

Gender Based Violence Manifest

In alignment and full support of the UN “Declaration on the Elimination of Violence against Women”¹ and the “Council of Europe Convention on preventing and combating violence against women and domestic violence”² German Sparkassenstiftung for International Cooperation (DSIK) denounces all forms of gender-based violence (GBV).

For the purposes of this document, gender-based violence includes violence against women as well as domestic violence. While women and girls are by far the most affected by GBV, all genders can encounter it. Due to the hereditary and structural nature of gendered inequalities, GBV does not only affect individuals but families and communities, which can lead to devastating effects.

For DSIK and in accordance with international conventions³ gender-based violence is any violence committed because of a person’s gender or violence that affects any one gender disproportionately. GBV includes but is not limited to acts that cause:

- Physical harm (e.g. beating, strangling, pushing, use of weapons),
- Sexual harm (e.g. sexual acts or attempts, trafficking, harassment),
- Psychological harm (e.g. abusive behaviors such as controlling, coercion, blackmail), or economic harm and suffering.

DSIK recognizes that gender-based violence is perpetrated in private, public and digital spaces – including the workplace. As a global employer DSIK accepts its responsibility – laid out in the ILO (International Labor Organization) “Violence and Harassment Convention, 2019”⁴ – in creating, maintaining, and ensuring a working environment free from violence and harassment for all its employees regardless of contractual status.

Furthermore, DSIK does not tolerate any form of gender-based violence perpetrated by its own staff, by the staff of its partner organizations or by the participants of one of its workshops or trainings.

To ensure adherence to the above outlined DSIK relies upon the same structures designed to deal with reports of discrimination (see non-discrimination Policy).

¹ <https://digitallibrary.un.org/record/179739>

² <https://rm.coe.int/168008482e>

³ See footnote 1 & 2

⁴ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190