



International
Labour
Organization



IAOHRA 74th Annual Conference

#RATIFY
C190

► Violence and harassment
in the world of work:

Bethesda, MD 8/14/2023

ILO C190 DEFINITION OF GBVH in the World of Work

- ▶ 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**, directed at persons **because of their sex or gender**, or affecting person of a particular sex or gender disproportionately, and includes sexual harassment.

(Art. 1 of ILO C190)



WHO IS PROTECTED from GBVH in ILO C190

- ▶ Workers in the world of work (*private or public, formal and informal economy, urban or rural areas*) ;
- ▶ Employees as defined by national law and practices;
- ▶ Persons working irrespective of their contractual status;
Persons in training, including interns and apprentices;
- ▶ Workers whose employment has been terminated; and
Volunteers;
- ▶ *Once ratified countries need to take into account violence and harassment **involving third parties**, where applicable, when **adopting an inclusive, integrated and gender-responsive approach***

(Art. 2, ILO C190)



WHERE & WHEN DOES ILO C190 APPLY

Violence and harassment occurring in the course of, linked to or arising out of work, including at:

- The workplace;
- Public and private spaces which are places of work;
- Places where a 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;
- (Art. 3, ILO C190)



ILO C190 RECOGNIZES THE EFFECTS OF DOMESTIC VIOLENCE

Domestic violence can affect employment, productivity and health and safety, and that governments, employers' and workers' organizations and labour market institutions can help, as part of other measures, to recognize, respond to and address the impacts of domestic violence. As a result, governments, employers and worker organizations should take appropriate measures to mitigate the impact of domestic violence in the world of work including:

- leave from work for victims of domestic violence;
- flexible work arrangements and protection for victims of domestic violence;
- temporary protection against dismissal for victims of domestic violence, as appropriate, except on grounds unrelated to domestic violence and its consequences;
- the inclusion of domestic violence in workplace risk assessments;
- a referral system to public mitigation measures for domestic violence, where they exist; and
- awareness-raising about the effects of domestic violence.

(Art. 10(f). ILO C190: Recommendation 206. Para. 18)



Inclusive



Integrated



Economy

- Formal economy
- Informal economy
- Private sector
- Public sector



World of work

- Workers
- Jobseekers
- Job applicants
- Volunteers
- Third parties
- Persons in training
- Workers whose employment has been terminated



Accessible tools

- Prevention and protection
- Effective justice
- Information and training



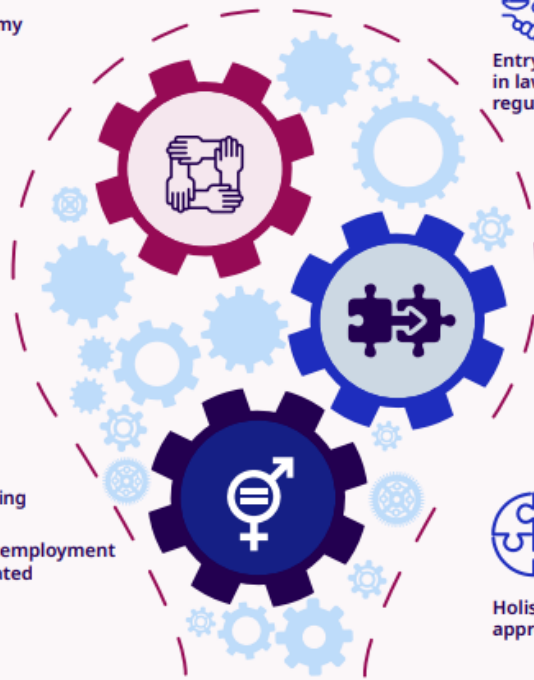
Entry points in laws and regulations

- Labour and employment laws
- Equality and non-discrimination law
- OSH laws and regulations
- Migration law
- Criminal law
- Collective agreements



Holistic approach

- Prevention and protection
- Enforcement and remedies
- Guidance, training and awareness raising



To prevent and eliminate violence and harassment at work



Gender responsive

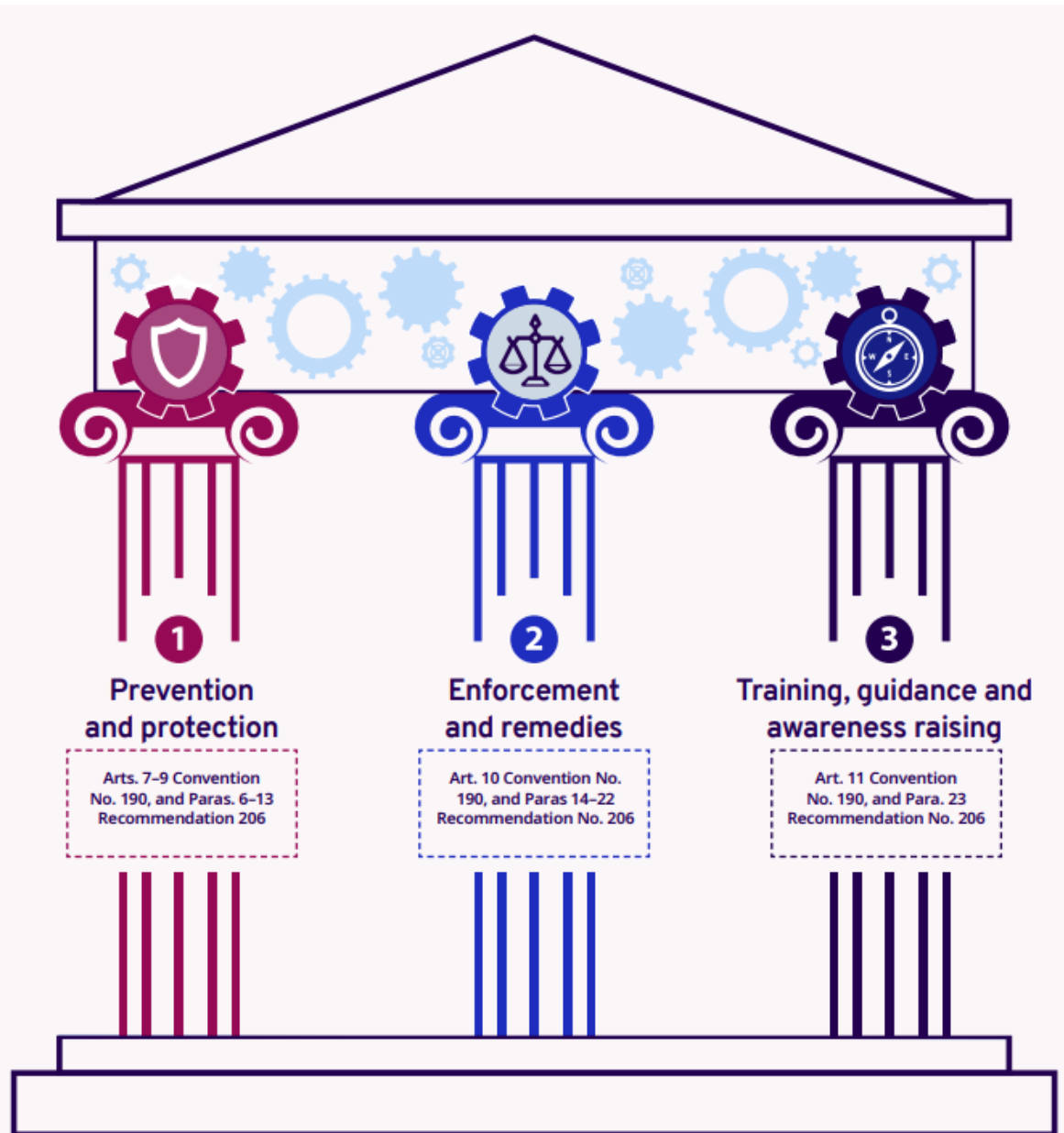


Need to consider

- Addressing gender stereotypes and unequal gender-power relations
- Gender-based differences in the design of policies, laws and regulations, as well as collective agreements
- Promoting gender equality in practice, including through measures to reduce harmful impacts



Pillars of the Inclusive, Integrated and gender-responsive approach



For a World of Work

Free of Violence and Harassment



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