



# Governing Body

349th Session, Geneva, 30 October–9 November 2023

## Institutional Section

INS

**Date:** 12 October 2023

**Original:** English

Sixth item on the agenda

## Review of the implementation of the strategy to give effect to the resolution concerning the elimination of violence and harassment in the world of work

### Purpose of the document

At its 337th Session (October–November 2019), the Governing Body held a discussion on the elimination of violence and harassment and endorsed a strategy for action. This document provides an update on the Office's follow-up to the strategy and proposes a number of points for the way forward (see the draft decision in paragraph 37).

**Relevant strategic objective:** All.

**Main relevant outcome:** Outcome 2: International labour standards and authoritative and effective supervision; Outcome 6: Gender equality and equal opportunities and treatment for all in the world of work; Outcome 7: Adequate and effective protection at work for all.

**Policy implications:** The proposed way forward is expected to strengthen the capacity of the ILO to promote the elimination of violence and harassment in the world of work, in line with ILO standards and policies.

**Legal implications:** None.

**Financial implications:** Within existing resources.

**Follow-up action required:** See draft decision.

**Author unit:** Conditions of Work and Equality Department (WORKQUALITY).

**Related documents:** GB.337/INS/3/1; GB.337/PV; Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019; Resolution and conclusions concerning the second recurrent discussion on labour protection; ILO Centenary Declaration for the Future of Work; Programme and Budget for the biennium 2022–23 and Programme and Budget proposals for 2024–25; GB.349/INS/8; GB.349/INS/3/2.

## ► I. Background

---

1. At its 337th Session (October–November 2019), the Governing Body held a discussion on the strategy aimed at operationalizing the [resolution concerning the elimination of violence and harassment in the world of work](#) that was adopted by the International Labour Conference at its 108th Session (2019) alongside the Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019. Having considered such a strategy, the Governing Body requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, in the implementation of the Programme and Budget for 2020–21, as well as when preparing the next strategic framework and future programme and budget proposals and facilitating extrabudgetary resources.<sup>1</sup>
2. This document recalls the main aspects of the strategy (section II); provides updates on ILO action since 2019 (section III), including on enhancing the institutional framework for implementation (section IV); and proposes several points concerning the way forward for guidance and decision (section V).

## ► II. ILO strategy for action concerning the elimination of violence and harassment in the world of work: Thrust and main features

---

3. The ILO strategy for action concerning the elimination of violence and harassment in the world of work is grounded in Convention No. 190 and Recommendation No. 206. These instruments recognize the right of everyone to a world of work free from violence and harassment. By integrating the intersecting concepts of equality, non-discrimination and occupational safety and health (OSH), they provide the first-ever common framework for the prevention and elimination of such unacceptable behaviours and the creation of a safe and healthy working environment based on dignity and respect for all.
4. Convention No. 190 requires ratifying Member States to respect, promote and realize the right of everyone to a world of work free from violence and harassment in all sectors, including in the informal economy, and to adopt an inclusive, integrated and gender-responsive approach for its prevention and elimination. The Convention acknowledges the gender dimension of violence and harassment and includes specific measures to address its root causes. It recognizes the impact of domestic violence on employment, productivity, and health and safety and calls for measures to mitigate its effects in the world of work so far as is reasonably practicable. Additionally, the Convention acknowledges the importance of identifying, in consultation with employers' and workers' representatives, the sectors or occupations and work arrangements in which workers and other persons are at greater risk of exposure to violence and harassment and of taking appropriate prevention and response measures.
5. Against this backdrop, the strategy's priorities for action by the ILO are identified through social dialogue and based on ILO constituents' needs. While recognizing that ratification and

---

<sup>1</sup> GB.337/PV, para. 78.

legal reforms are essential, ending violence and harassment requires significant social change. This is facilitated through coordinated interventions operating at multiple levels, across sectors and in different areas of law, policy and practice, alongside research, interventions in the field of behavioural science and awareness-raising. The strategy is operationalized at the global, regional, national, sectoral and workplace levels and tailored to country contexts and priorities, as reflected in ILO Decent Work Country Programmes and United Nations Sustainable Development Cooperation Frameworks.<sup>2</sup>

6. The strategy is articulated in three mutually reinforcing components: (i) wide ratification of the Convention and the effective implementation of the instruments; (ii) support to constituents through awareness-raising initiatives, promotional materials, research and technical assistance; and (iii) promotion of international cooperation and partnerships and of resource mobilization. It also includes a specific section on advancing an internal institutional framework for implementation to ensure a world of work free from violence and harassment at the ILO.

### ► III. The strategy in action

---

7. The strategy has been instrumental in informing the design and implementation of a wide range of initiatives on violence and harassment. This has been facilitated by the establishment of a new dedicated output under outcome 6 of the Programme and Budget 2020–21 and retained in subsequent programmatic documents. This output has been pivotal in galvanizing the adoption of Convention No. 190 and achieving significant progress towards its implementation. Given the cross-cutting nature of violence and harassment, work by the ILO has also contributed to other outcomes of the programme and budget, including outcomes 1, 2, 4 and 7.

#### A. Wide ratification of the Convention and the effective implementation of the instruments

8. As of 1 September 2023, 32 ratifications have been officially registered for Convention No. 190, which entered into force on 25 June 2021. The high number of ratifications, particularly within a time frame impacted by a global pandemic, underscores the significance of this instrument. The ILO has actively supported the pre-ratification legal reviews and validations in at least 30 countries across all regions.<sup>3</sup> These exercises have promoted social dialogue and sensitized constituents on ways to identify and address the issue. They have also contributed to building ownership in designing and developing measures to overcome gaps in laws and practice, while showcasing the complex nature of violence and harassment and the imperative of an inclusive, integrated and gender-responsive approach for its prevention and elimination.
9. These pre-ratification legal reviews have often been a first step towards ratification and the development of integrated approaches for the implementation of the instruments, as for

<sup>2</sup> As of 1 September 2023, 23 Decent Work Country Programmes included a reference to Convention No. 190 and/or violence and harassment.

<sup>3</sup> Albania, Algeria, Argentina, Bahamas, Benin, Bosnia and Herzegovina, Colombia, Côte d'Ivoire, Egypt, Eswatini, Ethiopia, Fiji, Jamaica, Jordan, Indonesia, Madagascar, Mexico, Montenegro, Morocco, Namibia, Republic of Moldova, Samoa, Senegal, Serbia, Thailand, Timor-Leste, Tunisia, Ukraine, Uzbekistan and Vanuatu.

instance in Argentina and Namibia.<sup>4</sup> Regardless of Member States' readiness to ratify, Convention No. 190 provided a stimulus for legislative and policy reform. For example, thanks to ILO support, recent labour codes adopted in Armenia and Mongolia include new provisions on violence and harassment. The ILO also provided support for the development of a new decree and code of conduct on sexual harassment in Viet Nam and of a national strategy to eliminate sexual harassment and gender-based violence in the workplace in Zimbabwe.<sup>5</sup>

## **B. Support to constituents through awareness-raising initiatives, promotional materials, research and technical assistance**

### **Collection and measurement of data on violence and harassment**

10. Building a world of work free from violence and harassment requires solid and comparable data. Yet, statistics on violence and harassment are sporadic and scarce. To fill this evidence gap, the ILO collaborated with the Lloyd's Register Foundation and Gallup to undertake the first global exploratory exercise to measure people's experiences of violence and harassment.<sup>6</sup> The report sheds light on the magnitude and frequency of the phenomenon, providing insights into its main forms, and on the main barriers that prevent people from reporting it.
11. Responding to the growing demand from constituents for guidance on measuring violence and harassment, the ILO carried out a review of existing official data and sources on work-related violence and harassment.<sup>7</sup> A review of the main challenges for statistical measurement was also conducted.<sup>8</sup> A preliminary methodology to support the production of official statistics, including a survey questionnaire and an ethical and safety protocol for data collection, was then developed for testing purposes. Qualitative and quantitative testing of those tools was carried out in Jordan and Côte d'Ivoire. Progress on this work will be presented at the 21st International Conference of Labour Statisticians, to be held in October 2023, with a view to seeking guidance on how to further advance measurement work in this area.

### **Research and resource materials**

12. To inform policy dialogue and raise awareness about the instruments, the ILO has invested substantive resources and efforts in developing new knowledge products on Convention No. 190. These include a guide that helps readers understand the scope of the instruments and sheds light on how Member States have advanced in the prevention and elimination of work-related violence and harassment by providing a rich selection of examples of national laws, regulations, policies and other measures.<sup>9</sup> Research is ongoing on the linkages between violence and harassment and the relevant fundamental principles and rights at work.

<sup>4</sup> See ILO, "Mesa interministerial: La OIT y el gobierno argentino avanzan en un plan de acción para aplicar el Convenio 190".

<sup>5</sup> Zimbabwe Gender Commission and ILO, *Strategy for the Elimination of Sexual Harassment and Gender-based Violence in the Workplace in Zimbabwe 2021–2025*.

<sup>6</sup> ILO, Lloyd's Register Foundation and Gallup, *Experiences of Violence and Harassment at Work: A Global First Survey*, 2022.

<sup>7</sup> ILO, *Assessing Availability of Survey Data on Violence and Harassment in the World of Work*, forthcoming.

<sup>8</sup> ILO, *Towards Developing a Conceptual and Measurement Framework for Statistics on Violence and Harassment in the World of Work*, forthcoming.

<sup>9</sup> ILO, *Violence and Harassment in the World of Work: A Guide on Convention No. 190 and Recommendation No. 206*, 2021.

13. A series of technical briefs featuring specific topics, including sexual harassment and domestic violence, has also been developed.<sup>10</sup> A dedicated ILO portal on Violence and Harassment in the World of Work has been created where all these materials are published.<sup>11</sup> A number of studies have contributed to advancing knowledge, including by deepening the specific understanding of the root causes and manifestations of violence and harassment in selected countries, including Argentina, Benin, Burkina Faso, Côte d'Ivoire, Mali and Senegal.
14. Attention has been given to understanding the increased vulnerability to violence and harassment faced by groups of workers more at risk of exclusion and discrimination, such as women, people with disabilities or living with HIV/AIDS and domestic and migrant workers.<sup>12</sup> In Indonesia, a handbook and training modules on violence and harassment and HIV/AIDS vulnerability among women working in the maritime sector have been published.<sup>13</sup> In collaboration with the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the United Nations Office on Drugs and Crime, the ILO has supported the revision of several laws related to violence against women and girls in Indonesia, the Philippines, Thailand and Viet Nam, through the Safe and Fair project.<sup>14</sup> It has also supported the Malaysian Employers Federation in developing a workplace policy, including investigation guidance, on the elimination of discrimination, violence and harassment.
15. Violence and harassment has also been mainstreamed into training and skills acquisition institutions, including technical and vocational education and training (TVET) systems, with a view to protecting workers while at the same time equipping future workers with knowledge on violence and harassment prevention and elimination. For instance, Indonesia has developed training materials on preventing and responding to sexual violence and harassment in TVET.<sup>15</sup> Lastly, the new Quality Apprenticeships Recommendation, 2023 (No. 208), explicitly includes provisions on violence and harassment.

## Occupational safety and health

16. Violence and harassment is a serious OSH risk. The Office has supported its constituents in extending or adapting existing OSH measures to include the prevention of violence and harassment. Specific actions taken include the development of reports, policy briefs and technical tools on the integration of psychosocial risk factors at work, including violence and harassment, in OSH national policies and legislations and in workplace policies.<sup>16</sup> Through technical cooperation projects, the ILO has deepened the knowledge base on the topic by carrying out comparative research on how Member States tackle violence and harassment

<sup>10</sup> ILO, "Series of technical briefs: Violence and harassment in the world of work".

<sup>11</sup> ILO, "Resources on Violence and Harassment in the World of Work".

<sup>12</sup> ILO, *How to Promote Disability Inclusion in Programmes to Prevent, Address and Eliminate Violence and Harassment in the World of Work*, 2021; ILO, *Violence and Harassment against Persons with Disabilities in the World of Work*, 2020; ILO, *HIV-related Violence and Harassment in the World of Work*, 2020.

<sup>13</sup> ILO, "Training guidelines and modules: Raising awareness of harassment, violence and HIV/AIDS vulnerability among women seafarers, women seafarers' groups and women working in the maritime environment (in Bahasa Indonesia)".

<sup>14</sup> ILO, "Safe and Fair: Realizing women migrant workers' rights and opportunities in the ASEAN region".

<sup>15</sup> ILO, "Convention No. 190 and vocational training: Sexual harassment measures implemented in Indonesia polytechnics"; ILO, "ILO launches the first gender equality and social inclusion handbook for Higher Education Institutions".

<sup>16</sup> ILO, *Safe and Healthy Working Environments Free from Violence and Harassment*, 2020.

through OSH systems.<sup>17</sup> Efforts have also been strengthened to ensure that OSH measures include violence and harassment stemming from discrimination, gender and social norms. Technical advice has also been provided to governments and workers' and employers' organizations on elaborating tools for maintaining healthy and safe telework<sup>18</sup> and ensuring mental health at work,<sup>19</sup> including by preventing violence and harassment.

## Strengthening capacity-building for employers' and workers' organizations

17. Building and strengthening the capacity of employers' and workers' organizations has been essential to the implementation of the strategy. To support Employer and Business Membership Organizations (EBMOs) in promoting the principles of Convention No. 190 and to better prevent, manage and respond to violence and harassment at work, the ILO has published a practical guide for employers, which has been widely translated and used in Albania, Cambodia, China, Georgia, Greece, Indonesia, Malaysia, North Macedonia, the Russian Federation, Uzbekistan and Viet Nam and other Arabic-, English-, French- and Spanish-speaking countries.<sup>20</sup> The guide has also served as a basis for the Bureau for Employers' Activities (ACT/EMP) to strengthen the capacity of members of EBMOs in several countries, including Cambodia, Georgia, Ghana and Viet Nam. Moreover, the ILO has continued supporting EBMOs with a view to enhancing their capacity to comply with relevant national legislation, as in the case of the Jamaica Employers' Federation.<sup>21</sup> To support workers' organizations, the ILO has generated and shared knowledge on the principles of the Convention and on the role of workers' organizations in promoting its ratification and implementation.<sup>22</sup> The Bureau for Workers' Activities (ACTRAV) has rolled out training and sensitization programmes to trade unions at the national, subregional and regional levels with a view to strengthening their capacity to effectively participate in ratification processes and the monitoring of their implementation. Upon request, support has been provided in a number of countries, including Angola, Argentina, Armenia, Ecuador, Ghana, Guatemala, Lithuania, Malawi, the Republic of Moldova, Spain, Tajikistan, Uganda, Ukraine and the United Republic of Tanzania. The Convention has been a catalyst for cooperation between employers' and workers' organizations, as in the case of Trinidad and Tobago, where, thanks to the support of the Spotlight Initiative, the Employers' Consultative Association and the National Trade Union Centre developed and adopted a model workplace policy on gender-based violence, intimate partner violence and sexual harassment.<sup>23</sup>

## Work at the sectoral level

18. Working at the sectoral level has proven pivotal for the design and development of prevention and protection measures. Dedicated provisions on violence and harassment have been included in a number of ILO codes of practice and guidelines, such as in the construction,

<sup>17</sup> ILO, "Practical guidance and tools to prevent and address violence and harassment in the world of work – An OSH perspective".

<sup>18</sup> World Health Organisation (WHO) and ILO, *Healthy and Safe Telework*, Technical Brief, 2021.

<sup>19</sup> WHO and ILO, *Mental Health at Work*, Policy Brief, 2022.

<sup>20</sup> ILO, *Violence and Harassment at Work: A Practical Guide for Employers*, 2022.

<sup>21</sup> ILO, *Employers' Guidelines for the Implementation of the Jamaica Sexual Harassment (Protection and Prevention) Act, 2021*, 2022.

<sup>22</sup> See ILO, "Violence and Harassment in the World of Work: Trade Union Initiatives, Strategies and Negotiations since the Adoption of C190 and R206", forthcoming; ILO, *ILO Violence and Harassment Convention No. 190 and Recommendation No. 206*, Policy Brief, 2020.

<sup>23</sup> ILO, "ECA and NATUC join Spotlight Initiative to end workplace gender-based violence in Trinidad and Tobago".



textile and agri-food sectors.<sup>24</sup> Sector-specific research has also been conducted in the health, hospitality, social service, entertainment, domestic work and agricultural sectors.<sup>25</sup> In relation to domestic work, research has been carried out on the legal determinants of violence and harassment, as well as on social and behavioural interventions to address it.<sup>26</sup> On the basis of this research, a pilot project was conducted in Argentina to shift social perceptions and to train domestic workers in identifying and responding to violence and harassment. Studies and tools on eliminating gender-based violence and harassment in the garment industry have also been produced by ILO-International Finance Corporation (IFC) Better Work.<sup>27</sup> Factory level sensitization training on gender-based violence and harassment has been delivered in many countries, including Bangladesh, Egypt, Honduras, Indonesia, Jordan, Nicaragua and Pakistan.

## Training and capacity-building

19. Overall, ILO capacity-building and training has followed a multipronged approach aimed at conveying a clear understanding of the scope and content of Convention No. 190 and Recommendation No. 206, while enabling the sharing of experiences and practices. Training and sensitization programmes have been delivered to constituents, governmental bodies, including members of the legislative and judicial arms of government, and labour inspectorates, parliamentarians and journalists in many countries, including Bolivia (Plurinational State of), Colombia, Côte d'Ivoire, Georgia, Ghana, Greece, Indonesia, Jordan, Kazakhstan, Kyrgyzstan, Peru, the Philippines, Senegal and Uzbekistan. The ILO has also developed training on transformational change for the elimination of violence and harassment through responsible business conduct.<sup>28</sup>
20. Since 2020, the ILO, through its International Training Centre (ITCILO), has developed programmes entirely dedicated to the Convention, including self-paced online packages and standard curricula.<sup>29</sup> Regional and tailor-made activities have also been developed, including the ILO Regional Office for Asia and the Pacific virtual reality body swap on towards zero tolerance of sexual harassment in the garment supply chain, which was tested in a training course in Indonesia.<sup>30</sup> Activities relating to international labour standards and gender equality,

<sup>24</sup> ILO, *Code of practice: Safety and Health in Textiles, Clothing, Leather and Footwear*, 2022; ILO, *Code of practice: Safety and Health in Construction* (Revised edition), 2022; ILO, *Policy Guidelines for the Promotion of Decent Work in the Agri-food Sector*, MEDWAF/2023/4, 2023.

<sup>25</sup> WHO and ILO, *Caring for Those who Care: Guide for the Development and Implementation of Occupational Health and Safety Programmes for Health Workers*, 2022; ILO, *Policy Brief on Sexual Harassment in the Entertainment Industry*, 2020.

<sup>26</sup> ILO, *Estudio cualitativo sobre la violencia y el acoso en el sector del trabajo doméstico*, 2022; ILO, "Changing Norms to Prevent Violence and Harassment of Domestic Workers: Literature Review", 2021 (unpublished); ILO, "Domestic Work: Legal Measures and Services to Prevent, Detect and React to Violence and Harassment", 2022 (unpublished).

<sup>27</sup> ILO and IFC, *Sexual Harassment at Work: Insights from the Global Garment Industry*, Thematic brief, 2019; ILO and IFC, *Sexual Harassment Prevention in the Global Garment Industry: An Assessment of Better Work Initiatives in Indonesia, Jordan, Nicaragua and Vietnam*, Discussion Paper 50, 2023.

<sup>28</sup> ILO, "Transformational change for gender equality through responsible business conduct"; United Nations Global Compact, "Advancing decent work in business through the UN Global Compact Labour Principles".

<sup>29</sup> See, for example, the online training courses entitled "Ending violence and harassment in the world of work: Know the framework, own the principles, initiate change" and "A future of work free from violence and harassment: Workplace policy design lab".

<sup>30</sup> ICTILO, "ILO launches VR course against sexual harassment in the garment sector".



including academies and interregional courses, have also included specific sessions on violence and harassment.<sup>31</sup>

## Advocacy and awareness-raising

21. Significant efforts have been devoted to raising awareness of Convention No. 190 through the global campaign to overcome violence and harassment in the world of work.<sup>32</sup> An implementation plan engages ILO constituents and links to important days and campaigns, including the celebration of the anniversary of the adoption of the Convention and the annual international campaign on 16 Days of Activism against Gender-Based Violence. In addition, to help raise awareness at the country level, the instruments have been translated into a number of local languages and radio programmes and other sensitization activities have been carried out.

## Violence and harassment and COVID-19

22. The Office has taken important steps to ensure that Convention No. 190 is central to COVID-19 response and recovery measures.<sup>33</sup> By placing a transformative agenda for equality, diversity and inclusion in the ILO 2021 [Global Call to Action for a human-centred recovery from the COVID-19 crisis that is inclusive, sustainable and resilient](#), the ILO has emphasized the importance of the Convention in recovering better from the pandemic and leaving no one behind. The ILO has also published a number of guiding documents to enhance constituents' understanding of the impact of COVID-19, including in relation to OSH.<sup>34</sup>

## C. Promotion of international cooperation and partnerships and of resource mobilization

23. Efforts have been made to position Convention No. 190 in the broader international framework. For instance, since 2019, the Convention has been included in relevant resolutions of the United Nations (UN) General Assembly and Human Rights Council.<sup>35</sup> Upon request, the ILO has also provided support to the European Union (EU) in ensuring alignment of the new [draft directive on combating violence against women and domestic violence](#) with the principles of the Convention. The Office has continued to seek the cooperation of other international organizations working on violence and harassment, both in the context of country-level operational activities and in international conferences and meetings, such as the Commission on the Status of Women. In addition, the ILO made a joint commitment with one of the UN-Women-led Generation Equality Action Coalitions to advocate for the ratification and implementation of the Convention.

<sup>31</sup> For example, ITCILO, "ACTRAV Global Workers' Academy" and the "Regional Academy on Gender, Inclusion and the Future of Work (Asia and the Pacific)".

<sup>32</sup> See ILO, Brand Hub, "C190 Campaign Toolkit".

<sup>33</sup> See ILO, *ILO Violence and Harassment Convention, 2019 (No. 190): 12 Ways It Can Support the COVID-19 Response and Recovery*, ILO Brief, 2020; ILO, *The COVID-19 Response: Getting Gender Equality Right for a Better Future for Women at Work*, Policy Brief, 2020.

<sup>34</sup> ILO, *OSH and the COVID-19 Pandemic: A Legal Analysis*, ILO Working Paper 90, 2023; ILO, *Managing Work-related Psychosocial Risks during the COVID-19 Pandemic*, 2020.

<sup>35</sup> Among others, [General Assembly resolution 75/161 of 16 December 2020 on the intensification of efforts to prevent and eliminate all forms of violence against women and girls](#).

24. Extrabudgetary contributions, including funding from the French, Swedish and Norwegian Governments and the EU, have been key in advancing work on the Convention in many countries, including Argentina, Benin, Burkina Faso, Côte d'Ivoire, Indonesia, Jordan, Malawi, Malaysia, North Macedonia, Senegal, Thailand and Zimbabwe. Awareness-raising has taken place in Jordan, where, with technical support from the ILO, the Labour Law has been amended to include a new article on sexual harassment. In North Macedonia, the ILO is supporting constituents in developing practical tools for the prevention of violence and harassment, while also supporting national efforts towards ratification. In Malawi, work to strengthen the capacity of ILO constituents to address gender-based violence and harassment particularly in the tea sector is ongoing. Lastly, in Argentina, Timor-Leste, Zimbabwe and South-East Asia, the EU-UN Spotlight Initiative has been essential in advancing legal and policy work on gender-based violence and harassment.

## ► IV. Institutional framework for implementation

---

25. In line with the strategy, the Office has promoted Convention No. 190 within its internal processes. The Human Resources Department has worked on promoting a respectful work environment, improving the policy framework for the prevention of violence and harassment and for the resolution of conflicts and problems when they arise. A mandatory online training course on preventing abuse of authority, harassment, sexual harassment and discrimination has been provided to all ILO staff. In 2022, an information note on disciplinary cases for the period 2018–21 that was sent to all staff included a section on misconduct involving abuse of authority, harassment and discrimination.<sup>36</sup> A code of conduct for ILO events was developed for and used at the 111th Session of the International Labour Conference in 2023.<sup>37</sup> The code is now being reviewed and will be disseminated for use at all ILO meetings. Guidelines for ILO managers on preventing and responding to violence and harassment at work have also been produced and disseminated. The [ILO Action Plan for Gender Equality 2022–25](#) also includes an indicator on sexual harassment.
26. A technical working group consisting of representatives from a number of ILO departments at headquarters, ITCILO and regional offices has facilitated a mapping of ILO activities. Through regular meetings, including a global knowledge-sharing forum for headquarters and field representatives, the working group has maintained the flow of information and coordination in relation to ongoing and planned work, and joint activities.

## ► V. The way forward

---

27. Violence and harassment contributes to increased inequalities, poverty and social and economic exclusion. Creating a world of work free from violence and harassment remains a priority through the further implementation of the strategy. Given its responsibility for Convention No. 190 (including its supervision), its tripartite structure and its experience, as well as the recent recognition of a safe and healthy working environment as a fifth fundamental

<sup>36</sup> IGDS Number 620 (version 1).

<sup>37</sup> ILO, *Working Together for a Culture of Respect: Code of Conduct for Prevention of All Forms of Violence and Harassment at ILO Events*, 2023.

principle and right at work, the ILO is well placed to play a leading role in ensuring a world of work free from violence and harassment. ILO contributions in this regard are essential in order to seize opportunities and tackle challenges in achieving social justice for all, advancing the Sustainable Development Goals and ensuring that no one is left behind.

## **A. Maintaining the momentum on ratification and effective implementation**

28. The high number of ratifications and legal and policy reforms registered since 2019 testifies to the deepened tripartite consensus on the urgent need to end violence and harassment at work. The next and tougher challenge is to build capacities and adequate institutions to effectively implement Convention No. 190. The momentum is not expected to diminish and demand for ILO support continues to come from countries that are envisaging ratification or amending legislation. For these reasons, the Office should maintain its support to its constituents, guided by this strategy, which has proven to be relevant and responsive to diverse national demands and contexts.
29. Promoting social dialogue has been of paramount importance in the first phase of the strategy. Social dialogue at all levels leads to better outcomes, since it provides more practical information and offers a range of approaches and solutions by those directly concerned. Moving forward and in line with the new ILO framework for action on freedom of association and the effective recognition of the right to collective bargaining, the ILO should step up its efforts to strengthen social partners' capacity and support effective tripartite consultations.

## **B. Building the capacity of ILO constituents in implementing Convention No. 190 and addressing new challenges**

30. Through knowledge-sharing among the tripartite constituents, country-level assistance, research and data collection, and tools development, the overall knowledge base on violence and harassment has grown substantially in recent years. Such efforts should be strengthened in line with constituents' needs. Following up on the conclusions and recommendations of the 21st International Conference of Labour Statisticians, increased attention should be given to continuing the advancement of conceptual and methodological work on the measurement of violence in the world of work and the gathering of evidence to inform the development of common guidance. In addition, support for the generation of data at the country level should be further enhanced with a view to supporting advocacy and demonstrating impact. Further efforts should be made in this regard, including in relation to information on the costs of violence and harassment to workers, the business community and societies. Attention should also be given to revitalizing responses aimed at preventing and eliminating discriminatory violence and harassment, particularly towards groups more at risk and in the informal economy. This is also in line with the Office's proposed plan of action on labour protection for the period 2023–29.
31. The adoption of a safe and healthy working environment as a fundamental principle and right at work enhances opportunities and provides further impetus to strengthen the work and assistance on issues related to mental health, including prevention of psychosocial risks and of violence and harassment arising from discrimination, gender and social and cultural norms. In addition, further attention should be devoted to supporting constituents in developing both prevention and effective dispute resolution mechanisms and to strengthening the capacity of the relevant authorities, including labour inspectors, to deliver on Convention No. 190. This will

require coordination between elements of this strategy and the new Global Strategy on Occupational Safety and Health 2024–30.

32. Convention No. 190 and Recommendation No. 206 are grounded in the idea that the effective prevention and elimination of violence and harassment require a deep understanding of each specific context and work environment. For this reason, the Office should promote the application of existing sectoral guidelines and codes of practice and further support constituents' efforts to integrate measures aimed at eliminating violence and harassment when designing new sectoral tools, in line with the new Global Strategy on Occupational Safety and Health, the proposed plan of action on labour protection and the programme and budget. In addition, the Office should facilitate consultations among constituents in order to identify the sectors or occupations and work arrangements in which workers and other persons are more exposed to violence and harassment and to develop research and measures to protect them. Such efforts should take into account the specific needs of workers and enterprises in the informal economy and of microenterprises and small and medium-sized enterprises.
33. The emerging frontiers in the world of work, such as telework, the platform economy and the use of artificial intelligence, require more exploration in relation to their impact on people's vulnerability and exposure to violence and harassment. Developing practical tools and documenting case studies on employer/enterprise practice vis-à-vis addressing violence and harassment, including cyberbullying, third-party violence and domestic violence, would be of further use. In addition, the Office should place more emphasis on integrating work on violence and harassment in situations of crisis, including conflicts and natural disasters.

### C. Scaling up efforts towards social change

34. Violence and harassment at work is caused by a combination of drivers operating at different levels of society. Risk factors include attitudes, power relations and gender regimes. It is therefore important to adopt an intersectional approach to combating harmful social norms and discriminatory bias, particularly where groups at greater risk of exclusion are concerned. Emerging evidence and insights from the ground indicate that, in order to change harmful social norms and discriminatory bias, programmes need to shift social expectations, promote new norms and behaviours and make people aware of the change. In the specific context of gender-based violence and harassment, the work of the ILO should further focus on developing awareness-raising and other measures aimed at challenging stereotypes, transforming gender norms and eliminating inequalities.

### D. Strengthening the institutional framework and external partnerships

35. Given its cross-cutting nature, work on violence and harassment needs to be well-positioned within the high-level institutional initiatives of the ILO, such as the Global Coalition for Social Justice, the Global Accelerator on Jobs and Social Protection for Just Transition and the newly established priority action programmes. This work also needs to be better connected to ongoing and future strategies, such as the new strategy on inequalities, labour protection and OSH, in line with the transformative agenda for gender equality, non-discrimination and inclusion. The Working Group on Convention No. 190 should then expand its composition to include broader representations of departments and programmes, both at headquarters and in the field, in order to improve coordination and ensure the effective mainstreaming of violence and harassment in all ILO work streams.
36. Strengthening partnerships is an essential area of increased efforts for the ILO to further promote the ratification and implementation of the Convention. The Office should strive, in

consultation with constituents, to strengthen and build new partnerships and alliances, including for the mobilization of resources. To this end, better coordination with other UN agencies, such as UN-Women, the United Nations Development Programme and the WHO and a more strategic positioning of the issue in the context of the UN Sustainable Development Cooperation Framework and regional and leaders' forums, should be further pursued.

## ► Draft decision

---

### **37. The Governing Body:**

- (a) advised the Office on the way forward regarding the implementation of the strategy for action concerning the elimination of violence and harassment in the world of work; and**
- (b) requested the Director-General to take into consideration the strategy, and the guidance given during its discussion, when preparing future programme and budget proposals and facilitating extrabudgetary resources.**