." Angelica Ordonez Charpentier

"Why has what is so grotesquely abnormal become normalised to us in this country?" Graca Machel

"Gender-based violence is a global challenge and we need a global response." Deirdre Brown

"Let us work for a time when we no longer need these 16 days of Activism." Cyril Ramaphosa

"When I think about the gender inequality or gender-based violence, truly, I want to cry out loud, and lighten the heaviness in my heart." Uday Singh Karki

"The approach of this trailblazing and visionary Convention is to recognise that gender-based violence and harassment is a systemic issue rooted in unequal and abusive power relations in society as in the world of work, and intersecting systems of oppression." Chidi King

Raising our voices

WHAT ARE YOU
LOOKING AT?
DID YOU LISTEN
TO WHAT I JUST
SAID?

'I thought better of you'

revolution

I GOT THIS

Futureproof Your Career: How To Lead And Succeed In A Changing World is out now.

Watercolour in Wood, Catarina Viegas

Tip

E
D
U
C
A
T
E

Bullying is so ugly it's hard to define

It hides in corners and moves like slime

It hits you hard and sends you reeling

Looking down on the world from a very high ceiling.

As you drive home from work

Your still feeling low

Still concussed from the invisible blow.

You pretend to yourself it doesn't exist

But as each day passes the bully persists.

In the end you're so weak

You can't pick up the phone

You can't speak broken hearted

And all alone.

men

The bully is your boss
And doesn't give a toss.

You're just grist for the mill

Plenty more to be found.

You're free will pummelled

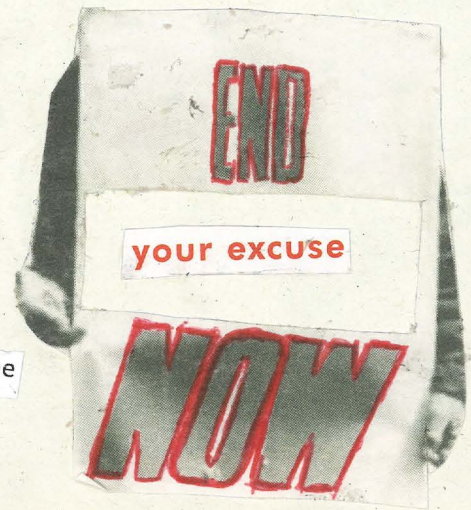
Into the ground.

FIGHT BACK, FIGHT BACK,

Give the bullies the sack

Clean up the slime

Make the workplace Sublime



Here's a poem of mine about harassment and inequality/oppression in the workplace:

Within workplace parameters
that should not restrict
the weight of a rigid, stern look
and a strident Minotaur voice
with no room allowed for compromise
close in like a shrinking Tardis.

No doctor could free me
unless this personal oppression
would be stopped by new regulation
and empathic vigilance
from an outside body.

Though we are all
technically external to one another,
we are all invisibly connected.

no one deserves
to be abandoned in a sunless cave.
We must look after one another -
we have to be each other's light.

You, and I, and everyone,
all working together,
can soften the Minotaur :

The possibilities
of the workplace
could be infinite
and beautifully-productive
for the Good of All.



GLOBAL

Change

now

60% OF BANGLADESH AND INDIAN GARMENT FACTORY WORKERS EXPERIENCED SOME TYPE OF HARRASSMENT AT WORK, VERBAL ABUSE OR PHYSICAL ABUSE.

#16DAYSOFACTIVISM



A Perspective from Malaysia



'Ebit Lew, 37, was slapped with eleven charges of sexual harassment'
'Ain, a secondary school student, posted a video on social media that reveals her male physical education teacher had joked about rape in class.'
'A 26-year-old dance instructor has shared her experience of being sexually harassed by her boss in hopes of encouraging other victims to speak on their personal struggles.'
'A former Malaysian athlete speaks up on sexual abuse by her coach which began with inappropriately touching her during training sessions in her early teens.'
How many more victims need to suffer in order to demand an end to sexual harassment in Malaysia?

Now



1. Workplace Harassment Is Not Part of the Job
2. Beauty provokes harassment, the law says, but it looks through men's eyes when deciding what provokes it
3. Women should not be forced to accept sexual harassment as the price of admission to a life and career in the political world
4. We're working together against domestic abuse until women and children are safe
5. We're not going to fix the sexual harassment epidemic unless we can acknowledge that this is not a women's issue, this is a man's issue
6. Sexual harassment - Speaking Out And Standing Up
7. We can protect ourselves, we just don't need you to harm us.

Now



The fight is Global

CHANGEMAKING

tackling violence and

POLITICAL CHANGE

harassment at work



BE

Press release
UK ratifies treaty tackling violence and harassment at work

Work and Pensions Secretary Thérèse Coffey deposits treaty tackling workplace violence, completing the ratification process for the UK.

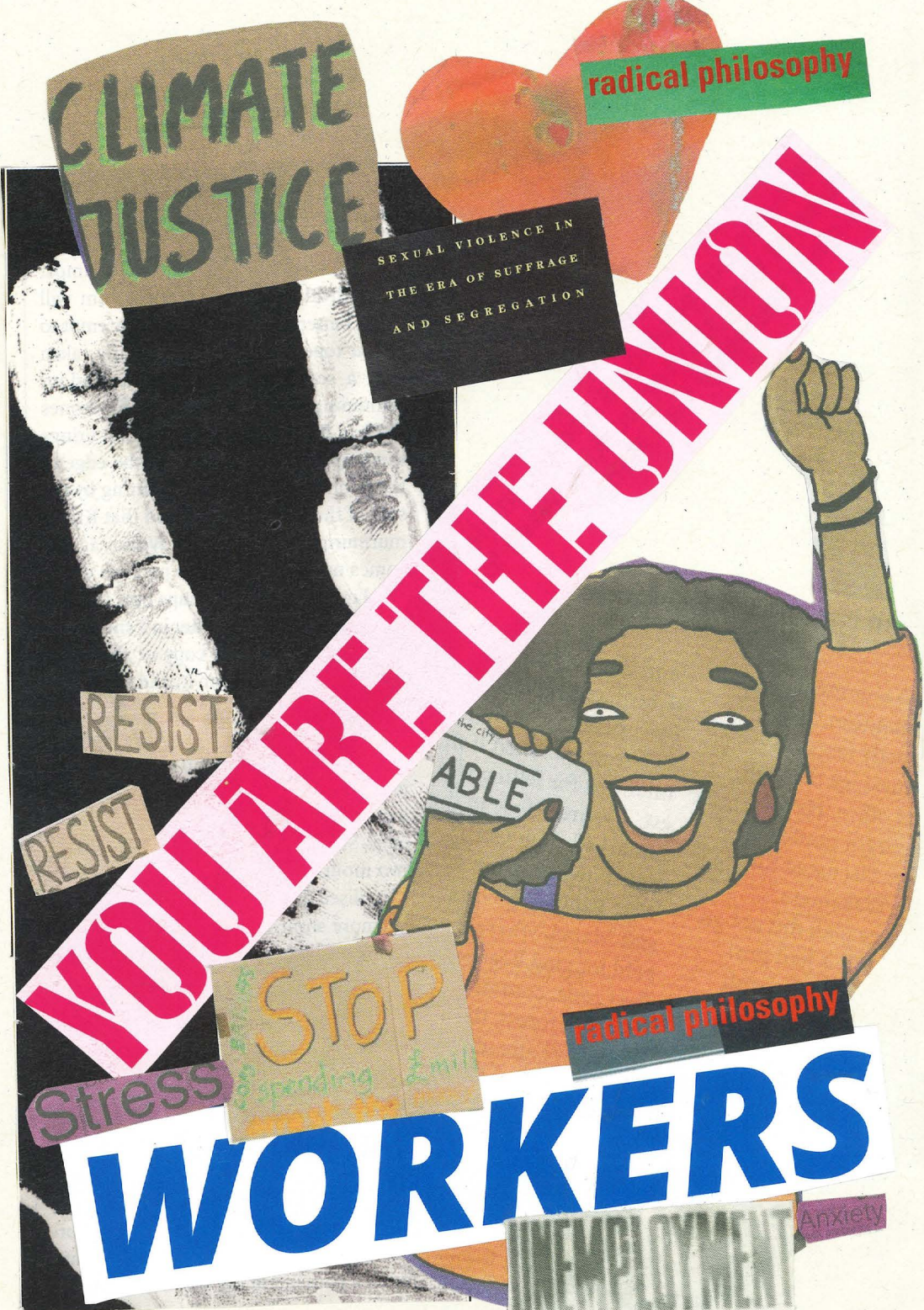
The

CHANGE

SOLIDARITY

IN

ACTION



Seeing what people have created as part of this has...

"Inspired me to be part of a global movement of individuals seeking to create lasting and meaningful change".

"Showed me the collective power of feminist campaigning and how much we can achieve together. When we raise our voices to tell our truths, we can no longer be silenced".

Changing the world
with **women and girls**
act:onaid

If you would like to join the
community campaigner network, get
in touch at **campaign@actionaid.org**



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