

20 August 2020

Senator the Hon. Marise Payne  
Minister for Foreign Affairs  
Minister for Women  
PO Box 6100  
Senate  
Parliament House  
Canberra ACT 2600  
By email: [ministerforwomen@pmc.gov.au](mailto:ministerforwomen@pmc.gov.au)

cc. Prudence Mooney, Cathryn Hawkins and Ally Foat

Dear Minister,

**ILO Convention 190 on the elimination of violence and harassment in the world of work**

We are writing at the request of ERA's 64 member organisations and the 65 partner organisations listed below to urge Australia to ratify ILO Convention 190 on violence and harassment in the world of work.

The report of the National Inquiry into Sexual Harassment in Australian Workplaces notes that harassment in Australian workplaces is prevalent and pervasive. The prominent examples of harassment in the legal profession in recent weeks are just the tip of the iceberg. As the Australian Human Rights Commission's fourth National Survey on Sexual Harassment in Australian Workplaces discovered, almost two in five women (39%) and just over one in four men (26%) have experienced sexual harassment in the workplace in the past five years. The negative impacts of harassment on the physical, mental, emotional, social, and economic well-being of those affected is well documented.

We therefore call upon the Australian Government to act in accordance with Recommendation 15 of the [Respect@Work: Sexual Harassment Report](#) and ratify the International Labour Organisation ILO Convention 190 concerning the elimination of violence and harassment in the world of work and to move swiftly to implement the recommendations made in that Convention.

We would be happy to speak further or answer any questions you might have about this letter. I can be contacted at [era@ywca.org.au](mailto:era@ywca.org.au) or on 0413 065 822.

Yours sincerely,



Helen Dalley-Fisher  
Program Manager

**Equality Rights Alliance**

Women's Voices for Gender Equality  
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This request is endorsed in whole or in part by the following organisations:

- Aboriginal Legal Rights Movement
- Alevi Federation of Australia
- Australasian Council of Women and Policing
- Australian Baha'i Community – Office of Equality
- Australian Centre for Leadership for Women
- Australian Council for International Development – Gender Equity Working Group
- Australian Federation of Medical Women
- Australian Graduate Women
- Australian Motherhood Initiative for Research and Community Involvement
- Australian National Committee for UN Women
- Australian Women's Health Network
- CARE Australia
- Children by Choice
- COTA Australia
- FECCA Women's Committee
- Feminist Legal Clinic
- Fitted for Work
- Girl Guides Australia
- Good Shepherd Australia New Zealand
- Homebirth Australia
- Immigrant Women's Speakout Association NSW
- International Women's Development Agency
- JERA International
- Jessie Street National Women's Library
- Justice Connect
- Marie Stopes Australia
- Maternity Choices Australia
- Migrant Women's Lobby Group of South Australia
- National Association of Services Against Sexual Violence
- National Council of Churches of Australia Gender Commission
- National Council of Jewish Women of Australia
- National Council of Single Mothers and their Children
- National Council of Women of Australia
- National Foundation for Australian Women
- National Older Women's Network
- National Union of Students (Women's Department)
- NSW Council of Social Services
- Project Respect
- Public Health Association of Australia (Women's Special Interest Group)
- Reproductive Choice Australia
- Safe Motherhood for All
- Sexual Health and Family Planning Australia
- Sisters Inside
- Soroptimist International
- Unions NSW
- Union of Australian Women
- United Nations Association of Australia Status of Women Network
- Victorian Immigrant and Refugee Women's Coalition
- VIEW Clubs of Australia

- Women in Adult and Vocational Education
- Women in Engineering Australia
- Women on Boards
- Women Sport Australia
- Women with Disabilities Australia
- Women's Equity Think Tank
- Women's Electoral Lobby
- Women's Health Victoria
- Women's Housing Ltd
- Women's Information Referral Exchange
- Women's International League for Peace and Freedom
- Women's Legal Services Australia
- Women's Property Initiatives
- Working Against Sexual Harassment
- YWCA Australia
- Zonta International Districts 22, 23 and 24