

Breakout 3

How to deal with harassment and discrimination of female workers?

Ideas

Can we enlist tripadvisor, wikitrrip, et al , to use good performance in gender equality practices as a criteria for recommendation?

(Just like guides recommend some destinations / services as being friendly to women tourists) or define sustainability to include human rights certification scheme?

Lessons learnt from ECPAT & Child protection progress

Adapting similar strategies including NGOs' role in monitoring and reporting

Industry-based grievance mechanism on harassment and discrimination?

Who would own it? How would it be implemented? How would it preserve confidentiality and avoid reprisal?

Supporting Women Empowerment

Tourism can be one of the women empowerment tool too. Women need opportunities and skills or knowledge on respected areas.
— ANONYM

Quality services with sufficient knowledge will gain confident, so less chances of harassment and discrimination — ANONYM

Require role models to motivate women to bring into this industry
— ANONYM

Work with local governments to ensure non-discrimination and change social norms

Make it an interest of the host governments to address harassment & discrimination in tourism

Use the opportunity presented by the crisis - leverage collective voice of tourism industry to express priority for anti-harassment & anti-discrimination (incl. decent wages & social protection) - perhaps adopting language and approach that is more acceptable to those in power

Decriminalize sex work

Enable access to labour rights to reduce vulnerability to harassment, violence and discrimination

Favorites

Ensure that a policy regarding harrasment and discrimination is integrated in existing certification schemes

Continuously raise awareness about such issues in tourism /work with local governments to ensure non-discrimination and change social norms

Support broad ratification of the ILO Convention C190 i.e. the Violence and Harassment Convention, 2019 (No. 190)