



**A Global Mandate to End Violence  
and Harassment in the World of Work:  
ILO Convention (No.190)  
and Recommendation (No.206)**



CONVENTION No.190



RECOMMENDATION No. 206

**The right of everyone to a world  
of work free from violence and  
harassment**

**including gender-based violence and harassment**

# WHAT IS ADDRESSED?



## **Violence and harassment (Art. 1(1)(a) C.190):**

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 (Art. 1(1)(b) C.190):**

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 (Art. 1(2) C.190)**

# CORE Obligations



**Respect, Promote and Realize  
The right of everyone  
to a world of work free from violence and harassment**



**Adopt an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work**

# INCLUSIVE

## No one should be subject to violence and harassment



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

# WHERE AND WHEN Protected



## 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



# Integrated

## Range of laws and policies

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- Labour and employment
  - Equality and non-discrimination
  - Occupational safety and health
  - Migration
  - Criminal



# Gender-responsive

- Gender-based violence and harassment
- Gender stereotypes
- Discrimination – multiple and intersecting forms
- Gender-based power relations
- Sex or gender





# HOW IS IT ADDRESSED?



- 1 PREVENTION AND PROTECTION**
- 2 ENFORCEMENT AND REMEDIES**
- 3 GUIDANCE AND TRAINING**

# HOW IS IT ADDRESSED?



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



- Definition and prohibition (Art. 7)
- Identifying groups sectors, occupations or work arrangements more exposed (Art. 8; see also Art. 9, 10, 11 and 13 R206)
- Preventing (Art. 9, and Art. 8 R206)
  - Adopting workplace policies
  - Taking into account V-H and associated psychosocial risks in the management of OSH
  - Introducing V-H in OSH and risk-assessments
  - Providing training and information

# HOW IS IT ADDRESSED?



## **ENFORCEMENT AND REMEDIES**

(Art. 10 C190 and §§  
14 to 22 R206)



- Safe, fair, effective and gender-responsive reporting and dispute resolution mechanisms (both at and external to the workplace level)
- Appropriate and effective remedies
- Support and protection against retaliation
- Workers' right to remove themselves in case of imminent and serious danger to life, health and safety
- Confidentiality
- Empower labour inspectors and other authorities
- Sanctions and counselling

# HOW IS IT ADDRESSED?



## **GUIDANCE AND TRAINING**

**(Art. 11 C190 and  
§§23 R206)**



- Including V-H in relevant policies
- Raising awareness
- Gender-responsive education curricula
- Providing guidance, resources and training to workers, employers and other relevant authorities (judges, labour inspectors...)

# DOMESTIC VIOLENCE



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



The instruments require Members to:

*Convention  
No. 190*

- **Recognize its effects**
- **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

# CONVENTION No.190: STEPS AHEAD



- All member States are required to **bring the Convention to the attention of the competent national authorities.**
  - The Convention **comes into force for any Member** twelve months after ratification is registered
    - States that ratify the Convention submit regular **reports for review by the ILO Committee of Experts on the Application of Conventions and Recommendations**

**The Convention comes into force one year after two States have ratified it**

# SOURCES



- [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
- Reports of the Standard-Setting Committee on Violence and Harassment in the World of Work: Summary of Proceedings:
  - First discussion 2018: [Summary of Proceedings Provisional Record No. 8B \(Rev.1\)](#)
  - Second discussion 2019: [Summary of Proceedings Provisional Record No. 7B \(Rev.\)](#)

[ILO Website](#)



SOCIAL JUSTICE  
DECENT WORK

Thank you