

**RESOLUTION #7: CONFRONTING GENDER-BASED VIOLENCE (GBV) IN AFRICA AND THE ARAB COUNTRIES.**

**The 14<sup>th</sup> Africa and the Arab Countries Region Conference (AFRECON)  
Meeting in Accra, Ghana, 11-14 November 2025**

**WHEREAS** gender-based violence (GBV) continues to devastate lives, undermine dignity, and strip millions, especially women and girls, of their rights, safety, and equal participation in economic, political, and social life;

**ACKNOWLEDGING** that GBV is rooted in deeply entrenched social, cultural, religious, institutional and economic factors that perpetuate power imbalances and the subordination of women and marginalised groups. These factors are too often left unchallenged by existing institutions;

**RECOGNISING** the efforts of trade unions, governments and civil society organisations (CSOs) who have sought to combat GBV through advocacy, policy engagement, worker education and community mobilisation;

**NOTING** with concern that, as of July 2025, only eight countries in our region—the Central African Republic, Lesotho, Mauritius, Namibia, Nigeria, Rwanda, South Africa and Uganda—have ratified ILO Convention 190 (C190), the first international treaty to recognise everyone's right to a world of work that is free from violence and harassment.

**RESOLVES** to:

1. Scale up the campaign for the ratification of ILO Convention 190 in alliance with national trade union centres, civil society and women's rights organisations, to intensify pressure on their governments to ratify and implement the C190.
2. Commit to integrating anti-GBV policies into our union structures and policies. This includes creating dedicated gender focal points, adopting zero-tolerance policies, providing support services for survivors, and ensuring that all union leaders and members receive mandatory gender and GBV education.
3. Advocate for the inclusion of GBV protections in collective bargaining agreements and workplace regulations to ensure that employers are held accountable for providing safe, inclusive and harassment-free work environments.

**REQUESTS** that the PSI regional secretariat establishes a regional GBV monitoring mechanism to track progress, provide technical support and facilitate peer learning.

**Submitted by:** *Botswana Public Employees Union (BOPEU), Botswana*