

**Joint Regional Spotlight Initiative with the
Caribbean Employers Confederation (CEC)
and the
Caribbean Congress of Labour (CCL)**

**A Resolution to Adopt
Joint Policy Positions
to address Gender-Based
Violence at the Workplace**

Whereas This Caribbean-wide Joint Regional Spotlight Initiative is a collaboration between the Caribbean Congress of Labour (CCL) and the Caribbean Employers Confederation (CEC) aimed at eliminating all forms of violence against women and girls (VAWG) and

Whereas the aim is to develop awareness of the linkages between VAWG in the family and the world of work, as well as to influence regional policies and

Whereas the delegates of this workshop acknowledge that the Joint Spotlight Initiative Regional Programme is a significant opportunity for workers and their representatives to create and shape workplace policies and cultures to address gender-based violence and

Whereas the CEC and CCL under the Joint Spotlight Initiative Regional Programme desire a comprehensive set of joint policy positions on addressing GBV at the workplace and

Whereas the approach adopted to develop these policy positions was predicated on the survivor-centred approach. This approach, according to UNICEF, aims to put the rights of each survivor at the forefront of all actions and ensure that each survivor is treated with dignity and respect and

Whereas the joint policy positions contained within THE CEC and CCL JOINT WORKPLACE MODEL POLICY TO ADDRESS GBV AT THE WORKPLACE, are general guidelines and are not intended to be a binding contract, expressed or implied, to organisations in support of this resolution and

Whereas all parties to the resolution shall have the authority to review, amend and edit the Model Policy for appropriate implementation in specific contexts and

Whereas notwithstanding the aforementioned, all parties resolve to maintain the following fundamental principles even as amendments are made:

1. That at all times the employers put the rights of each survivor at the forefront of all actions and ensure that each survivor is treated with dignity and respect.
2. That the policy recognises all forms of GBV at the workplace according to ILO baseline protection.

3. That the policy acknowledges the multiple and intersecting forms of discrimination and their impact on experiences of violence and harassment, and that gender-based violence and harassment disproportionately affects women and girls, and LGBTQ+.
4. That in cases where there is no recognised union, that the employer commits to either social dialogue and full participation of employees or commits to engaging independent subject matter experts at all stages of the implementation of this policy.
5. That the scope of the policy takes into account all contexts to which the term 'work related' can be applied and does not deny any individual the right to justice.
6. That the employer commits to a comprehensive GBV risk assessment which will inform, update or amend the model policy.
7. That employer and employee both acknowledge shared responsibility for creating a safe working environment.
8. That there is a further commitment to education and training at all levels of the organisation as a central tool in promoting behaviour and culture change to create safe spaces free of GBV.
9. That an environment of trust is nurtured so that confidentiality and freedom from victimisation are ensured.
10. That in the instances where disciplinary action is required, that the process reflects the tenets of natural justice.

NOW THEREFORE BE IT RESOLVED by the delegates to this 2nd Workshop of the CEC and CCL Joint Regional Spotlight Initiative to develop joint policy positions to address GBV at the workplace, that THE CEC and CCL JOINT WORKPLACE MODEL POLICY TO ADDRESS GBV AT THE WORKPLACE attached hereto as Appendix A is adopted by affirmation and is applicable to all participating affiliates of the CEC and CCL to guide the implementation of workplace policies at their respecting establishments.