

Workers' Rights Watch- Theory of Change

A social justice driven world where all women workers enjoy access to full, productive employment and decent work that guarantee the realisation and enjoyment of their rights.

Impact

All women workers are free from all forms of gender-based violence and exploitation in the workplace

Accountable, robust and inclusive systems and practices that guarantee decent work and enhance participation for all women workers

Dignity, voice and wellbeing for all women workers

Outcomes

Reduced gender inequalities and incidences of gender based violence targeting women workers at work place

Accelerated social dialogue with government and/or companies to reduce the widespread and systematic violations of female workers & trade union rights

Improved accountability, robust and inclusive systems by employers and labour facing institutions and duty bearers that enhance participation for all women workers

Increased participation and organisational visibility in defining women at work global discourse and decent work

Outputs

- Strengthened individual and institutional capacity
- Increased strength, resilience, solidarity and collective bargaining power among women workers

Labour rights institutions and feminist movements influence social, economic, political, and judicial institutions, structures, and norms

Employers implement codes of practice and engage in ethical business that advance women workers rights.

-Increased visibility in defining public and global discourse
-Improved coordination and collaboration between state and non-state actors

Interventions

Build women workers and women led institutional capacity to prevent, respond and tackle all forms of gender based violence

Feminist driven advocacy and campaigns targeting government, policy makers, employers and other non-state actors.

Enhance capacities and reinforce the roles played by women workers and employers

Promote policy dialogue and lobby the government including employers to accelerate pro women workers reforms in the work place

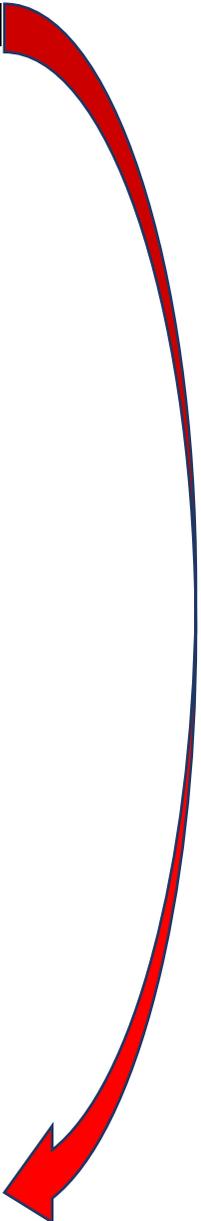
Proposed Solution: Enhance capacities of women workers and advocate for accountable, robust and inclusive systems and practices that are free from all forms of gender-based violence, guarantee decent work, reduce the widespread and systematic violations of trade union rights and enhance participation for all female workers.

PROBLEMS

Increased gender inequalities and incidences of gender based violence adversely affect women at work place
Poor accountability and exclusive systems by employers and labour facing institutions and duty bearers that exploit and inhibit participation by women workers.

Widespread and systematic violations of trade union rights by government and/or companies putting fundamental rights under threat.

Weak participation and organisational visibility in defining women at work global agenda



Proposition Statement: All women workers are free from all forms of gender-based violence in the workplace and are protected by accountable, robust and inclusive systems and practices that guarantee decent work, reduce the widespread and systematic violations of trade union rights and enhance participation for all female workers.

Assumptions:

- Strategic partnerships and solidarity with diverse stakeholders and human rights actors strengthens women labour rights work and is a source of security.
- Employers and labour facing institutions and duty bearers are interested in and willing to invest time and energy in women focused organisational interventions and institutional capacity development programs.
- Governments are equipped with information and access to resources which will enable them to implement effective governance systems and mechanisms and have a coherent approach towards women workers labour rights and related violations.
- Governments agencies formulate and adopt policies that support and sustain an enabling environment for feminist labour rights movements, organisations and institutions to thrive
- Safe and enabling spaces for civil society and women workers labour rights work are a prerequisite for positive, long-term change.
- Organizations, collectives, campaigns, movements and other forms of organized feminist human rights work are strengthened by the inclusion of diverse voices, experiences, and ideas.