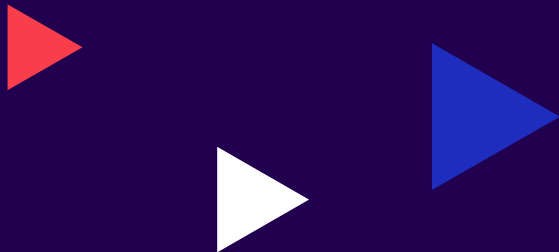




International  
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# A Global Mandate to Prevent and End Violence and Harassment in the World of Work:

ILO Violence and Harassment Convention, 2019 (No. 190)  
and Recommendation (No. 206)



# Violence and harassment in the world of work

- Violence and harassment is a **widespread phenomenon**, in all countries.
- It **affects everyone**, although some groups or certain occupations or work arrangements are more at risk.
- A **range of factors can lead to or increase the risk** of violence and harassment, such as poor working conditions, informality, stress, stigma and discrimination, working in contact with the public, working alone.
- **Crises exacerbate vulnerability**, including risks to violence and harassment.
- Violence and harassment at work **violate human rights and undermine mental and physical health, labour force participation, productivity and sustainable enterprises.**

Advancing social justice, promoting decent work



## Prevalence and frequency of violence and harassment: new ILO-LRF-Gallup report

- ▶ More than **1 in 5 persons in employment** (22.8 per cent or 743 million) have experienced **violence and harassment at work** over their working life.
  - Nearly **1 in 10** (8.5 per cent or 277 million) has experienced physical VH;
  - Nearly **1 in 5** (17.9 per cent or 583 million) has experienced psychological VH;
  - **One in 15** (6.3 per cent or 205 million) has experienced sexual VH.
- ▶ **Women** were particularly exposed to sexual VH, **men** to physical VH.
- ▶ **Youth, migrant, and wage and salaried women and men** were more likely to face violence and harassment at work.
- ▶ More than **3 in 5 victims** of violence and harassment at work said it has happened to them **multiple times**.
- ▶ **Only half of victims** have shared their experience of violence and harassment with someone.
- ▶ Respondents cited “**waste of time**”, “**fear for their reputation**” and “**unclear procedures at work**” as barriers to talk about their own experiences of violence and harassment at work.



## Violence and Harassment: What is the impact?

- **Cambodia (2017)** : a study found that nearly one in three female garment factory workers had been sexually harassed in the previous 12 months, at a cost of US\$89 million per year (equivalent to 0.52% of Cambodia's GDP).
- **Australia (2019)** The economic costs of sexual harassment in the workplace: In 2018, workplace sexual harassment imposed a number of costs. The costs included in the model were: \$2.6 billion in lost productivity, or \$1,053 on average per victim; \$0.9 billion in other costs, or \$375 on average per victim.
- **Sri Lanka (2022)**: impacts of workplace violence and harassment has led to the loss of six working days per employee every year, costing the nine Sri Lankan companies surveyed at least \$1.7 million.

Why preventing and eliminating violence and harassment in the world of work is important?

## Violence and harassment in the world of work...

...threatens equal opportunities, is **unacceptable and incompatible with decent work.**

...can constitute a **human rights violation or abuse**

...affects a person's **health, dignity, and family and social environment.**

...may **prevent** persons, particularly women, **from accessing, and remaining and advancing in the labour market.**

...is incompatible with promoting **sustainable enterprises** and impacts on **workplace relations, enterprise reputation and productivity.**



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- C190 and R206 were adopted by a large tripartite majority of the International Labour Conference.
- C.190 and R. 206 are an historic opportunity to shape a future of work based on dignity and respect for all.
- C190 and R206 are evidence of the enduring value and strength of social dialogue and tripartism, and social dialogue and tripartism are essential to implementing them at national level.

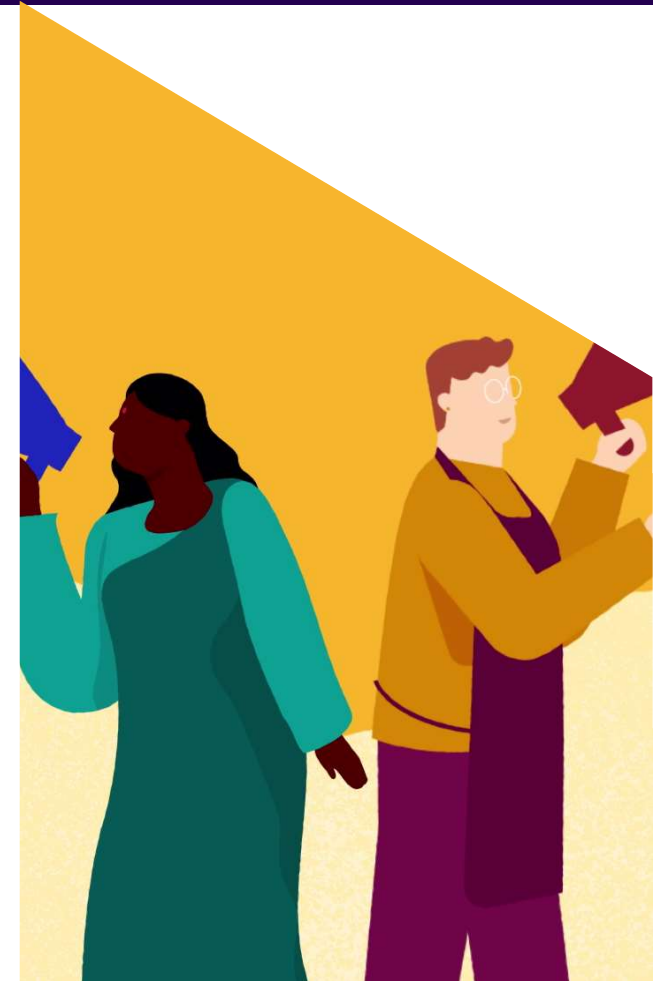


## C.190 and R206: innovative elements

- They recognise the **right of everyone to a world of work free from violence and harassment**, including **gender-based violence and harassment**.
- C190 and R206 **brings together the world of discrimination and occupational safety and health**.
- They recognize **different and complementary roles and functions of governments, employers and workers**, with the varying nature and extent of their responsibilities.
- The Convention takes into consideration:
  - the **evolving nature of work**;
  - the **underpinning elements of violence and harassment**;
  - **third parties** as both victims and perpetrators;
  - the **groups, sectors, occupations and work arrangements more exposed to violence and harassment**;
  - **accessibility** as a core element that needs to be considered;
  - linkages between **domestic violence** and the world of work.

## C190 and R206: innovative elements and core principles (I)

C190 calls for the respect, promotion and realisation of the **right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment.**





# What is violence and harassment?

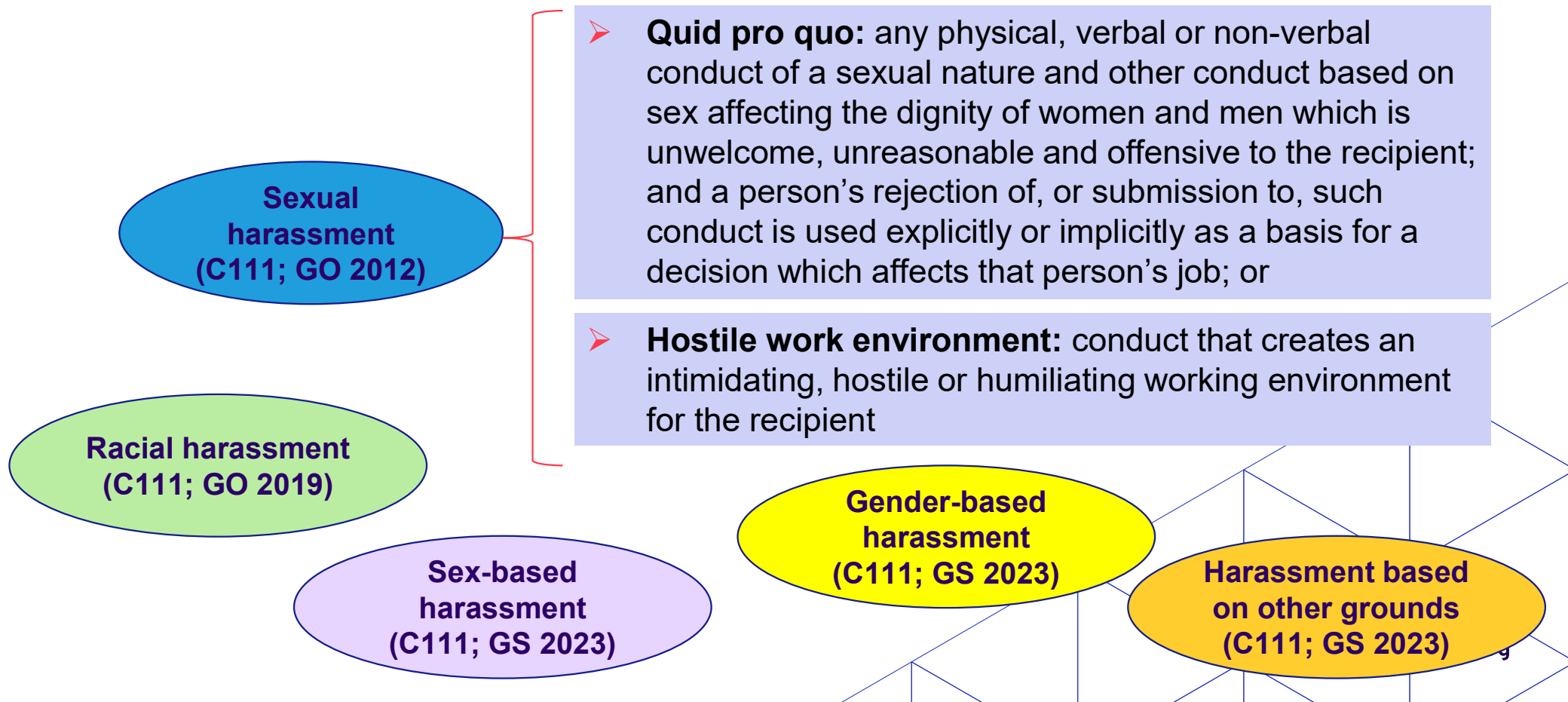
**Violence and harassment:** a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, **and includes gender-based violence and harassment**



**Gender-based violence and harassment:** Violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, **and includes sexual harassment.**

Definitions in national laws and regulations may provide for a single concept or separate concepts

# Sexual harassment and other forms of discrimination-based harassment as a serious form of discrimination under Convention No. 111



# Who is protected?

The Convention applies to **all sectors**, whether private or public, in the formal and informal economy, and whether in urban or rural areas.

## The Convention protects workers and other persons in the world of work:

- employees as defined by national law and practice
- persons working irrespective of their contractual status
- persons in training, including interns and apprentices
- workers whose employment has been terminated
- volunteers
- jobseekers and job applicants
- individuals exercising the authority, duties or responsibilities of an employer

The Convention requires Members to take into account violence and harassment involving **third parties**, where applicable, when adopting an inclusive, integrated and gender-responsive approach

# And where and when?

## Violence and harassment in the world of work

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*Occurring in the course of, linked with or arising out of work:*

- The workplace
- Public and private spaces, where they are a place of work
- Places where worker is paid, takes a rest break or a meal
- Sanitary, washing and changing facilities
- Work-related trips, travel, training, events or social activities
- Through work-related communications
- Employer-provided accommodation
- Commuting to and from work

## C190 and R206: innovative elements (II)

**Domestic violence has an impact in the world of work:**



The instruments require Members to:

*Convention  
No. 190*

- **Recognize its effects**
- So far as is reasonably practicable, **mitigate its impact**

*Recommendation  
No. 206*

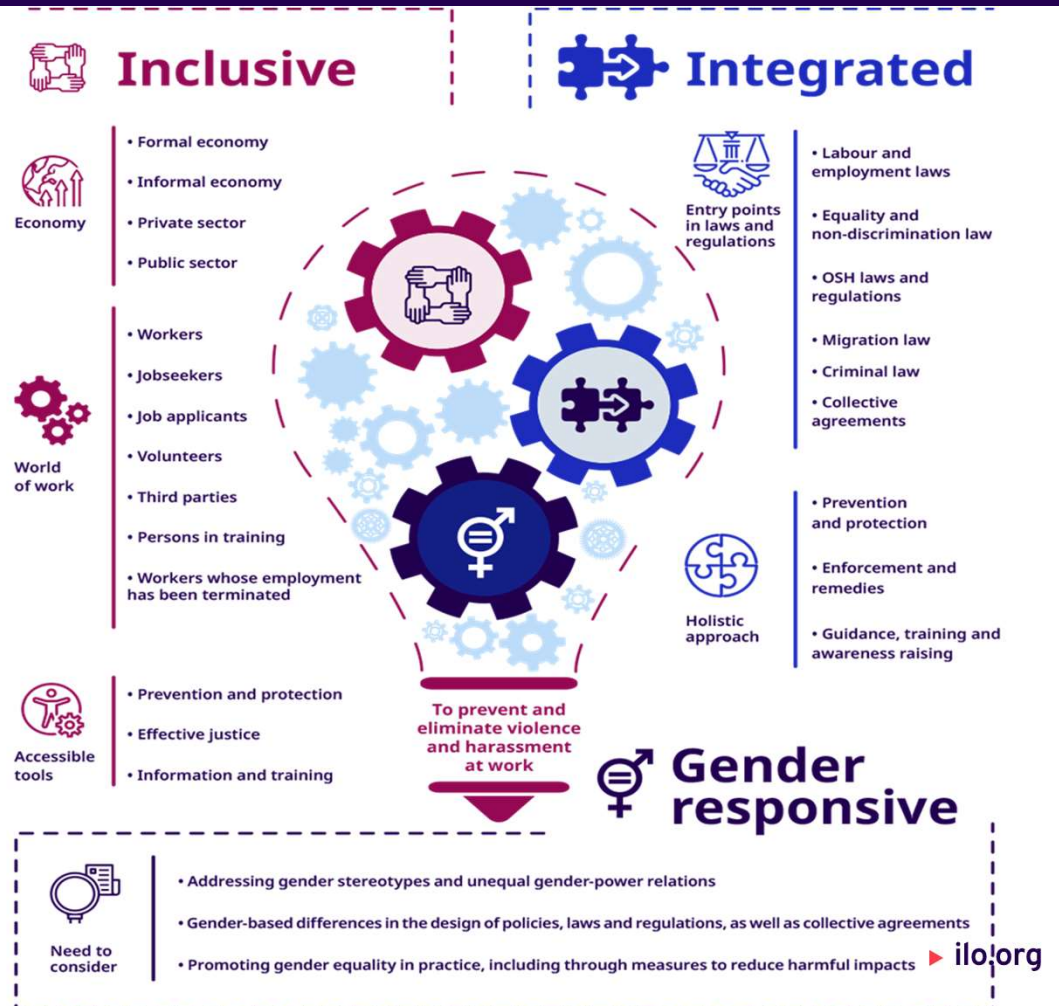
- Leave for victims
- Flexible work arrangements
- Temporary protection against dismissal
- Including domestic violence in workplace risk assessments
- Awareness-raising

# C190 and R206: innovative elements and core principles (III)

It calls for the adoption of an **inclusive, integrated and gender-responsive approach**, in consultation with employers' and workers' representatives:

- Recognizes **different and complementary roles and functions of governments, employers and workers**, with the varying nature and extent of their responsibilities
- Takes into consideration:
  - the **underpinning elements of violence and harassment**;
  - the **sectors, occupations and work arrangements more exposed to violence and harassment**;
  - **role of public officials in the case of informal economy workers**.

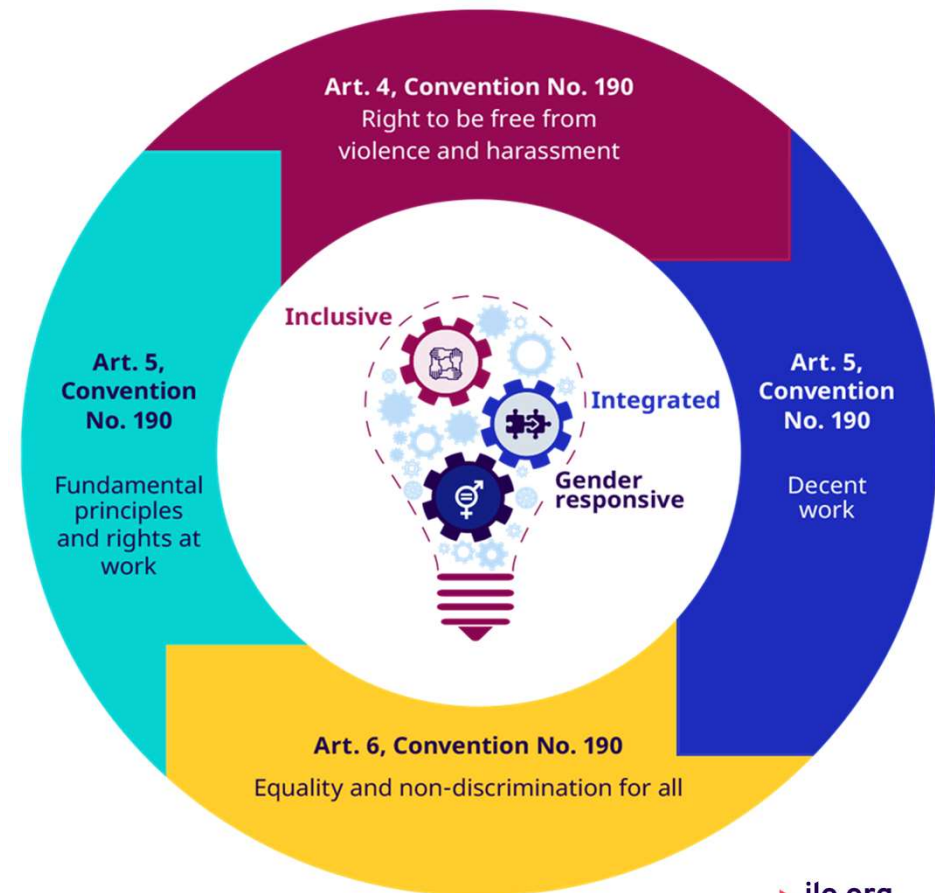
Advancing social justice, promoting decent work



## C190 and R206: innovative elements and core principles (IV)

C190 and R206 is grounded in a **rights-based framework**:

- C190 and R206 call for the respect, promotion and realisation of **FPRW and decent work**, with a focus on **equality and non-discrimination for groups in vulnerable situations** are more at risk.



## Promoting equality, reduces violence and harassment

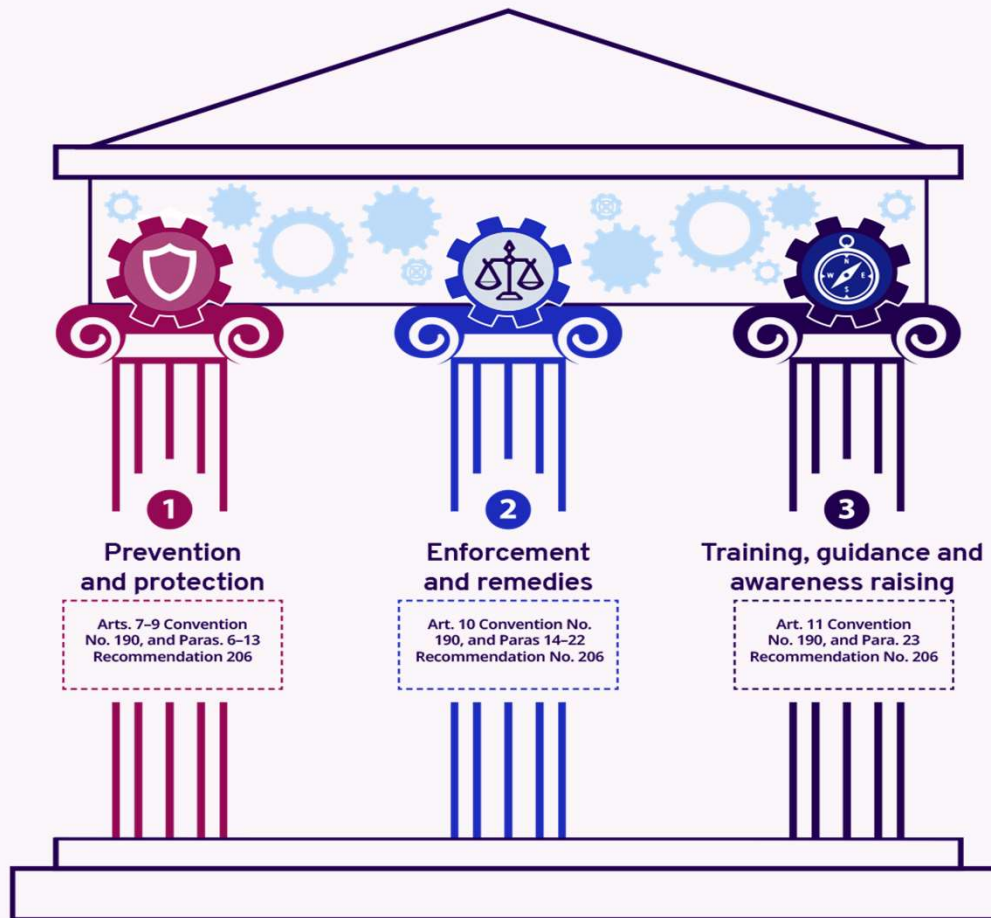
**Increase of one female director is associated with a 21.81% decrease in workplace sexual harassment** and firms with high board gender diversity synchronize the reduction in sexual harassment with improved social policies ([2022](#))

**Women's overall integration into upper administrative in institutions of higher education positions reduces harassment claims** ([2020](#)).

According to ILO data, **when diversity and inclusion actions are embedded in enterprise strategy and culture, respondents are 13 per cent more likely to report high levels of personal well-being** ([2022](#)).




# C.190 and R.206: The pillars of the inclusive, integrated and gender-responsive approach



## C.190 and R.206: The pillars of the inclusive, integrated and gender-responsive approach

**PREVENTION  
AND  
PROTECTION**  
(Art. 7-9 C190  
and §§ 6-13  
R206)



- **Defining and prohibiting in law and regulations** (C190 Art. 7)
- Recognizing the important role of public authorities in the case of **informal economy workers** (C190 Art. 8)
- Identifying **groups, sectors, occupations or work arrangements more exposed**, and taking measures to protect such persons (C190 Art. 8; R206 Para. 9, 10, 11 & 13)
- Requiring **employers to take appropriate steps commensurate with their degree of control to prevent violence and harassment in the world of work**(C190 Art. 9; R206 Para. 7 and 8)
  - Adopting **workplace policies**
  - Taking into account **violence and harassment and its associated psychosocial risks in OSH and risk-assessments**
  - Providing **training and information**
  - Workers' collaboration

## Workplace policies: key elements to be included (R206, § 7)

Members should, as appropriate, specify in laws and regulations that workers and their representatives should take part in the design, implementation and monitoring of the workplace policy referred to in Article 9(a) of the Convention, and such policy should:

- (a) **state that violence and harassment will not be tolerated;**
- (b) establish violence and harassment **prevention programmes** with, if appropriate, measurable objectives;
- (c) specify the **rights and responsibilities of the workers and the employer;**
- (d) contain information on **complaint and investigation procedures;**
- (e) provide that all **internal and external communications related to incidents of violence and harassment will be duly considered**, and acted upon as appropriate;
- (f) specify the **right to privacy of individuals and confidentiality (...);** and
- (g) include **measures to protect complainants, victims, witnesses and whistle-blowers against victimization or retaliation.**

## Taking into account violence and harassment and associated psychosocial risks in OSH and risk-assessments (R206, § 8)

The workplace risk assessment referred to in Article 9(c) of the Convention should take into account factors that increase the likelihood of violence and harassment, including psychosocial hazards and risks. Particular attention should be paid to the hazards and risks that:

- a. arise from **working conditions and arrangements**, work organization and human resource management, as appropriate;
- b. **involve third parties** such as clients, customers, service providers, users, patients and members of the public; and
- c. **arise from discrimination, abuse of power relations, and gender, cultural and social norms that support violence and harassment.**

## C.190 and R.206: The pillars of the inclusive, integrated and gender-responsive approach

### ENFORCEMENT AND REMEDIES

(Art. 10 C190 and §§ 14  
to 22 R206)



- Establishing or strengthening **reporting and dispute resolution mechanisms**
- Ensuring access to **remedies** and **support for victims, including against retaliation**
- Ensuring **workers' right to remove themselves** in case of imminent and serious danger to life, health and safety
- Empowering **labour inspectors** and other authorities
- Providing for **sanctions** and **counselling**

## C.190 and R.206: The pillars of the inclusive, integrated and gender-responsive approach

**GUIDANCE  
AND  
TRAINING**  
(Art. 11 C190  
and §§23 R206)



- Including violence and harassment in **relevant policies**
- **Raising awareness**
- **Gender-responsive education curricula**
- Providing **guidance, resources and training to workers, employers and other relevant authorities** (judges, labour inspectors...)
- Developing materials for **journalists** and media personnel

## Ratifications (as of January 25<sup>th</sup>, 2024)

**Uruguay:** June 12<sup>th</sup>, 2020

**Fiji:** June 25<sup>th</sup>, 2020

**Namibia:** December 9<sup>th</sup>, 2020

**Argentina:** February 23<sup>rd</sup>, 2021

**Somalia:** March 8<sup>th</sup>, 2021

**Ecuador:** May 19<sup>th</sup>, 2021

**Mauritius:** July 1<sup>st</sup>, 2021

**Greece:** August 30<sup>th</sup>, 2021

**Italy:** October 29<sup>th</sup>, 2021

**South Africa:** November 29<sup>th</sup>, 2021

**United Kingdom of Great Britain and Northern Ireland:**  
March 7<sup>th</sup>, 2022

**San Marino:** April 14<sup>th</sup>, 2022

**Albania:** May 6<sup>th</sup>, 2022

**Antigua and Barbuda:** May 9<sup>th</sup>, 2022

**Spain:** May 25<sup>th</sup>, 2022

**El Salvador:** June 7<sup>th</sup>, 2022

**Peru:** June 8<sup>th</sup>, 2022

**Central African Republic:** June 9<sup>th</sup>, 2022

**Mexico:** July 6<sup>th</sup>, 2022

**Barbados:** September 1<sup>st</sup>, 2022

**Panama:** November 1<sup>st</sup>, 2022

**Nigeria:** November 8<sup>th</sup>, 2022

**Bahamas:** November 30<sup>th</sup>, 2022

**Ireland:** January 12<sup>th</sup>, 2023

**Canada:** January 30<sup>th</sup>, 2023

**Lesotho:** March 15<sup>th</sup>, 2023

**France:** April 12<sup>th</sup>, 2023

**Australia:** June 9<sup>th</sup>, 2023

**Chile:** June 12<sup>th</sup>, 2023

**Belgium:** June 13<sup>th</sup>, 2023

**Germany:** June 14<sup>th</sup>, 2023

**Uganda:** August 7<sup>th</sup>, 2023

**Papua New Guinea:** September 27<sup>th</sup>, 2023

**Norway:** October 6<sup>th</sup>, 2023

**North Macedonia:** October 23<sup>rd</sup>, 2023

**Rwanda:** November 1<sup>st</sup>, 2023

## C190 and R206: a few ILO resources

[Convention No.190 concerning the elimination of violence and harassment in the world of work](#)

[Recommendation No. 206 concerning the elimination of violence and harassment in the world of work](#)

[ILO Guide on C190 and R206 \(2021\) - Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No. 206 \(pdf version\) \(interactive version\)](#)

[ILO, LRF, Gallup. Experiences of violence and harassment at work: A global first survey \(2022\)](#)

[ILO. Violence and Harassment at Work: A Practical Guide for Employers \(2022\)](#)

[ILO Report on OSH and V&H: Safe and healthy working environments free from violence and harassment \(2020\)](#)

[Mental health at work: Policy Brief \(ILO and WHO, 2022\)](#)

[Healthy and safe telework: Technical Brief \(ILO and WHO, 2022\)](#)

[ILO Series of Technical Briefs – Violence and harassment in the world of work \(2020\)](#)

[Easy-to-read Guide C190 - Some world agreements about stopping violence and harassment at work \(2020\)](#)

[ILO. How to Promote Disability Inclusion in Programmes to Prevent, Address and Eliminate Violence and Harassment in the World of Work. \(2021\)](#)

[ILO Violence and Harassment Convention No. 190 and Recommendation No. 206, Policy brief for workers' organisations \(2020\)](#)

[ILO Empowering women at work: Government laws and policies \(2021\)](#)

[ILO Topic Portal on the Eliminating Violence and Harassment in the World of Work](#)

[ILO Ratification Campaign – ILO Campaign Toolkit](#)





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Thank you!

