



POLICY BRIEF

► Violence and Harassment at Work within the Scope of ILO C190 : TÜRKİYE CASE

► Introduction

The ILO Convention on Violence and Harassment (C190), and its accompanying Recommendation (R 206) were adopted by the International Labour Conference on June 21, 2019.

C190 is the first global treaty on violence and harassment, including gender-based violence, in the world of work. It sets out the principles and minimum standards for preventing and eliminating violence and harassment in the world of work. R. 206 supplements the Convention and gives additional guidance supporting the implementation of the Convention. [As of January 1, 2024, 36 ratifications](#) have been officially registered for Convention No. 190¹.



ILO Convention No.190 and its accompanying Recommendation No.206 were adopted by the International Labour Conference on June 21, 2019.

Convention No. 190 is ground-breaking in that it recognizes that violence and harassment in the world of work can constitute a human rights violation, and that it is a threat to equal opportunities, is unacceptable and incompatible with decent work. Convention No. 190 and Recommendation No. 206 recognize that the right to be free from violence and harassment in the world of work is inseparable and closely interrelated with all fundamental principles and rights at work and, more broadly, with decent work.

The aim of this Policy Brief is to promote a better understanding of the C190 and to demonstrate what kind of a framework the ILO C190 provides to eliminate violence and harassment in the world of work, as well as to discuss the pioneer practices in Türkiye in line with this Convention.

The Policy Brief, prepared under the [“More and Better Jobs for Women Programme”](#), implemented by the ILO Türkiye Office with funding from Sweden, is composed of four parts. **In the first part, the framework of the C190 for elimination of violence and harassment in the world of work will be explained. The second part focuses on policies and good practice examples developed by labour unions and businesses, municipalities, and civil society organizations with the technical support of the ILO Türkiye Office, aiming to end violence and harassment at work. The third part deals with the role of the ILO Türkiye Office and the technical support it provides throughout the entire process; the fourth part is the conclusion.** Even though Turkey has yet to ratify the C190, these encouraging good practices and the tremendous efforts of the ILO’s partners to promote the Convention would pave the way for Türkiye to ratify it. The ILO Türkiye Office hopes that the Policy Brief would support the efforts of public authorities, workers, employers and their organizations as well as related civil society organisations and academia to eliminate violence and harassment in the world of work in Türkiye.

¹ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO::P11300_INSTRUMENT_ID:3999810

► Part I: Framework of the ILO C190 for Addressing Violence and Harassment in the World of Work



Convention No. 190 provides a framework 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. This approach envisages action on prevention, protection, enforcement, remedies, guidance, training, and awareness raising.

Convention No. 190 recognizes the different and complementary roles and functions of the governments, employers and workers, and their respective organizations. Social dialogue is core to the implementation and enforcement of the instruments namely C190 and R206, by bringing together the governments, and the workers' and employers' organizations to tackle the injustices of violence and harassment with the aim of building a world of work free from violence and harassment.

The Convention defines violence and harassment as "a range of unacceptable behaviours and practices" that "aim at, result in, or are likely to result in physical, psychological, sexual or economic harm". It covers everyone who works, including interns or apprentices and persons who exercise the duties or authority of an

employer, and applies to the public and private sectors, the formal and informal economy, as well as urban and rural areas. Workers whose employment has been terminated, volunteers, jobseekers and job applicants are also under scope of these inclusive labour standards.

The notion of "violence and harassment" outlined in the Convention includes "gender-based violence and harassment". It defines gender-based violence and harassment as "violence and harassment directed at persons because of their sex or gender and affecting persons of a particular sex or gender disproportionately, and includes sexual harassment. The reference to "sex or gender" makes both the biological functions and characteristics that differentiate men from women (that is, sex) and the sociological differences between men and women that are learned and changeable over time (that is, gender) relevant to Convention No. 190 and Recommendation No. 206 (ILO 2012).

Convention No. 190 emphasizes the need to address the root causes of gender-based violence and harassment in the work, including discrimination, unequal power relations, gender stereotypes, and social and cultural norms. It calls for a "gender-responsive approach" that considers gender in the design, development, implementation, and outcomes of programs, policies, laws, and collective agreements. This approach should ensure equal participation in the decision-making processes, value all perspectives, respect all experiences regardless of gender differences. The ultimate goal is to empower girls and women, promoting gender equality and ensuring gender justice.

Convention No. 190 recognizes the negative spill over effects

The notion of violence and harassment outlined in the Convention includes "gender-based violence and harassment".

that domestic violence can have in general on the world of work, including in relation to employment, productivity, and safety and health. The Convention also recognizes the positive contribution that governments, employers' and workers' organizations, and labour market institutions can play in mitigating the negative impact of the domestic violence on the world of work. The appropriate measures on domestic violence such as leaves, flexible work arrangements, various protection procedures, inclusion in workplace risk assessments, referral system and awareness raising are recommended through R206.

Convention recognizes acts of violence and harassment do not necessarily have to occur exclusively in a traditional physical workplace. Since work is performed in various settings, including through technology, the Convention seeks to ensure protection everywhere and under any circumstance related to work, such as in places where the worker is paid, takes a rest break or has a meal, or uses the sanitary, washing and changing facilities, work-related trips, travel, training, events or social activities and in online channels.

Convention No. 190 requires ratifying countries to make a commitment for a struggle on prevention of violence and harassment in the world of work and to protect and support the survivors of the violence and harassment. This encompasses a

Convention No. 190 acknowledges that violence and harassment are not only an issue of discrimination and inequity, but also a risk in terms of occupational safety and health.

range of different obligations, such as defining and prohibiting violence and harassment in the world of work within **laws and regulations**, and adopting **appropriate measures** to prevent it, as well as adoption of a **comprehensive strategy** in order to implement measures to prevent and combat violence and harassment including development of grievance and referral mechanisms to support the survivors.

The Convention requires **countries** to identify sectors, occupations, and work arrangements where workers are more likely to be exposed to violence and harassment, and to take measures to protect them. Recommendation No. 206 identifies these sectors, night work, isolated work environments, health, hospitality, social services, emergency services, domestic work, transport, education, and entertainment. The Convention urges countries to adopt laws and regulations mandating **employers** to take appropriate measures to prevent violence and harassment in the workplace. One of the specific measures the employers are required to take is “adopting and implementing, in consultation with workers’ and their representatives, a workplace policy on violence and harassment”. This represents a basic strategy in promoting a violence and harassment-free working environment and culture. Workers and their representatives should take part in the design, implementation and monitoring of the workplace policy in line with the Convention.

Convention No. 190 acknowledges that violence and harassment, including gender-based violence and harassment, and its associated psychosocial risks, are not only an

issue of discrimination and inequity, but also a risk of impaired health. Convention emphasizes the need for Occupational Safety and Health (OSH) management to address violence and harassment, including gender-based harassment. It urges to extend or adapt existing occupational safety and health measures to cover violence and harassment and developing specific measures where necessary.

Another required **measure** employers need to take is providing workers with information and training on identified hazards and risks of violence and harassment and the associated prevention and protection measures. Providing information and training can contribute to a workplace culture conducive towards reducing the risk of violence and harassment. It also helps ensure that when violence or harassment does occur, workers know how to report it and which resources to access.

The Convention sets out principles and guidance **for States** to put in place strong and effective **reporting mechanisms** for addressing violence and harassment. Complaint mechanisms can be either internal (within an enterprise) or external (through the Ministry of Labour and Social Security or other relevant ministries, the judiciary systems, sectoral or collective mechanisms, specialized tribunals or courts, labour inspectorates, dispute resolution agencies, human rights and equality bodies, or other quasi-judicial bodies). All these channels should be easily accessible, safe, fair and effective. Convention No. 190 emphasizes the importance of privacy and confidentiality in reporting, investigation, and dispute resolution, ensuring the confidentiality of complaints to safeguard the privacy of both the complainant and the alleged perpetrator. Convention No. 190 outlines measures for effective reporting and dispute resolution, including legal, social, medical, and administrative support for complainants and victims.

These support services should be gender-responsive, especially for gender-based violence and harassment. Recommendation No. 206 recommends measures such as accessible counselling, 24-hour hotlines, emergency services, medical care, crisis centres, and specialized police units to support victims.

Convention No. 190 mandates **States** to provide **effective remedies**, including the right to resign with compensation, reinstatement, appropriate compensation for damages, orders for immediate measures to stop conduct or change policies, and legal fees and costs according to national law and practice.

Convention No. 190 states that ratifying countries should “provide for sanctions, where appropriate, in cases of violence and harassment in the world of work”. Sanctions can be disciplinary measures with civil, administrative, or criminal issues. Recommendation No. 206 also recommends perpetrators to be held accountable and provide counselling or other measures to prevent recurrence.

Convention No. 190 urges countries to provide **guidance, training, and resources** in accessible formats to prevent and eliminate violence and harassment, accelerating socio-cultural change and equipping authorities, employers, workers, and organizations with necessary tools.



► Part II: The National Legal Framework and Good Practices: Türkiye Case

The National Legal Framework

Türkiye has not yet ratified the Convention; however, it has several national legal instruments that bring sound measures against violence and harassment in conformity with the Convention.

The Constitution, the Labour Law, the Code of Obligations, the Civil Code, the Criminal Code, the Law on Occupational Health and Safety, the Law on the Protection of Family and Prevention of Violence against Women, and the Law on Human Rights and Equality Institution remain among these instruments which have direct or indirect provisions and references on the issue in this respect.

Although these instruments constitute an important foundation and play a crucial role to ensure environments including working environment free from violence and harassment, there is still a need to improve and strengthen the existing legislations and to introduce new legal instruments.

Ratification of the C190 is going to ensure an inclusive and holistic approach with a special focus on various kinds of working relationships including unregistered employment. Its ratification is going to encourage the countries to develop specific procedures on women's access, remaining and advancement in the labour market through elimination of the violence against women including domestic violence.

The Good Practices

The practices of ILO partners, carried out in line with C190 and with technical support of the ILO Office for Türkiye, also constituted important steps and contribution towards prevention and elimination of violence and harassment in their institutional entities, eventually in the world of work in Türkiye.

The social partners, private sector, civil society, and municipalities in Türkiye are already mobilized and working to introduce and implement measures deriving from the Convention, though not yet ratified by Türkiye. They have become advocates for adoption of C190 and taken concrete actions in internalizing and integration of its articles in their own institutional policies through their policy documents, collective agreements etc.

Policy Papers of Trade Unions

To mainstream the prevention of violence and harassment in the world of work within the activities of workers' organizations; DİSK Confederation (Confederation of Progressive Trade Unions of Türkiye), TEZ KOOP-IS Union (The Turkish Union of Commerce, Cooperatives, Education, Office and Fine Arts under TURK IS Confederation); TGS Union (Turkey's Journalists Union under TURK IS Confederation); OZIPLIK-IS Union (Trade Union in Textile and Garment under HAK-IS Confederation); HİZMET IS (All Municipal and Public Services Worker's Trade Union under HAK-IS Confederation); and ÖZ GIDA-IS Union (Food Workers' Union under HAK-IS Confederation), adopted a "Zero Tolerance to Violence Policy Document" in 2022, in line with the Convention No. 190. These policy documents, developed with the technical support of the ILO Türkiye Office, emphasize the importance of a world of work free from violence and harassment in enabling decent working conditions for all. These policy documents show



Tez-Koop İş Union adopted its "Zero Tolerance to Violence Policy Document" prepared in line with Convention No. 190.

these organisations' commitments to eliminating violence and harassment in their own structures, including the workplaces where they are organised. The policy documents also highlight these organisations' willingness to put workplace violence and harassment on social dialogue agendas.

Collective Agreements by Trade Unions

Trade unions including DISK TEKSTİL Union (Textile trade union under DISK Confederation), TEZKOOP-IS Union (under TURK-IS Confederation), OZ SAĞLIK-IS Union (trade



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DISK adopted its “Zero Tolerance to Violence Policy Document” prepared in line with Convention No. 190.

union for health workers under HAK-IS Confederation), OZ IPLIK-IS Union (under HAK-IS Confederation), OZ TOPRAK-IS Union (The Cement, Ceramics, Soil and Glass Industry Workers Union under HAK-IS Confederation) and some of the companies they are organised concluded collective agreements which included clauses on violence and harassment in line with the Convention as a result of the capacity building and awareness workshops delivered the ILO Türkiye Office. Special measures derived from the C190 to eliminate work-related violence and harassment, including gender-based violence and harassment, support services for the survivors have been included in these collective agreements.

Advocacy campaigns for ratification of C190 by trade unions

In support of the ratification of the Convention, workers organisations undertook advocacy campaigns at varying levels. The three trade union confederations, namely TURK-IS, HAK-IS and DISK called the government to ratify the Convention. In addition, trade unions and confederations of trade unions of public employees have also promoted the ratification of Convention. The Confederation of Public Employees Trade Unions (KESK) released a statement and submitted a petition to the Ministry of Labour and Social Security, urging the government to ratify the ILO Convention 190.

Actions taken by Private Sector

Enterprises have also taken important steps and stepped up their efforts by adopting their own policy papers as well as incorporating violence and harassment issues in parallel to the Convention into their corporate policies to prevent violence and harassment at work.

In 2020, KARSAN, a leading company of the Turkish automotive industry producing commercial vehicles with more than 2,000 employees, formulated its “Zero Tolerance to Violence at Work Policy” and became the first company in Türkiye adopting its policy paper and integrating it into its corporate policy in line with the Convention.

The move is the consequence of the technical support provided by the ILO Türkiye Office to KARSAN through delivering of face-to-face and online trainings including “Zero Tolerance to Violence.” Karsan also signed a 5-year cooperation protocol with the civil society organisation (CSO), namely Mor Salkım Women’s

Solidarity Association, specialized in combating gender-based violence for supporting the implementation of the Policy Documents.



KARSAN became the first company in Türkiye, adopting its “Zero Tolerance to Violence Policy Document” prepared in line with Convention C190.

Boyner Group, one of the leading retail groups with more than 8,000 employees in Türkiye, is another company which signed and issued its “Zero Tolerance to Violence Policy Paper” in 2022 within the framework of the Convention 190.

Steps taken by local administrations and NGO

In January 2023, Antalya Metropolitan Municipality adopted a “Zero Tolerance to Violence Policy Paper,” becoming the first local authority in Türkiye to take political action on eliminating violence and harassment in the world of work. Through this workplace policy, the Municipality commits to eliminate workplace violence and harassment and develop support systems in its own premises where over 2500 women work. The move was followed by the İstanbul’s district Şişli Municipality which adopted its “Zero Tolerance to Violence Policy Paper” in May 2023, both prepared within the scope of Convention 190. The Karaburun Municipality in İzmir also adopted the Zero Tolerance to Violence Policy paper in line with C190. The initiatives were held through negotiations and collaborations with the Federation of Women’s Associations of Turkey (TKDF) with which ILO Türkiye Office has a long-term relationship for elimination of violence against women at work.

In April 2023, the Middle East Technical University (METU) Alumni Association likewise adopted its “Policy Paper on Zero Tolerance for Violence,” as a result of the training delivered by the ILO Türkiye Office, becoming the first NGO in the country adopting its own policy document in the framework of the Convention.



The Middle East Technical University (METU) Alumni Association became the first NGO in Türkiye, adopting its “Zero Tolerance to Violence Policy Document” prepared in line with the Convention C190.

► Part III: How ILO Support These Initiatives ?

The ILO Türkiye Office's advocacy efforts to highlight the importance of elimination of violence and harassment at work started before the adoption of the Convention in 2019.

In December 2018, the ILO Office for Türkiye held a multi-lateral conference on combating violence and harassment against women at work, bringing together the representatives from the social partners, public institutions, private sector and NGOs. The Conference addressed the possible roles and contributions of the actors of the world of work in eliminating violence against women at work.

Revolving around the international labour standards, efforts of the ILO Office for Türkiye intensified and focused further on bringing the issue into the attention of the ILO's partners and public, and raising awareness on the importance of elimination of violence and harassment at work when the Convention was adopted in 2019.

Since then, the ILO Office for Türkiye has carried out raising awareness and policy-level advocacy with the aim of prompting ILO constituents and partners in Türkiye to make policy changes in line with the Convention in their own institutions. The works with the aim of institutional policy changes have yielded concrete results on the partners' side, including trade unions, enterprises, municipalities and civil society, with many of them adopting their own policy papers in the light of C190.

Multi-stakeholder Advocacy and Policy Initiative

In 2022, the ILO Office for Türkiye launched a multi-stakeholder **"Advocacy and Policy Initiative"** to promote the Convention, to keep the Convention higher on the agenda of the ILO's constituents and partners; to help strengthen their institutional capacity in a sustainable manner, to prompt them to make policy changes in their own institutions, and to ensure review of the national legislation in light of the Convention to combat workplace violence and harassment, including gender-based violence and harassment at work.

As part of the multi-stakeholder initiative, The ILO Office for Türkiye brought together the trade union confederations, trade unions, civil society organizations, private sector companies, other UN Agencies and academia in a series of events and activities including experience sharing forums, tailored workshops and trainings targeting different partners including workers' organizations, private sector and CSO.



The ILO Office for Türkiye held experience sharing forums, bringing together the relevant partners and constituents.

Experience sharing forums and tailored trainings

The ILO Türkiye Office, in this respect, held two experience sharing forums on March 31, 2022 and November 30, 2022 in which it emphasized the crucial role of the Convention in elimination of violence and harassment at work and renewed its call for ratification of the Convention. The events also paved the way for the partners to discuss their efforts and next steps to eliminate workplace violence in their own institutions.

The ILO Office for Türkiye also put emphasis and priority on capacity building workshops and trainings tailored to address different target groups of workers' organizations, private sector and a CSO in the context of Convention. A series of workshops were thus delivered in 2022-2023 to the representatives of the Confederation of Progressive Trade Unions (DISK); trade unions including TEZ-KOOP-IS Union, Koop-İş Union, Türk Metal Union (under TURK-İŞ Confederation) and Öz-Çelik İş Union (under HAK-IS Confederation) as well as the private sector and the Middle East Technical University (METU) Alumni Association on how to develop and implement their "Zero Tolerance to Violence Policy Papers" and how they could incorporate Convention-compliant articles/clauses in their collective agreements to prevent violence and harassment at work.

To mainstream the prevention of violence and harassment in the world of work and to ensure the sustainability of efforts in the partners' institutions; in collaboration with the International Training Center of the ILO (ITC-ILO), the ILO Türkiye Office delivered "Ending Violence and



The ILO Türkiye Office, in cooperation with ITCILO, delivered the "Ending Violence and Harassment in the World of Work: A Training for Change-Makers" training for its partners.

Harassment in the World of Work: A Training for Change-Makers in line with C190” training of trainers to 31 participants from the trade union confederations, public employees’ union confederations, CSO’s and academia in 2022. The training aimed to equip participants with knowledge and skills enabling them to assume transformative roles both at policy level and in practice within their own organizations as well as to convey the knowledge to their peers for sustainability in line with the Convention.

As part of its efforts, the Office also hosted a training entitled “Hybrid Training of Trainers for Change Makers in the Field of Gender Equality in Companies” in November 2023 in Istanbul, with the participation of representatives from textile, metal and chemical sectors based in Istanbul. The training aimed at equipping them with the necessary knowledge and skills to play a transformative role both at a policy and implementation level in their institutions for prevention of violence and harassment.

The ILO Office for Türkiye has also enhanced TKDF’s capacity in the context of the Convention by providing technical support and training to TKDF. Their collaboration as the advocates of the elimination of violence and harassment in the world of work then led to the adoption of the Zero Tolerance to Violence documents by both the Antalya Metropolitan Municipality and Istanbul’s district Sisli Municipality as well as Izmir’s district Karaburun Municipality.

Digital trainings for sustainability of the impact

The ILO Office for Türkiye has utilized multiple channels and advocacy tools such as digital platforms in reaching out to a broader audience; creating, expanding and ensuring the impact in a more sustainable manner.

The ILO delivered **Zero Tolerance to Violence trainings** through the [ILO AKADEMI](#), a digital learning management system established by ILO Türkiye Office, to representatives of social partners and also public

institutions and private sector partners in 2022 and 2023.

Being the first online training course in ILO Akademi, the training attaches special emphasis on C190 and gender-based violence and continues to be an important source of information for a wide range of ILO partners including public institutions, social partners, municipalities, civil society, universities and enterprises.

Knowledge products for sustainability of the gains

As a complementary move to feed and support the ongoing efforts, The ILO Office for Türkiye also produced a number of tailored knowledge products and advocacy materials to address different needs and requirements of different partners.

Among them are the [“Violence and](#)



[Harassment in the World of work: A Guide on Convention No. 190 and Recommendation No. 206,”](#) a publication by the ILO Headquarters and was translated into Turkish for the partners; [the brochure on “Violence and Harassment Convention \(C190\) and National Legislation”](#) which examines the content of C190 in the context of relevant Turkish legislation addressing public and policy makers; [the “Guide on Elimination of Violence and Harassment at Work,”](#) explaining the procedures and complaint mechanisms in case of violence at work; [“The Policy Paper for Unions”](#) and [“The Policy Paper for Workplaces,”](#) both specifically designed for workplaces and trade unions on how to prepare their policy papers and how they could incorporate Convention-compliant articles/clauses in their policy papers.



The ILO Office for Türkiye also translated and distributed to relevant stakeholders the [“Experiences of violence and harassment at work: A global first survey”](#) published in 2022, which includes the findings of a study on the prevalence of harassment and violence in the world of work, prepared by ILO Headquarters in partnership with Gallup and Lloyd’s Register Foundation: First Global Research Report and [an infographic on this report](#).

Under the Initiative, the celebrity engagement was also ensured, and short celebrity videos were produced in cooperation with the Actors’ Union of Türkiye to draw further public attention and raise awareness of a broader audience. Prominent artists such as [Haluk Bilginer](#), [Vahide Perçin](#), [Öykü Karayel](#) and [Yiğit Özşener](#) took part in these short videos, promoting the Convention and giving messages on the importance of elimination of violence and harassment at work in line with the Convention.

These advocacy and communication materials have been distributed to relevant partners through events and online channels, playing a significant role in the success and effectiveness as complementary tools of the ILO Office for Türkiye’s work in terms of information dissemination, raising public awareness, and ultimately contributing to policy-level change.



Prominent actor Haluk Bilginer gives a message on the importance of C190 in a short video.

Efforts to address data gaps and ensure sustainable policy transformations

Recognizing the importance of the assessment of the current situation and the limited research/data on the prevalence of violence and harassment in Türkiye, there are plans to develop a gender-responsive, safe, and effective complaint and support mechanism model for the prevention of violence and harassment in the workplace.

The work, carried out by the ILO Office for Türkiye, aims to contribute to sustainable legal and policy transformations to prevent violence and harassment at work.



The ILO Office in Türkiye exchanged views with the relevant partners for a study to fill data gaps on the prevalence of violence and harassment at work.

Safe space project for women and children in the earthquake-hit region

The ILO Office for Türkiye also extends support to women and children in the earthquake-hit region with the Safe Space Project, which intends to alleviate the gender-based negative effects of the earthquake in the medium and long term with a special focus on elimination of the gender-based violence.

Based on the fact that crisis and disasters including earthquake have disproportionate impact on women's livelihoods in terms of unemployment, labour force re-entry etc. and increase the gender-based violence, the ILO Office for Türkiye launched the Project in Hatay, one of the hardest hit eleven provinces in the region, in cooperation with TKDF.

The project is supposed to create safe spaces for the disadvantaged groups of women and children and provide them psychosocial support as well as gender responsive socioeconomic recovery programmes in Hatay as well as for women's economic empowerment to ensure decent job opportunities during the restructuring phase as a response to their immediate and medium-long term needs.

► Part IV: Conclusion

Violence and harassment pose significant barriers to women's employment with decent working conditions. The ILO Office for Türkiye has thus carried out effective advocacy and capacity building works as well as knowledge and awareness raising activities for elimination of violence and harassment at work in the light of C190.

The Convention serves as a strong instrument in addressing and eliminating violence and harassment in the world of work and ILO's intensified efforts based on this strong tool seemed to have played a crucial role in keeping the issue higher on the agenda of relevant actors in the world of work and transform their institutional policies accordingly in the frame of the Convention.

All these advocacy and policy efforts echoed and yielded concrete results on the partners' side, with the trade unions, trade union confederations, enterprises municipalities and civil society organizations stating their commitment for adoption of the measures cited in the Convention and adopting their own "Zero Tolerance to Violence Policy Documents" in the light of the Convention 190.

The ILO Türkiye Office comes across every day some set of articles of collective labour agreements or workplace or trade union policy papers adopted, training programmes or awareness-raising efforts being executed and publications being released in line with a Convention, not yet ratified by Türkiye.

All these individual moves are promising and important steps were taken towards elimination of violence and harassment at work at the country level.

However, combatting violence at work requires a holistic approach and all these efforts, existing legal infrastructure and pioneering practices by different actors of the world of work as described above need to be strengthened and complemented through more sound legal measures.

Expanding and improving the scope of existing legislative regulations as to cover all workers and all types of violence including domestic violence and introducing new legal instruments would be important initial steps. Yet, it will be more influential, encouraging and effective to ensure adoption and implementation of the Convention in the whole picture.