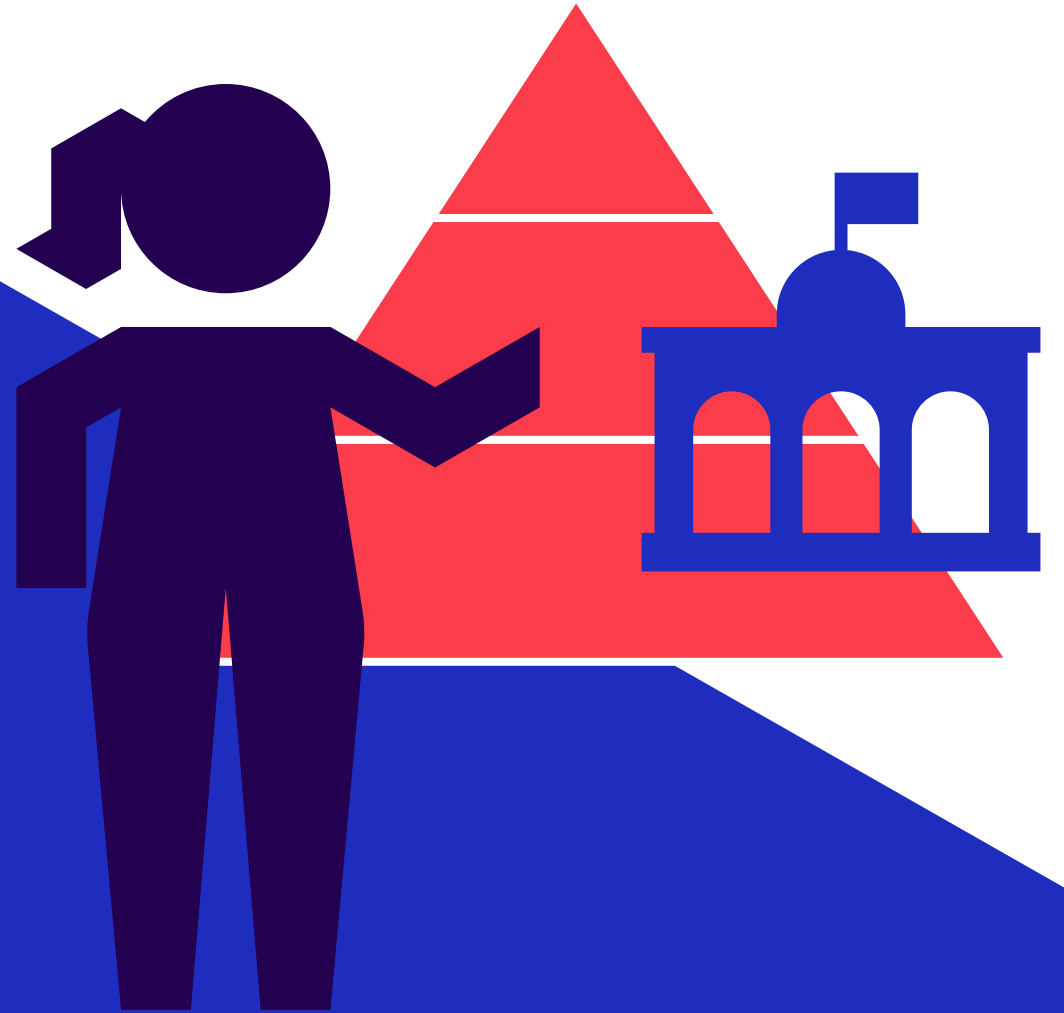
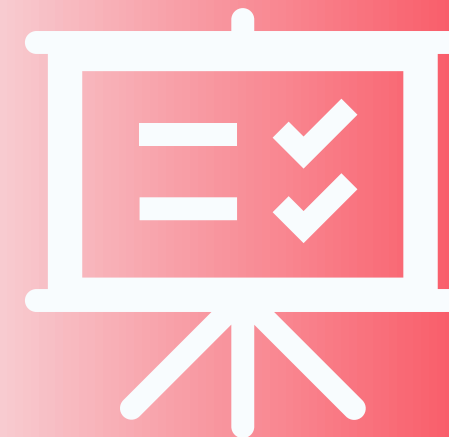


Module 4: The legal framework on violence and harassment at work and how to apply it



▶ Learning objectives

- ▶ Understand the **international legal framework** governing employers' responsibilities to prevent and address violence and harassment at work
- ▶ Understand the **national legal framework** governing employers' responsibilities to prevent and address violence and harassment at work
- ▶ Know how to **apply** the national legal framework at enterprise level



► Employers' responsibilities to prevent violence and harassment at work

- Employers are responsible for providing a work environment that is safe and without risk to the safety and health of workers.
- Subject to the national legislation, employers have an obligation to ensure that workers are not exposed to violence and harassment.

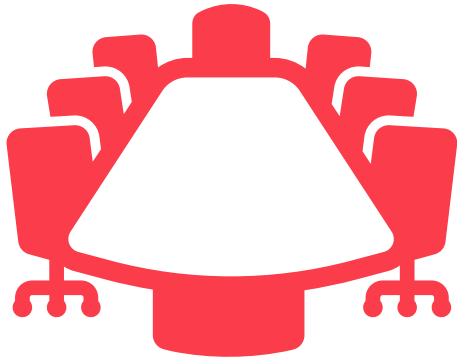


Convention No. 190, Article 9

Each Member shall adopt laws and regulations requiring employers **to take appropriate steps commensurate with their degree of control to prevent violence and harassment in the world of work, including gender-based violence and harassment**, and in particular, so far as is reasonably practicable, to:

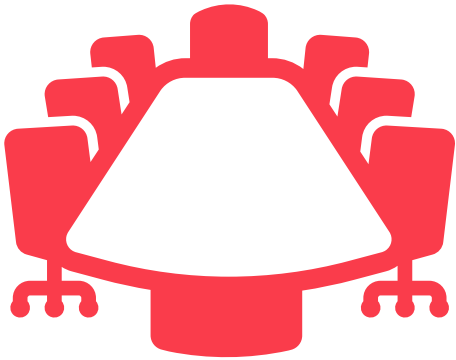
- (a) adopt and implement, in consultation with workers and their representatives, **a workplace policy on violence and harassment**;
- (b) take into account violence and harassment and associated psychosocial risks in the management of **occupational safety and health**;
- (c) **identify hazards and assess the risks of violence and harassment**, with the participation of workers and their representatives, and take measures to prevent and control them; and
- (d) provide to workers and other persons concerned **information and training**, in accessible formats as appropriate, on the identified hazards and risks of violence and harassment and the associated prevention and protection measures, including on the rights and responsibilities of workers and other persons concerned in relation to the policy referred to in subparagraph (a) of this Article.

► Checklist: Employers' responsibilities under C190 (1)



- Provide and maintain a safe system of work and environments that are safe and without risk to the safety and health of workers, including the risk of violence and harassment
- Adopt and implement a workplace policy on violence and harassment, in consultation with workers and their representatives
- Incorporate violence and harassment and associated psychosocial risks in the management of OSH

Checklist: Employers' responsibilities under C190 (2)



- ▶ Identify hazards and assess the risks
- ▶ Put in place measures to mitigate, control, and prevent the risks
- ▶ Provide information, instruction, training, and supervision to workers and other people concerned



workplace policy
Rights & responsibilities
Identified hazards & risks
Prevention & protection
measures

► Employer' responsibilities are qualified

Measures prescribed must:

- Be appropriate
- Correspond to employers' degree of control
- Taken so far as is reasonably practical

**EMPLOYERS CANNOT BE
RESPONSIBLE FOR SITUATIONS,
CIRCUMSTANCES OR PERSONS
BEYOND THEIR DEGREE OF CONTROL**

Rights & responsibilities
Identified hazards & risks
Prevention & protection
measures

► Employers have responsibilities, but so do governments and workers

► **Governments** are responsible for:

► *adopting, in accordance with national law and circumstances and in consultation with representative employers' and workers' organizations, an inclusive, integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work*

► **Workers** have a general duty to take care of their own safety and health, and that of others who may be affected by their actions at work.

▶ The national legal framework (PLEASE INSERT RELEVAN INFORMATION)

- ▶ XXX
- ▶ XXX
- ▶ XXX
- ▶ XXX