



► Policy Brief

June 2024

Recommendations for Jordan to ratify ILO Violence and Harassment Convention, 2019 (No. 190)

The International Labour Organization (ILO)

► Introduction

Violence and harassment in the world of work constitute a dangerous and harmful phenomenon that is widespread globally. It has deeply rooted and costly effects that threaten the stability and security of workers, the sustainability of their work, and hinder progress and development. This negatively impacts labour relations, worker commitment, the reputation of enterprises, and their productive capacity. Gender-based violence and harassment affect both men and women, but they have a particularly severe impact on working women, threatening their dignity, existence, and continuity in the labour market.

To address this issue, the International Labour Organization (ILO) adopted Violence and Harassment Convention, 2019 (No. 190), along with its accompanying Recommendation (No. 206), in June 2019. These instruments provide essential tools for protecting the rights of workers, ensuring a safe working environment, and establishing a common framework to prevent and eliminate violence and harassment in the world of work, including gender-based violence and harassment.

This policy brief summarizes an extensive work conducted with ILO's national partners including a national team established in 2020 by the National Committee for Pay Equity to promote a work environment free from all types of violence and harassment and to promote the ratification of C190. This team developed a

national document that is currently being considered for adoption.



The national team was established in 2020 by the NCPE to promote the ratification of C190.

► Countries that have ratified C190

As of the end of May 2024, 44 countries worldwide have [ratified](#) C190, including an Arab country. Countries that ratify C190 are obligated to implement legislative and procedural measures to prevent violence and harassment in the workplace, raise awareness on this issue, and provide protection for workers who are subjected to violence and harassment. This includes procedures for reporting, investigation, and indemnities.

When C190 was approved, approximately 6,300 delegates representing governments, workers, and employers from the 187 ILO member states attended the International Labour Conference held in Geneva on the ILO's 100th anniversary in 2019. Out of the 476 delegations with voting rights, 439 voted in favour of adopting the agreement, 30 abstained. Twelve Arab countries voted in favour, with Tunisia being the only one voting against it. Jordan was absent from the vote.

► Violence and harassment in the world of work under C190

► For the purpose of C190¹:

- a. the term “violence and harassment” in the world of work refers to 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;
- b. the term “gender-based violence and harassment” means 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.

Without prejudice to subparagraphs (a) and (b), definitions in national laws and regulations may provide for a single concept or separate concepts.

According to these terms, C190 refers to violence and harassment as a single complex concept that covers “a range of unacceptable behaviours, practices or associated threats” rather than providing a closed or unified definition of what constitutes violence and/or harassment in the world of work.

This approach provides the flexibility necessary to cover various manifestations of violence and harassment, including new forms that may emerge over time. The definition of “violence and harassment” also includes a wide range of terms found in different legislation to describe these phenomena, acknowledging that there is often no clear dividing line between violence and harassment.

► Facts and figures²

At the level of Arab countries

- Women's participation in work is very low at 18.4 per cent compared to the global average of 48 per cent, while the male participation rate in work reached 77 per cent, exceeding the global average of 75 per cent.
- The unemployment rate for females is 77 per cent, which is three times higher than the global average.
- The percentage of females in management positions is low, with only 11 per cent of females holding management positions compared to the global average of 27.1 per cent.
- Unpaid childcare work causes females to spend approximately five hours more than males in unpaid care work.
- Among wage-employed persons, the probability of females being exposed to violence and harassment is 7.2 percentage points, compared to the Americas at 8.8 per cent, and Europe and Central Asia at 4.3 percentage points.



1. [C190 - Violence and Harassment Convention, 2019 \(No. 190\)](#)

2. [ILO World Employment Social Outlook \(trends 2019\)](#)

At the national level

- Despite national efforts to empower women economically and increase their economic participation, Jordan ranks 129th out of 146 countries in terms of women's economic participation and opportunities. This rate is among the lowest in the Middle East and North Africa (MENA) region³.
- Globally, Jordan ranked 123rd out of 146 countries in the Gender Gap Index⁴ issued by the World Economic Forum (WEF) in 2024, 126th out of 146 in 2023⁵, 133rd out of 156 countries in 2021⁶ and 145th out of 153 countries in 2020⁷.
- The revised economic participation rate for females reached 15.5 per cent in the first quarter of 2024 compared to 13.7 per cent in the first quarter of 2023, indicating an increase in women's economic participation by 1.8 percentage points. The economic participation rate for females in Arab countries is 20.0 per cent⁸.
- The unemployment rate among females reached 34.7 per cent during the first quarter of 2024, an increase of 4.0 percentage points compared to the first quarter of 2023⁹.
- Women's work significantly influences family spending decisions. Among working women with financial income, 93 per cent stated that they make decisions alone or with their husbands about how to spend their financial income, while 7 per cent reported that the decision-making lies with husbands¹⁰.
- In Jordan, there are no comprehensive national survey studies on violence and harassment, and these subjects have not received sufficient attention in local literature. However, studies and research have addressed this topic in specific geographical areas or among specific individuals, such as university students or in specific workplaces. A study prepared by the The Jordanian National Commission For Women on harassment in Jordan included the following findings¹¹:
 - Most perpetrators of harassment in the workplace and study place were male colleagues (29.1 per cent).
 - The most targeted body parts in physical harassment are the hands in the workplace and study place (22.8 per cent).
 - The way the victims dressed at the time of the harassment was "regular clothes with hijab" in the workplace and study place (35.1 per cent).
 - Repulsion and prevention from those who were subjected to harassment in the workplace and study place was the most frequent response, whether for the first time or in the event of repetition (22.9 per cent and 25.5 per cent, respectively).

3. [WEF GGGR 2024.pdf \(weforum.org\)](#)

4. [Benchmarking gender gaps, 2024 - Global Gender Gap Report 2024 | World Economic Forum](#)

5. [Benchmarking gender gaps, 2023 - Global Gender Gap Report 2023 | World Economic Forum \(weforum.org\)](#)

6. [Global Gender Gap Report 2021 | World Economic Forum](#)

7. [Global Gender Gap Report 2020 | World Economic Forum](#)

8. [Department of Statistics, 2024, Jordan.](#)

9. [Ibid.](#)

10. [Country-level gender indicators \(2008-2022\), Department of Statistics, 2022, Amman, Jordan.](#)

11. [Harassment in Jordan, the Jordanian National Commission for Women, 2017.](#)

► Justifications for ratifying C190

Violence and harassment in the world of work undermine equality by challenging the integrity, dignity, and well-being of workers. This dangerous phenomenon threatens the stability and security of male and female workers, hampers the sustainability of their work, and limits progress and development within production enterprises. Such negative impacts affect work relations, organisational structure, worker commitment, and the reputation of enterprises or organisations. Violence and harassment, including those based on gender, affect men and women equally, leading to significant financial costs for governments and employers. These costs include medical care, counselling, loss of productivity, legal settlements, and compensation imposed by court rulings. Additionally, victims incur substantial health, economic, and professional costs.

The worsening economic instability, increasing unemployment rates, and the disproportionate employment of women in unstable jobs without employment contracts or formal recognition contribute significantly to triggering gender-based violence and harassment. This situation makes workers more dependent on their jobs and less able to file complaints about abusive behaviour. Furthermore, the changes in workplaces and methods of work due to the COVID-19 pandemic have paved the way for new and influential ways for perpetrators to commit violence and harassment. The shift to remote work has led to increased risks of harassment or abuse via the internet, without adequate oversight to deter such actions.

As such, it is crucial to develop ways to address violence and harassment in the world of work and to find the necessary tools and mechanisms for prevention, protection, and enforcement.

► Addressing key legislative considerations before ratifying C190¹²

Before moving forward with the ratification of C190, it is essential to address key legislative considerations that may concern various stakeholders, including ILO's social partners, politicians, parliamentarians, legal experts, and society members. Addressing these considerations can help dispel misconceptions and confusion surrounding C190 that may hinder its approval.

1. Alignment of C190 with the Jordanian Constitution¹³

The Constitution is the highest level of national legislation in Jordan. It regulates the general framework of public institutions, defines the rights and duties of citizens, the system of government, and the financial and administrative powers and policies of these institutions. Article 23¹⁴ of the Constitution includes rules regarding the right to work and the importance of developing labour legislation based on specific principles. Additionally, Article 6 of the Constitution was amended by adding Paragraph 6¹⁵, which emphasises these principles.

12. Unpublished paper by Feda Hmoud and [Legal Gap Analysis](#).

13. The Official Gazette, issue 5770, p. 1139, January 1, 2022, Amman, Jordan.

14. Article 23 of the Constitution:

1. Work is the right of every citizen, and the State shall provide opportunities for work to all citizens by directing the national economy and raising its standards.
2. The State shall protect labour and enact legislation therefore based on the following principles:
 - a. Every worker shall receive wages commensurate with the quantity and quality of his work.
 - b. The number of hours of work per week shall be defined. Workers shall be given weekly and annual days of paid rest.
 - c. Special compensation shall be given to workers supporting families and on dismissal, illness, old age and emergencies arising out of the nature of their work.
 - d. Special conditions shall be made for the employment of women and juveniles.
 - e. Factories and workshops shall be subject to health safeguards.
 - f. Free trade unions may be formed within the limits of the law.

15. Paragraph 6 of Article 6 of Constitution: The State guarantees the empowerment and support of women to play an active role in building society, ensuring equal opportunities based on justice and equity, and protecting them from all forms of violence and discrimination.

Upon reviewing the terms and provisions of C190, it is clear that:

- C190 explicitly addresses the need for labour legislation to include special conditions for the work of specific groups, such as women and juveniles. This requirement is absolute, meaning that the legislation must address all aspects of women's work, including protecting women from violence and harassment in the workplace.
- C190 stipulates that workplaces must adhere to health rules. Although the text does not specifically mention occupational safety, labour law must subject workplaces to specific health requirements. Constitutional legislators did not limit health to physical health only, implying that legislation can encompass both the physical and psychological health of workers.

Given these points, there are no provisions or clauses in C190 that conflict with the constitutional provisions. On the contrary, C190 aims to provide greater protection for all workers in the workplace, aligning with the constitutional commitment to safeguarding the rights and well-being of workers.

2. Alignment of C190 with Jordanian laws

Various Jordanian laws and legislation have addressed sexual harassment in different ways.

Here is an overview of how sexual harassment and related conduct are addressed in Jordanian laws:

Penal Code

The Penal Code includes several provisions related to harassment, specifically in Articles 305, 306, and 320. Additionally, Article 190¹⁶ addresses the crime of contempt, and there are provisions that protect public sector employees by increasing penalties for contempt directed at them during the performance of their duties. Other criminalised acts include threatening, extortion¹⁷, and various forms of physical violence. The Penal Code also criminalises rape, indecent assault, and coercing a female into unlawful sexual intercourse¹⁸ through threats and intimidation.

Upon reviewing these articles, the following points can be noted:

- The texts impose penalties against actions, words, movements, or gestures of a sexual nature, but there are certain shortcomings:
- The terms "modesty" and "immoral" are not specifically defined, giving the court wide discretion to decide what constitutes actions contrary to modesty or immoral behaviour. This leads to a subjective standard based on the judge's interpretation and conviction.
- The law does not explicitly criminalise some other unacceptable behaviours of a sexual nature, such as making inappropriate sounds suggesting sexual gestures. It should be noted that it is not permissible to expand the interpretation within the scope of criminalisation to include these behaviours under Article 306.
- Protection is limited to sexual harassment, whereas C190 addresses a broader concept of harassment beyond just sexual harassment.

16. Article 190 of the Penal Code: Humiliation is every humiliation or cursing – besides defamation and insult – which is directed to the victim through the use of words or gestures or writings or drawings that are not made public, or through a phone call or a cable or harsh treatment.

17. The Penal Code criminalises extortion in two forms:

1. Threatening to expose, disclose, or inform about information that could damage the reputation or honour of an individual or their relatives;
2. Blackmailing an individual to obtain an illegal benefit for oneself or others.

18. Articles 292 and 311 of the Penal Code.

- The law avoids using the term “harassment” or providing a clear definition of it, instead listing examples of actions that might constitute crimes under the law.

Therefore, while there is no direct conflict between the Penal Code and C190, the Penal Code addresses only one form of harassment (sexual harassment). C190, however, deals with harassment in a broader context, encompassing various forms beyond just sexual harassment.

The Labour Law¹⁹

The Jordanian Labour Law includes provisions that allow for the termination of employment under specific circumstances, as outlined in Articles 28 and 29.

The Labour Law grants employers the right to terminate the employment contract of a worker without prior notice or compensation in certain cases, as specified in Article 28. Conversely, Article 29 grants workers the right to terminate their employment while retaining all their rights if they are assaulted by their employer or the employer’s representative during or because of work. This includes physical assault, humiliation, or any form of sexual assault punishable under the relevant legislation.

The Labour Law relies on the Penal Code for definitions:

Sexual assault: The Labour Law refers to the Penal Code for the definition of sexual assault. However, the Penal Code does not explicitly define “sexual assault,” which means it generally includes indecent assault.

Public morality: The law uses a broad term regarding acts that violate public morals, which relies on the personal judgment of the employer. This can lead to unjust treatment of workers and give employers excessive power. However, workers have the right to contest unfair dismissal in court.

Upon reviewing these articles, the following points can be noted:

- **Explicit prohibition:** The Labour Law does not clearly define or explicitly prohibit violence and harassment related to the workplace. There is a need for the Labour Law to address incidents of violence and harassment from a rights-based, non-discrimination, and occupational health and safety perspective.
- **Remedies:** Articles 28 and 29 provide only one remedy for certain forms of violence and harassment in the workplace, which is the termination of employment in exchange for indemnity.

3.Alignment of C190 with Sharia ‘Islamic Law’

The principles of Islam emphasise the care and protection of women, children, and the elderly, upholding general equality and eliminating discrimination based on race, sect, class, gender, colour, and wealth²⁰. These principles are well-established in the Holy Quran and the Sunnah.

To determine whether C190 conflicts with Islamic principles, its provisions and standards can be examined in the context of protecting workers from violence and harassment. The key points are as follows:

- **Broad protection:** C190 provides broad protection for male and female workers from violence and harassment in all places and activities related to work. This principle aligns

19. The Official Gazette, issue 5573, p. 2879, May 16, 2019, Amman, Jordan.

20. Al-Rifai, Jamila Abdul Qadir. (2006). Women’s Rights in Islam. Op. cit., p. 69.

with Islamic teachings, which do not permit physical and psychological assault or sexual harassment.

- **Inclusive protection:** C190 extends protection to workers, employers, job seekers, trainees, and volunteers. This inclusivity does not conflict with Islamic principles, which advocate for the dignity and protection of all individuals.
- **Enhanced remedies:** C190 offers more comprehensive remedies for workers than national legislation, which is consistent with the Islamic principle of justice and protection for all individuals.
- **Definitions of violence and harassment:** Article 1 of C190 defines “violence and harassment” and “gender-based violence and harassment.” The second paragraph of Article 1 allows states to stipulate these concepts in their national legislation. The protection against behaviours leading to physical, psychological, sexual, or economic harm aligns with Islamic principles:
 - Islam prohibits physical and psychological assault on women and explicitly forbids sexual assault.
 - Islam grants women independent financial liability, consistent with protections against economic harm.
- **Right to a safe work environment:** C190 explicitly stipulates the right of every individual to a work environment free from violence and harassment, a principle that is in harmony with Islamic teachings.

In conclusion, C190’s aim to protect people in the world of work from violence and harassment is consistent with the values of dignity, equality, and justice emphasised in Islam.

4. Use of explicit terms in Jordanian legislation and international conventions

The Jordanian legal system has included terms related to sexual conduct and exploitation, sometimes using more explicit/stringent language than those found in C190. Examples include:

Penal Code

- Articles 305, 306, and 320 use the terms “indecent caress/foreplay” and “an indecent act”.
- Articles 309 to 318 use the terms “incitement to immorality and prostitution”.

Prevention of Human Trafficking Law No. 10 of 2021²¹

- Article 3 uses the term “sexual exploitation”.
- Article 9 mentions “exploitation in prostitution” and “sexual exploitation”.

Cybercrime Law No. 17 of 2023²²

- Article 13 uses the term “pornographic acts”.
- Article 14 mentions “prostitution, debauchery, or seduction”.
- Article 18/B uses the term “dishonourable”.

Jordan has also ratified several international conventions that include terms related to sexual exploitation and prostitution:

21. The Official Gazette, issue 7515, p. 1552, May 2, 2021.

22. The Official Gazette, issue 5874, p. 3579, August 13, 2023.

Convention on the Rights of the Child²³

- Article 9 includes the terms “sexual exploitation and abuse”.
- Article 34 mentions “sexual exploitation,” “sexual abuse,” “exploitation through prostitution,” and “sexual practices”.

Protocol to Prevent, Suppress and Punish Human Trafficking, especially Women and Children²⁴

- Article 3 uses the terms “sexual exploitation” and “exploitation of prostitution”.

Convention on the Rights of Persons with Disabilities

- Article 16 uses the terms “all forms of exploitation and violence”.

The terminology used in ILO C190 is not unprecedented within the context of Jordanian legislation and international commitments. Jordanian laws and ratified international conventions already contain terms addressing various forms of sexual conduct and exploitation. Thus, adopting C190 would be consistent with the existing legal framework and international standards that Jordan adheres to.

5. Requirements for Ratifying C190

Constitutional legislators did not specify in detail which conventions and treaties must be presented to the Parliament.

Article 33 of the Jordanian Constitution states: “Treaties and agreements which involve financial commitments to the Treasury or affect the public or private rights of Jordanians shall not be valid unless approved by the Parliament. In no circumstances shall any secret terms contained in any treaty or agreement be contrary to their overt terms.”

Based on Article 33, ratifying C190 does not require it to be presented to the National Assembly. Therefore, the Council of Ministers can ratify this Convention.

6. Time frame of aligning national legislation with C190

If Jordan ratifies C190, the country must adopt a comprehensive and integrated approach to prevent and eliminate violence and harassment in the world of work. This should be done in accordance with Jordanian legislation and national circumstances, in consultation with bodies representing employers and workers. The legislation must explicitly prohibit violence and harassment in the world of work and specify penalties for such practices.

23. The Official Gazette, issue 4787, p. 3993, October 16, 2006. Ratified on June, 23, 1991.

24. The Official Gazette, issue 4960, p. 2009, April 30, 2009. Ratified on June, 21, 2009.

► Protecting vulnerable workers under C190

Article 6 of C190 mandates that “each Member shall adopt laws, regulations and policies ensuring the right to equality and non-discrimination in employment and occupation, including for women workers, as well as for workers and other persons belonging to one or more vulnerable groups or groups in situations of vulnerability that are disproportionately affected by violence and harassment in the world of work”. This includes provisions for male and female workers, as well as individuals belonging to one or more vulnerable groups who are disproportionately affected by violence and harassment in the workplace.

Vulnerable groups in the workplace, such as female domestic workers, workers with disabilities, and those in the informal economy (e.g., agricultural workers), are exposed to various forms of violence and harassment. Despite their essential contributions to the economy and society, these groups often face significant challenges in accessing protection and justice. They have limited access to social protection and legal frameworks, making them particularly vulnerable to exploitation and violence, with little recourse to justice.

C190 adopts a comprehensive approach, addressing violence and harassment in both the public and private sectors, and across the formal and informal economies. It provides crucial guidance to governments on preventing violence and protecting vulnerable groups from stigma and retaliation. This enables victims to report incidents of violence or harassment and seek the justice they deserve.

Ratifying C190 not only demonstrates a strong commitment to eliminating workplace violence but also signifies a dedication to protecting the rights and well-being of all workers, especially the most vulnerable.

► Factors encouraging Jordan to ratify C190

- **Compatibility with national systems:** C190 aligns with Jordan’s legislative and social systems.
- **Constitutional amendments:** Article 6 of the Jordanian Constitution guarantees the empowerment and support of women, ensuring equal opportunities and protection from violence and discrimination.
- **International commitment:** International conventions ratified by Jordan hold higher authority than national laws²⁵.
- **Civil Service Regulation:** Civil Service Regulation No. 9 of 2020 prohibits behaviours and actions that offend public morals, including physical or verbal behaviour of a sexual nature or related threats.
- **Penal Code provisions:** Articles 305 and 306 of the Penal Code criminalise actions contrary to public modesty.
- **Labour Law amendments:** Amendments to Labour Law No. 8 of 1966 allow workers to leave work without notice if subjected to physical or sexual assault or harassment by the employer or their representative (Article 29).

25. Constitutional Court Decision No. 1 of 2020 established that international conventions ratified by the Hashemite Kingdom of Jordan take precedence over domestic law. Consequently, the status of international conventions is subordinate only to the Constitution, yet superior to national legislation.

- **Existing protection systems:** Before the Labour Law amendments, the Ministry of Labour (MoL) developed a model policy²⁶ and guidelines for protection from violence and harassment in the workplace; required to be included in the internal regulations/bylaws of enterprises with ten or more workers.
- **Arab Employment Agenda:** The 2009 Arab Employment Agenda commits ILO member states to apply standards promoting decent work, obliging them to respect, promote, and apply principles related to basic rights, in good faith, as part of their ILO membership.

► Outcomes of ratifying C190

- **Expanded protection scope:** Ratifying C190 broadens the protection framework to cover all forms of violence and harassment occurring in the course of, linked with or arising out of work: in the workplace, including public and private spaces where they are a place of work; in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities; during work-related trips, travel, training, events or social activities; through work-related communications, including those enabled by information and communication technologies; in employer-provided accommodation; and when commuting to and from work. This protection covers workers and other persons in the world of work, including employees as defined by national law and practice, as well as 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, and individuals exercising the authority, duties or responsibilities of an employer.
- **Commitment to elimination:** Ratifying C190 signals a strong commitment from the state to both its citizens and the international community. It demonstrates a dedication to taking the necessary measures to address and eliminate violence and harassment in the world of work.
- **Funding opportunities:** Ratification can lead to external funding opportunities aimed at developing protection systems against violence and harassment and creating safe and decent work environments. Many financiers consider the ratification of such conventions and/or adoption of code of conduct as a prerequisite for funding activities that enhance protection in the workplace.

► The way forward

To advance the ratification of C190 and ensure its effective implementation, the national C190 team identified the following steps and stakeholder collaborations as essential:

Social dialogue

- **Inclusive engagement:** All relevant actors in the world of work must be involved and heard. This includes engaging in tripartite consultations involving the government, employers, and workers. Such dialogue ensures practical and realistic information, presenting a range of approaches and solutions from directly concerned parties.

26. MoL [model policy](#) for protection from violence and harassment in the workplace.

- **Equal participation:** Labour representatives (such as trade unions) and employers should participate on an equal footing, as mandated by ILO Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). Representation must be gender-sensitive and inclusive.
- **Public education:** Engaging in social dialogue helps educate the broader public about C190, ensuring effective implementation.

Quality statistics

- **Data-driven decisions:** High-quality statistics are essential to guide national legislation, prevention and treatment mechanisms, policies, and programs. They help measure the problem and monitor progress, providing a foundation for research and studies.
- **Monitoring progress:** Reliable data is crucial for assessing the impact of C190 and ensuring that efforts are on track.

National workplace mechanisms

- **Expand scope:** Existing national workplace mechanisms must be expanded to effectively prevent and manage violence and harassment in the world of work. This includes integrating occupational safety and health (OSH) management systems, policies, and programs.
- **Enhanced protection:** Prevention mechanisms should be updated to respond to the diverse needs of both male and female workers, ensuring comprehensive protection from all forms of violence and harassment.
- **Collaborative efforts:** The tripartite collaboration among the government, employers, and labour representatives is essential for enhancing OSH and labour inspection systems.

Recommendations for stakeholders

► Government

- **Review and update labour legislation:** Align labour regulatory laws with C190 by enhancing definitions, scope, and mechanisms for reporting and responding to violence and harassment cases in the world of work.
- **Develop a national action plan:** Identify strategies and goals to prevent violence and harassment in the workplace.
- **Ensure coordination:** Facilitate effective implementation through coordination between stakeholders.

► Workers' and employers' organisations

- **Written request to government:** Inquire whether C190 has been submitted to competent authorities for possible ratification and if ratification is under consideration.
- **Social dialogue:** Advocate for national-level tripartite consultations; and support national and international campaigns to mobilise support for ratification.
- **Communication and coordination:** Engage with the most representative organisations in the country.
- **Increase awareness:** Conduct assessments among members to understand the status and challenges of implementing C190.

► **Legislature**

- **Encourage dialogue:** Foster discussions with members of the legislative authority (House of Representatives, Senate).
- **Collaboration:** Work with relevant ministries, media, and civil society organisations to mobilise public opinion in support of ratification.
- **Amend legislation:** Introduce amendments to social labour legislation to support C190.

► **Civil society organisations**

- **Advocacy:** Pressure government and workers' and employers' organisations to ratify C190.
- **Campaign support:** Back national and international campaigns advocating for ratification; and mobilise civil society organisations to create a movement in support of C190.
- **Raise awareness:** Strengthen voices in support of C190 online and promote workers' community awareness about its importance.
- **Monitor and report:** Record and report all labour-related violations and issues, especially those related to violence and harassment; and issue detailed reports on cases and problems in the world of work.

► **Individuals**

- **Engage with social partners:** Inquire about the possibility of ratifying C190.
- **Join campaigns:** Participate in national and international campaigns and mobilize friends to support C190.
- **Promote support:** Amplify voices supporting C190, both online and offline.
- **Be an agent of change:** Work towards being a person of hope for change in their workplace.