

Frequently Asked Questions (FAQ)



Violence and Harassment Convention (2019)

What is ILO C190?

On 21 June 2019, the International Labour Conference adopted the Convention (No 190, Violence and Harassment and its accompanying Recommendation (No. 206) by a substantial majority.

The Convention and the Recommendation are the first international standards on violence and harassment in the world of work and are forward-looking and ground-breaking instruments that take into consideration the evolving nature of work and the underpinning elements of violence and harassment.

Why is ILO C190 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, remaining and progressing in the labour market
- ▶ is incompatible with promoting sustainability, including of enterprises, damages workplace relations, and the productivity and reputation of enterprises

Whom does the ILO C190 protect?

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

What is the world of work?

- ▶ The workplace
- ▶ Public and private spaces, where they are a place of work
- ▶ Places where the 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

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

How does violence and harassment impact BWI sectors?

Workers in the BWI sectors, women in particular, suffer from violence and harassment at the workplace. Women workers too-often suffer as well from gender-based stereotypes when they fight for the elimination of discrimination and gender-based violence. Quite often women are blamed with provoking sexual harassment or gender-based violence, while, in reality, they are victims of it. Frequently victims of violence do not understand that the actions of abusers are unacceptable, but rather, blame themselves. This leads to silence rather than action to correct abuses.

What does ratification mean?

The Convention comes into force one year after two ILO Member - States have ratified it. States that ratify the Convention submit regular reports for review by the ILO Committee of Experts on the Application of Conventions and Recommendations. Ratified Conventions as well as recommendations are intended to become the basis for improvements in national legislation, regulation, and enforcement. In other words, ratification, although vitally important, only has full impact when Conventions are applied and implemented.

What unions can do to promote ILO C19Q ratification?

- ▶ Actively campaign for the ratification of C19Q in each country
- ▶ Share stories about cases of violence and harassment in the world of work in social media and other public platforms
- ▶ Provide education to union members on ILO C19Q and violence and harassment in the world of work
- ▶ Organize and mobilize around the issue of violence and harassment in the world of work
- ▶ Build up structures at the workplaces to address issue of violence and harassment

The following is a link to where ILO ratified conventions can be found:

https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:3999810:NO

Source: ILO materials on C190

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