

- ▶ There is a significant gap between perceived and experienced violence across all types. This finding indicates a general lack of awareness regarding workplace violence.

- ▶ **Psychological violence** is widespread, with almost half of all employees, regardless of gender, experiencing it.

- ▶ **Women in managerial positions** experience psychological violence more often than their male counterparts in managerial positions and women in non-managerial roles.

- ▶ **Sexual violence** disproportionately affects women, with one in four women experiencing it at least once in their working lives.

- ▶ The prevalence of sexual violence among women is more than twice that of men.

- ▶ One third of respondents reported experiencing **physical violence** at work. Men experience physical violence more frequently.

- ▶ One in five respondents has been the target of **discrimination**.

- ▶ Discrimination based on gender and on dress and/or appearance were more commonly reported by women, while men reported higher rates of discrimination based on ethnicity and religion.

- ▶ While employees with low education levels experience psychological, economic and physical violence more frequently, those with high education levels are more likely to experience sexual violence.

- ▶ Workplace violence has a negative impact on employees' job satisfaction, job engagement, and general well-being.

- ▶ **Violence is not an isolated incident!** Those who experience one form of violence are likely to encounter others.

- ▶ The fact that more than half of the respondents experienced two or more forms of violence highlights how widespread and serious violence is.

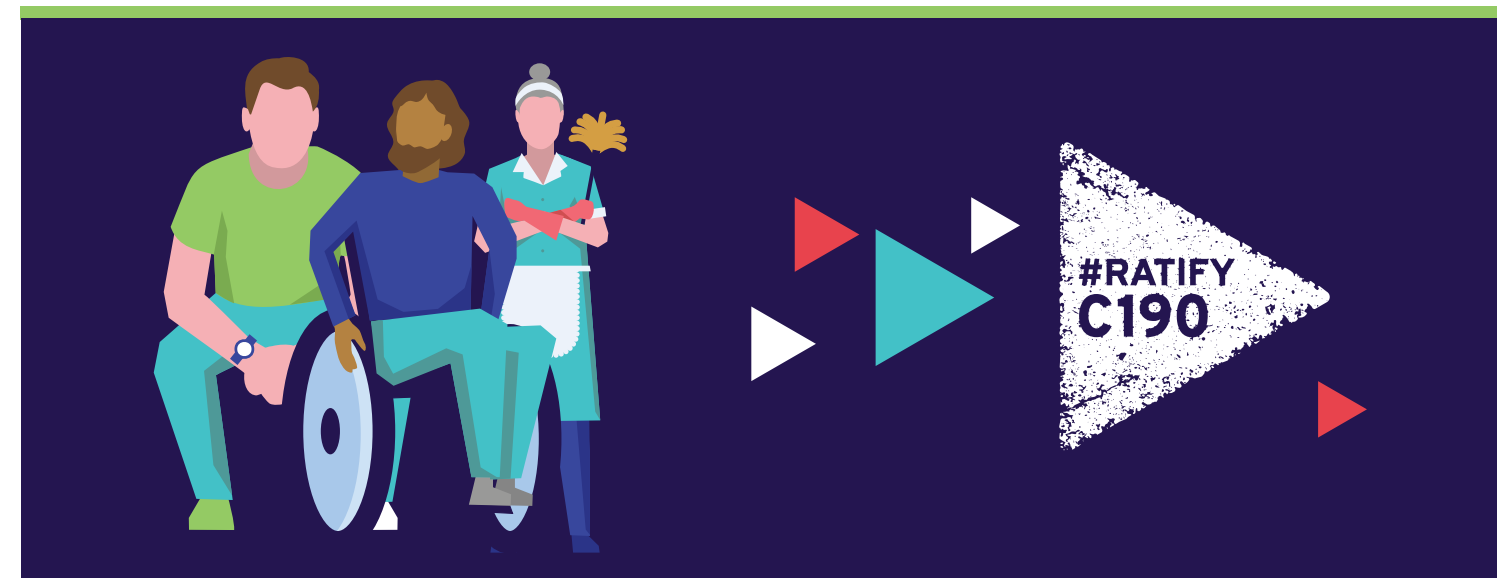
- ▶ One third of the respondents who quit their jobs cited economic violence as a major reason for leaving their jobs.

- ▶ Almost 90% of respondents reported that their organizations do not provide sufficient information about workplace violence, indicating a lack of efforts to increase knowledge and awareness.

- ▶ When women are subjected to violence, they tend to distance themselves from the perpetrator instead of initiating a formal grievance process. This points to the inadequacy of existing support systems for targets of violence.

- ▶ Those who witness violence prefer to remain silent and passive to a great extent. This finding shows that those who have been subjected to violence may be deprived of the support that is critical for them.

- ▶ **Union membership** provides employees with protection against workplace violence, particularly sexual violence and discrimination.

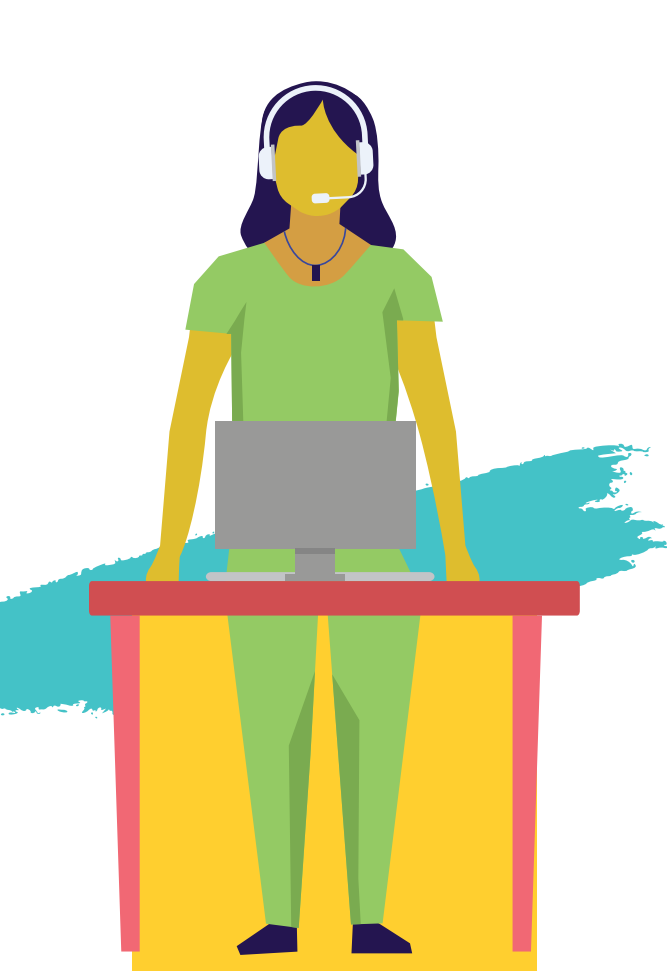


International Labour Organization (ILO)

"Perceptions and Experiences of Workplace Violence and Harassment" Research

Policy Brief





Workplace violence and harassment constitute a serious human rights violation that threatens employees' physical and psychological well-being while adversely affecting occupational health, safety, and productivity. The **International Labour Organization's Violence and Harassment Convention No. 190 (C190)** adopts a zero-tolerance principle to prevent workplace violence and places responsibility on public institutions, workers' and employers' organizations, and enterprises to develop and implement policies in this regard.

Effective preventive strategies require the collection of data on types of workplace violence and the evaluation of the availability and effectiveness of grievance mechanisms.

The ILO Office for Türkiye has taken a step to address this need under the **"More and Better Jobs for Women"** Program and, in collaboration with Özyeğin University, conducted the "Perceptions and Experiences of Workplace Violence and Harassment" research. This Policy Brief summarizes the key findings and policy recommendations presented in the report resulting from this research.



POLICY RECOMMENDATIONS

The findings of this study highlight the need for comprehensive strategies to tackle workplace violence and harassment. Based on these findings, some key policy recommendations have been developed for employers, policy makers, and workers' and employers' organizations.

 Employers
▶ A zero tolerance policy should be adopted to eliminate workplace violence and based on this policy preventive systems and intervention programs for violence should be developed and implemented.
▶ Employers should create a reliable system and work climate where employees can report incidents of workplace violence they have experienced or witnessed without fear of reprisal.
▶ Systems and mechanisms that protect all employees in an inclusive manner and prioritize their wellbeing should be established, their functioning should be regularly monitored, and their effectiveness should be reported and evaluated.

 Policy Makers
▶ Policy makers should develop legal frameworks to protect and empower workers against workplace violence by ratifying international conventions such as ILO Convention No. 190.
▶ Barriers to women's and men's access to legal remedies in cases of violence must be identified and addressed.
▶ Standards need to be established for companies to evaluate and report the effectiveness of systems and mechanisms designed to prevent workplace violence.
 Workers' and Employers' Organizations
▶ Trade unions have a protective effect against workplace violence and discrimination. Therefore, widespread and inclusive activities should be undertaken to promote unionization.
▶ To formalize the commitment to safe working environments, anti-violence clauses should be included in collective bargaining agreements.
▶ Training and intervention programs focusing on gender equality and violence prevention should be expanded to raise knowledge and awareness.
 General Recommendations for All Relevant Stakeholders
▶ Workplace violence affects different groups at different levels. Policies should be inclusive and address the different needs of all stakeholders.
▶ Inclusive umbrella policies should be developed that address all forms of violence and mistreatment, rather than targeting a single type of violence.
▶ Coordination and collaboration between all stakeholders, including employers, employees, trade unions and civil society should be encouraged to build unity against workplace violence.

RESEARCH PROCESS AND PURPOSE
▶ The prevalence of the five types of workplace violence and harassment has been examined in the context of Istanbul Province.
▶ The types of violence focused on are psychological violence, discrimination, economic violence, physical violence, and sexual violence.
▶ The research was conducted through face-to-face interviews with 3,007 households in Istanbul between May and July 2024.
▶ The primary purpose of the research was to examine the prevalence of the five types of violence among different demographic groups, the level of awareness of employees regarding violence, and the coping strategies used in the face of violence.
▶ The study also collected information on the characteristics of those who are subjected to violence and those who perpetrate it.

The research findings offer guidance for the development of policies and programs aimed at preventing workplace violence and supporting employees affected by it.

KEY FINDINGS

Key findings from the research show that workplace violence and harassment is a widespread problem affecting both women and men in various industries. Some of the key findings are listed below:

- ▶ More than 77% of respondents reported experiencing at least one form of workplace violence at least once during their careers.
- ▶ Around 60% of respondents reported experiencing economic violence during their careers. Respondents in the private sector reported significantly higher levels of economic violence (almost double) compared to those in the public sector.