



International
Labour
Organization

Ending violence and harassment in the world of work

ILO Convention 190 and Recommendation 206

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**#RATIFY
C190**



International
Labour
Organization

- Convention 190 and Recommendation 206 were adopted by a large tripartite majority of the International Labour Conference.
- C. 190 is an international treaty; R. 206 provides guidance on how to implement the Convention.
- C.190 and R. 206 are an historic opportunity to shape a future of work based on dignity and respect for all.



First global definition

Violence and harassment



Range of unacceptable behaviours and practices (or threats)



Aim at, result in, or are likely to result in -



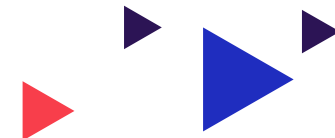
physical, psychological, sexual or economic harm



Includes gender-based violence and harassment



At national level, may be defined as a single or separate concepts



Core Obligations

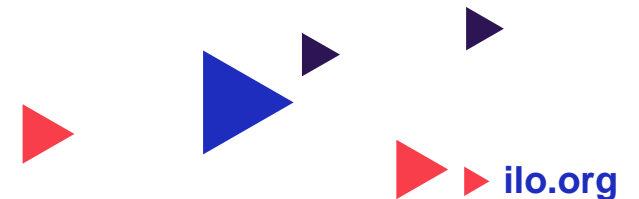
Respect, Promote and Realize
The right of everyone to a world of work free from violence and harassment



**Adopt an inclusive,
integrated and gender-
responsive approach**

Violence and harassment involving third parties - to be taken into
account *where applicable*

*In accordance with national circumstances
In consultation with representative employers' and workers' organizations*



Inclusive – Who

No one should be subject to violence and harassment

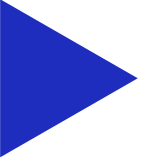
Workers and other persons in the world of work

- employees
 - working irrespective of contractual status
 - 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
- Private/public sector, formal/informal economy, urban/rural areas



WHERE AND WHEN Protected

Violence and harassment in the world of work



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

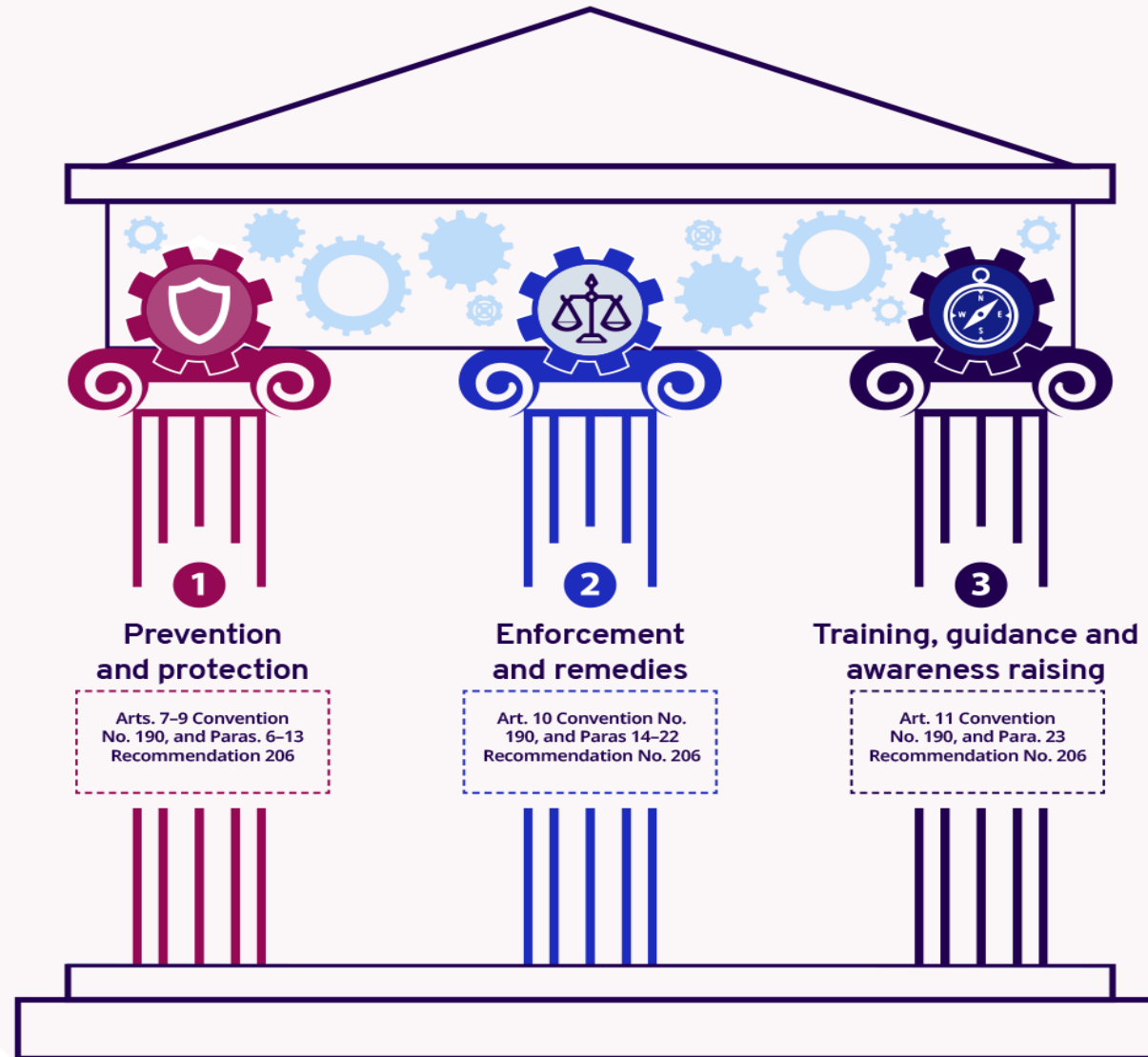


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- ▶ **Workplace** - includes public and private spaces, where they are a place of work
- ▶ Where **paid**, takes a **rest break** or a meal
- ▶ Uses **sanitary, washing and changing facilities**
- ▶ **Work-related trips, travel, training, events or social activities**
- ▶ Through work-related **communications**
- ▶ Employer-provided **accommodation**
- ▶ **Commuting to and from work**

Integrated



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Integrated

Laws, regulations, policies

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

Collective bargaining

Prohibition in law, Prevention, Enforcement, Remedies, Sanctions, Training and Awareness-raising



Gender responsive

- ▶ **Gender-based violence and harassment**
- ▶ **Gender stereotypes**
- ▶ **Unequal gender-based power relations**
- ▶ **Nexus between domestic violence and violence and harassment in the world of work**



Employer Responsibilities

- Take steps *commensurate with their degree of control* to prevent violence and harassment
- *So far as is reasonably practicable*, these include:
 - Workplace policy
 - ✓ in consultation with workers and reps
 - OSH management
 - Identify hazards and assess risks
 - ✓ participation of workers and reps
 - Information and training



Ratifications (as of September 23rd, 2021)



Uruguay: June 12th, 2020

Fiji: June 25th, 2020

Namibia: December 9th, 2020

Argentina: February 23rd, 2021

Somalia: March 8th, 2021

Ecuador: May 19th, 2021

Mauritius: July 1st, 2021

Greece: August 30th, 2021

Following the first two ratifications, C190 entered into force on June 25th, 2021.

On-going ratification processes:

▶ **Albania:** commitment to ratify C190

Costa Rica: the ratification law is currently pending in the Parliament

Italy and South Africa: domestic process ended; waiting for ratification instrument to be deposited

Finland: domestic ratification process on-going

France: the ratification law has been approved by the national Assembly; the final vote from the Senate is expected in September 2021.

Gabon: commitment to ratify C190 and domestic process on-going

Ghana: expressed strong interest to ratify

Madagascar: ratification process on-going

Nigeria: National Labour Advisory Council recommended ratification; the Convention will be presented to the Federal Executive Council for approval

Panama: commitment to ratify

Samoa: commitment to ratify C190 by the end of 2021

South Africa: process on-going; commitment to ratify by the end of 2021

Spain: commitment to ratify C190

Sri Lanka: Cabinets of Ministers granted approval to ratify C190

Uganda: internal consultation on-going

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

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

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

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

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

[Brief ILO Violence and Harassment Convention, 2019 \(No. 190\): 12 ways it can support the COVID-19 response and recovery](#)

[Brief ILO The COVID-19 response: Getting gender equality right for a better future for women at work](#)

[Safe and healthy working environments free from violence and harassment](#)

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

[Virtual high-level event: Guiding the COVID-19 response and recovery towards a better normal free from violence and harassment](#)

[ILO Standards and COVID-19 \(coronavirus\)](#)

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