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Assessing availability of survey data on violence and harassment in the world of work

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1.   Introduction[1]

1. This report aims at assessing the global availability of data on violence and harassment in the world of work; identifying gaps and issues with measurement; and identifying good practices. It illustrates the extent to which existing data sources can collect statistics on the topic, highlights their different measurement approaches, and identifies their limitations. Another objective is to inform conceptual and methodological work towards agreed international recommendations for measuring work-related violence and harassment.

2. In 2019, the International Labour Conference adopted the first-ever global standards aimed at ending violence and harassment in the world of work, namely the ILO Violence and Harassment Convention, 2019 (No. 190) (hereinafter Convention C190) and its accompanying Recommendation (No. 206)[2]. These instruments were developed through tripartite consultation and were adopted with wide support from ILO constituents. They set out a common framework to prevent, remedy and eliminate violence and harassment in the world of work, including gender-based violence and harassment. Specifically, the Convention recognizes the right of everyone to a world of work free from violence and harassment, and sets out the obligation to respect, promote and realize this right (Article 4(1)). It also establishes a definition of the term "violence and harassment" in the world of work, referring 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 (...)*".

3. The collection of accurate and reliable statistics on violence and harassment in the world or work is essential and necessary to design evidence-based appropriate prevention and response interventions and policies to address the issue, that can have devastating and long-lasting consequences on the victims, their families, and the communities they belong to. The Recommendation No. 206 calls ILO Member States to "*make efforts to collect and publish statistics on violence and harassment in the world of work disaggregated by sex, form of violence and harassment, and sector of economic activity*". Information on the magnitude of the phenomenon, type of violence experienced, risk and protective factors, the access to support and care for victims, and the existence and efficiency of prevention, reporting and response mechanisms are essential for effective remediation and prevention efforts. However, measuring this problem is complex and data on the topic are scarce and patchy. Measurement is challenging on several reasons. First, work-related violence is a sensitive topic on which people do not easily disclose their experience. Several studies highlight that most-work related violence is unreported (Arnetz, et al., 2015), (García-Pérez, Rivera-Sequeiros, Sánchez-Elías, & Lima-Serrano, 2021), (McBride, Shannon, Braschel, & Goldenberg, 2020). Sensitivity, fear of stigma or reprisal, lack of support from co-workers or supervisors, lack of reporting mechanisms, or belief that reporting will not lead to any change are important barriers to disclosure. Second, there is currently no internationally agreed statistical framework to support the measurement of work-related violence and harassment. Conceptualizing and defining violence is in general challenging, as not only it can take very different forms, but there are also differences among people - and across

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cultural and social context - in the awareness and perception of what behaviours or situations constitute violence and harassment.

4. Generally, data on violence and harassment in the world of work can be obtained through various sources. **Administrative sources** such as police, justice and hospitals records can produce information on the topic. In many countries, administrative data on violence are routinely compiled by a wide range of services including health services, social services, legal aid services, law enforcement and justice system, and insurance services, all of which provide support or compensation to victims of violence. Typically, those service providers gather information from each individual who accesses their services and collect information on their personal characteristics; the type of violence experienced and its occurrence date; the needs for use of services; referral to other services, etc. Such records can provide information on violence and help-seeking behaviours of victims. However, those administrative records are by-products of an administrative process and not primarily designed to produce statistics. Hence, they can present many limitations, such as a very limited scope - given that only cases of violence resulting in severe injuries or fatal outcomes that are reported become captured, from hospital records for example - or accuracy issues due to underreporting. Administrative data offers a view on the use of the service that records the incidents (Walby et al., 2017), which can unveil some information on the issue[3] of violence in the population at risk and do not provide an accurate picture of the problem.

5. **Establishment surveys** can collect information on violence experienced by workers of a given establishment. They collect information at the level of the organization rather than individual workers, hence they also face several limitations in their ability to capture comprehensive data on the topic. With the exception of very large companies or organizations, employers do not usually have appropriate procedures in place to record cases of violence and harassment and are not able to report on the level, forms and characteristics of violence experienced by the workers.

6. **Large-scale household-based and individual surveys** present some advantages over the other sources and are recognised as one of the best way of obtaining data on violence in general (United Nations, 2014) (Walby, et al., 2017). Household and individual surveys collect information directly from a sample of the general population exposed or the victims of the violent incidents and respondents can answer questions in detail. Household based or person surveys allow data to be collected on different forms of violence, on specific characteristics of the violent acts such as frequency, and on its consequences. When properly designed and implemented, dedicated large-scale individual surveys can produce reliable information on the prevalence, forms and impacts of work-related violence.

7. Finally, **small-scale quantitative research studies**, usually conducted by individual researchers or academic institutions, unions, employers, NGOs or other interested stakeholders are key to provide an in-depth understanding of work-related violence within a community, a specific sector, a specific occupation or a specific organization. Many of them have been conducted around the world, providing valuable and in-depth information on the factors at play in triggering violence episodes, their consequences on the victims and the society in specific different contexts. However, they produce results that are not, and not intended to be, generalizable to the whole population.

8. To produce the statistical evidence required for programme and policy making, detailed data on prevalence and incidence of work-related violence, characteristics of the violent behaviour, personal and occupational characteristics of the persons at risk are needed for

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[3] Prevalence refers to the number of persons who experienced violence.

the whole population. Such information is best captured through person or household-based surveys, which constitute the scope of the review carried out for this report. The review focused on national surveys that can potentially serve as a source of statistics on work-related violence and harassment, and mainly aimed at identifying the data available, the gaps and the issues with measurement. Assessing and documenting the existing national surveys will support the ILO work towards developing a conceptual and methodological framework to produce sound statistics on the topic as guidance to countries to implement the Convention C190.

9. This document is structured as follows: after this introductory section, section 2 describes the main challenges when measuring violence through surveys. Section 3 reflects on the dimensions of the survey assessment, or the elements that were reviewed for each survey identified. Section 4 describes the characteristics of the identified relevant surveys and discusses their potential to produce the information required to understand work-related violence. Section 5 discusses the limitations of existing surveys; section 6 highlights the good practices identified and section 7 presents the concluding remarks.

2. Main challenges in measuring violence through surveys

2.1. The complex and sensitive nature of violence

10. Although surveys are recognized the best source of reliable statistics on violence, survey measurement of the phenomenon has long posed several challenges to researchers and statisticians. Violence is an extremely multifaceted phenomenon that is complex to define. There is no global consensus around how to precisely define it as the perceptions of what is acceptable and unacceptable in terms of behaviours, or what constitutes harm or not are subjective, influenced by culture and constantly evolving with values and social norms (WHO, 2002). The wide diversity of moral codes throughout the world makes the topic of violence one of the most challenging and politically sensitive to address (Fraga, 2016). Even when focusing on a narrower domain, such as violence against women, the definition of the phenomenon is still subject to debate, ranging from narrow definitions, including only intimate partner violence or forced sex, to broader conceptions that include also female genital cutting, sex trafficking, child marriage, and violence in police custody (Merry, 2016).

11. The way in which violence is defined in a survey will have tremendous impacts on the results. The ILO Convention C190 defines the term "violence and harassment" as "*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 (…)*". The challenge is to operationalize this definition to capture a diverse range of behaviours and practices and the experience of victims while allowing comparison between settings. The ILO Convention refers to the three most common types of violence using an act-based typology: physical violence; psychological violence or aggression; sexual violence including sexual harassment. Two approaches are possible in defining the violent acts or behaviours: relying on respondents' own definition of the type of violence or using an external definition, through a series of specific acts experienced. The latter approach is seen as less subjective and more reliable and will enable comparison across different groups. The specific acts asked about under each type of violence will vary across surveys, but the aim will be to include the most common forms and severity of violence.

12. Given the sensitive and potentially stigmatizing nature of violence, its disclosure is often difficult, and underreporting is common. Studies report that prevalence estimates tend to underestimate the true magnitude of interpersonal violence. Individuals may be reluctant to discuss violent experiences because of shame, taboos or even fear. Admitting having experienced abusive behaviours, such as severe sexual violence may result in death in some contexts. The outcomes of data collection on violence depend on the willingness of the individual to recognize their involvement in a violent situation, which may depend, among other factors, on culture, on how the questions are asked, interviewer training, sensitivity and the overall setting in which data are collected (Fraga, 2016). All of these factors need to be considered and accounted for by survey researchers. Disclosure can be encouraged through specific decisions and arrangements on the survey design, the mode of administration, the setting of information collection, the selection and the special training of interviewers, the development of a specific research protocol, etc.

2.2. Ethical and safety issues

13. As highlighted by researchers, statisticians and other practitioners measuring and studying different aspects of violence – especially violence against women - in the society, the sensitive nature of the topic requires special ethical and safety considerations. The benefits of a particular survey must be weighed against its risks, both to respondents and to communities, and potential harm arising from the survey should be minimized (Fraga, 2016). Those considerations are usually implemented in surveys specifically designed to measure prevalence of violence.

14. The ethical and safety considerations include – but are not limited to – confirming informed verbal consent of the participant to the survey, protecting the safety of respondents and the interviewers throughout the process, and ensuring complete confidentiality (WHO, 2016), (UN Women , 2018). This entails considering carefully the sample design – for example with the selection of only one respondent per household, particularly to protect home-based workers, the interview mode depending on the context (WHO, 2001), (Brown, Debauche, Hamel, & Mazuy, 2020), the way potential respondents are contacted, and where the interview is conducted.

15. Careful selection and specialized training of the survey staff members are also necessary. Interviewers need to have the appropriate interviewing and communication skills, empathy without judgement, and an understanding of the range of consequences of violence (WHO, 2001). Gender-matching of interviewers and respondents is also recommended. Violence data collection requires an important investment in interviewer training, first to raise their consciousness about the topic, the diversity and cultural sensitivity, safety planning and distress handling, and second to give them opportunities for successive series of practice exercises, including roleplay and watching model interview. These elements will enable interviewers have the skills to create a safe space where respondents feel comfortable enough to disclose their experience and to handle respondents' distress. This recommendation will also allow to improve disclosure and the quality of the final results.

16. Provision of confidential referrals to available local services and sources of support by interviewers when required is also an important ethical requirement (WHO, 2001). Additionally, the need for emotional support for survey staff during the process is also an aspect that cannot be neglected.

17. Methodological soundness of the survey is also an ethical requirement, as a poorly designed data collection may result in important under-reporting of violence (WHO, 2001). This aspect is particularly important as low-quality data could potentially result in questioning the importance of the topic as an issue worth addressing in a particular context.

3.   Dimensions of the survey assessment

18. This section aims at outlining the main dimensions considered in the review of surveys or benchmark against which the survey assessment was carried out, in order to determine the extent to which they can contribute to inform on the topic. More detailed content can be found in a separate room document focusing on key conceptual and measurement issues for statistics on violence and harassment in the world of work (ILO, 2023) , that will serve as a basis for establishing data collection instruments for future piloting and testing purposes.

3.1.   The scope of the survey

3.1.1.   The world of work

19. The usual approach in survey and research on work-related violence is to consider all violent acts occurring within the workplace. The ILO Convention C190, in its article 3, refers to *"violence and harassment in the world of work occurring in the course of, linked with or arising out of work".* It lists different places where workers are present not only in the course of conducting their work but also in relation to their 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."* (C190, article 3). Convention C190 thus specifically establishes a wider scope of application beyond the usual workplace. The world of work can include the primary place of work; the places where workers take rest or meal breaks, use sanitaries, washing or changing facilities; the places where workers are present during work-related trips, travel, training, events or social activities; and employer-provided accommodation. It also includes public spaces when they are a place of work, for workers such as street vendors for example, and the worker's, employer's, or client's home, in particular for homeworkers, domestic workers and teleworkers. Violence occurring during commute to and from work, and through work-related communications (including through information and communication technologies) should also be considered. Gathering information of violence occurring in those different locations and situations is essential for a more complete picture of the issue.

20. Beyond the location or the place where violence occurred, the link of the violent incident with work could also be established based on the relationship between victim and the person that perpetrated the incident. Regardless of where it happened, violence committed by co-workers, managers, clients, patients or other persons related to an individual's work could also be considered as work-related.

3.1.2. Target population

21. The target population for the survey is the population that could potentially experience work-related violence and harassment. The Convention C190 protects *"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" (article 2). Given the wide scope of the Convention, all people involved in the world of work, either working as employees, as employers, as apprentices or interns, as well as people in unemployment and volunteers performing work for others without pay, should ideally be the target population.

22. However, measurement may focus on a narrower target population depending on the specific objectives of the survey. For example, possible target populations for measurement can include persons who are in employment; or persons who ever worked or have ever had an experience of being in employment, regardless of their current employment or labour force status. Targeting the former group would exclude job seekers, volunteers and unpaid interns and apprentices. Targeting the latter group would present the advantage of covering the persons who quit their job or dropped out of the labour market due to experience of violence and including part of the job seekers or volunteers at the time of the surveys. Other possible target populations can be employees only, job seekers only, or volunteers only, depending on the objectives of the survey.

23. In terms of age[4], given legal and ethical requirements – such as parental consent required to interview underage people, most surveys would target the age above which parental consent is no longer required, which could be 18 years or older, depending on the context. Depending on survey objectives, an upper age limit may also be applied.

3.1.3. Reference period

24. To inform programme and policy planning to remedy and prevent work-related violence and harassment, it is essential to gather evidence of the current levels of violence. "Current violence" concerns events that happened in a relatively recent time frame, usually the past 12 months. Data covering the past 12 months provide an indication of the extent and nature of current levels of violence and an estimate of the number of workers who may require assistance.

25. To understand the changes in the magnitude and characteristics of violence and harassment over time it is also important to gather information on violence that occurred in the past. It is possible to consider a time frame such as the last five years preceding the survey or a longer time frame, such as the start of the working life of the respondent, i.e, the moment the respondent started to be in employment for the very first time. This reference period is the "working lifetime" (ILO, 2022). Working lifetime experience provides an indication of the total number of workers ever affected by work-related violence and harassment since they started to work. Using the indicated separate reference periods should help enhance data comparability over time and across contexts. Again, decision on the time frame to consider will depend on the specific objectives of the survey.

3.2. Main variables of interest

26. Surveys will produce different type of data according to their main purpose. This sub-section discusses the main information that can be useful to establish a picture of the issue of work-related violence that can inform programme and policy planning.

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[4] The ILO Convention C190 does not refer to children in employment.

3.2.1. Type of violence

27. It is acknowledged that violence acts can be of diverse nature (WHO, 2002) and it is important to measure the different forms and manifestations of violence and harassment that can occur in the world of work. The ILO Convention C190 defines the term "violence and harassment" in the world of work as "*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*". It refers to four different types of harm that may result from violence and harassment in the world of work: physical, psychological, sexual or economic. Those different dimensions of violence are all important to measure.

28. Two approaches are possible in asking the questions on the experience of different types of violence. The "*self-labelling*" approach relies on the respondents' own definition of violence, by asking if they had experienced "physical violence", "psychological violence", "sexual harassment" or "sexual violence" (ILO, 2022; Nielsen, Notelaers, & V., 2020). An affirmative answer means that it is the respondents themselves who qualify their experiences as constituting violence and harassment. The answer is thus dependent on each respondent's interpretation of what actions or behaviours fall under the broader concept, as well as the respondent's willingness to acknowledge such incidents. The "*act-specific*" or *"behaviour-specific"* approach uses an act-based definition by asking about a series of behaviourally specific acts of violence experienced, such as hitting, slapping or kicking for physical violence, or unwanted sexual advances or forced sex for sexual violence. In this approach, an objective definition of violence is directly provided through the behaviours described in the survey questions (Jansen, 2007; Nielsen, Notelaers, & V., 2020).

29. For international comparability, it is important to use agreed and consistent definitions of the behaviours or acts related to each type of violence. The list of acts or behaviours asked about for each type of violence should include the most common acts. Example of behaviours that could be included in the questionnaire are listed in table 1, along with tentative definitions from different organizations. While the list of behaviours cannot exhaustive, it should be as complete as possible, and may be expanded as appropriate in each context. The examples provided in the table should be considered illustrative only. Psychological violence, in particular, can vary significantly according to cultural context and country circumstances and should be developed with this in mind (ILO, 2013). The description of the different acts or behaviours in survey questions must be done in common and clear terms that are easy to understand, without using any ambiguous word or any term that would require a definition or explanation.

▶ **Table 1. Possible behaviours associated to each type of violence**

Type of violence	Example(s) of definition	Possible behaviours
Physical	The use of physical force against another person or group that results in physical, sexual or psychological harm (ILO/ICN/WHO/PSI, 2003).	• Slapping • Pushing • Biting • Throwing objects • Kicking • Beating • Strangling • Burning on purpose • Threatening to use a weapon (gun, knife or another object) • Using a weapon (gun, knife or another object)
Psychological	Intentional use of power, including threat of physical force, against another person or group, that can result in harm to physical, mental, spiritual, moral or social development (ILO/ICN/WHO/PSI, 2003). A range of behaviours that is intended to intimidate and persecute, including acts of emotional abuse and controlling behaviours (UN Women , 2018).	• Belittling • Humiliating • Verbal insults and name-calling • Threatening by words or gestures • Isolating a person • Withholding information • Slandering and ridiculing • Devaluating rights and opinions • Manipulating a person's reputation • Setting impossible goals and deadlines
Sexual	Any sexual act, attempt to obtain a sexual act, or other act directed against a person's sexuality using coercion (UN Women , 2018). Sexual harassment: Any unwanted, unreciprocated and unwelcome behaviour of a sexual nature that is offensive to the person involved, and causes that person to be threatened, humiliated or embarrassed (ILO/ICN/WHO/PSI, 2003)	• Innuendos of sexual nature • Comments of sexual nature • Unwanted sexual advances • Display of sexually suggestive or explicit material • Exhibitionism • Unwanted touching, excluding intercourse • Forced or coerced intercourse

3.2.2. Frequency and severity of violence

30. An information that can also be captured relates to the number of cases (number of incidents) or frequency of work-related violent acts because a person may experience more than one violent act during the reference period. Frequency of violence episodes refers to the number of occurrences of violent acts or events experienced by a worker during a

specific time period, such as in the past 12 months or during his or her lifetime. Frequency is often an approximate measure and captured using categories such as few, often or many times, allowing to distinguish between a single event from repeated and continuous experiences.

31. Severity of violence is a distinct characteristic of violence that could be combined with frequency to assess the extent of the violence experienced. While there is no consensus on how severity should be measured, a possible approach is the classification based on the degree of harm that can be potentially caused by the violence (Rodríguez Carballeira, et al., 2015), the mild to moderate violence being likely to cause less harm than the severe one. For example, classification of physically violent behaviours can be done based on the potentially resulting injuries, behaviours such as "slapping" being usually classified as moderate compared to "stabbing with a knife". It is important to underscore that this classification does not take into consideration the subjective impact and suffering caused by the acts to the victim. This type of classification is more complex to establish for psychological aggression. Additionally, there are differences in perceptions of the harm caused by violence. A literature review suggests that men perceive psychological violence as less harmful than women experiencing the same form of abuse, and that psychological violence is perceived as more harmful than physical violence by the victims, whereas physical violence is considered more harmful by outside observers (Sikström, et al., 2021).

3.2.3. Type of perpetrator

32. The relationship of the victim to the perpetrator or the person who commits the act of violence can be a key variable to identify whether the perpetrator is work-related or not. This distinction is important to inform prevention and remediation policy and programme development. It also allows more understanding of the context of the experience or incident of violence and its classification according to a perpetrator-based typology of workplace violence (Injury Prevention Research Center , 2001):

- Violence perpetrated by strangers or criminal-intent violence occurs when the perpetrator has no legitimate relationship to the workplace or its employees and is usually committing a crime – such as robbery - in conjunction with violence. Since the crime itself is related to the type of work the victim does, it is considered work-related violence if it happens on the premises of the victim's work.
- Violence perpetrated by customers or customer/client-on-worker violence occurs when the perpetrator has a legitimate relationship to the workplace and exercises violence while being served or cared for by the establishment or the worker. This category includes customers, clients, patients, students, inmates and any other group to which the establishment or worker serves. Health care staff, police officers or teachers are example of workers that could be exposed to this type of violence.
- Violence perpetrated by co-workers and worker-on-worker violence occurs when the perpetrator is a co-worker of the victim, usually a current or past employee of the workplace, working directly or indirectly with him or her. Violence between co-workers is also commonly referred to as lateral or horizontal violence. Violence perpetrated by co-workers that are not a supervisor - but can be supervised or subordinate workers (ILO 2019), is often distinguished from violence perpetrated by person in direct superior hierarchical position.
- Personal relationship violence occurs when the perpetrator has no relationship with the establishment or the workplace but has a personal relationship with the victim. This is the case for example when a person is attacked on his workplace by an intimate partner that does not work there and does not use services delivered by the workplace. The reason for the

aggression is the is the personal relationship between the victim and the perpetrator but occurs in the work environment.

33. Violence perpetrated by the worker towards a customer, a client or a patient, such as a care worker in an institution abusing a person under his or her care can also occur (Härkänen, et al., 2023) and have consequences in the place of work. However, measuring violence exercised by workers is a substantially different endeavour from measuring violence experienced by workers, that may require different data sources and involve different requirements and challenges. Therefore, this particular dimension was not reviewed in the assessment of surveys conducted.

3.2.4. Characteristics of the victim

34. As mentioned, demographic information on the victim is relevant because there are personal characteristics that leave certain workers particularly vulnerable to victimization. Evidence suggests that workers with a disability are at particular risk of becoming victims of violence, including sexual abuse. However, they are much less likely to report such crimes to the authorities (ILO, 2013). International migrants are another group of vulnerable workers who are also often reluctant to report incidents to employers or authorities due to informal employment arrangements, language barriers, fear of arrest or deportation – especially in the case of undocumented- and they have often little possibilities to access legal redress for labour rights violations (Chappell & Di Martino, 2006). Moreover, data from many countries have shown that other vulnerable groups to violence and harassment at work are people living with HIV and sexual minorities (Chappell & Di Martino, 2006); nevertheless, this information is rarely collected in work-related surveys as it can be very sensitive depending on the context.

35. Work characteristics are important to collect as they provide information on the context within which the violence occurred. It is important to identify the type of industry or economic sector where the victim works, in order to assess the sectors that present an increased risk for workers. Knowing that most victims worked in an informal setting, with a precarious status can indicate increased vulnerability of that group of workers. Working with people in distress or in conflict zones are generally recognized as a high-risk situation. Even though each situation in which work-related violence takes place has to be individually analysed and treated with care, there are certain occupations and economic activities that place workers under scrutiny of work-related violence and harassment (ILO, 2013). This type of information is important for evidence-based remediation and prevention programmes and policy.

3.2.5. Consequences of violence

36. The impact of work-related violence at work may be observed at the individual, organizational and the society level. Information on consequences of the work-related violence experienced is relevant to develop the appropriate systems and programmes to support the victims. Studies have shown that violence at work is a major risk factor for mental and physical health issues. Work-related violence can cause stress, anxiety, depression and post-traumatic stress disorder than can lead to physical injuries, illnesses and even death. It is also associated with absence from work, lower motivation and decreased commitment to the job, underperformance at work, and intention to quit (Hoel, Sparks, & Cooper, 2001), (EU-OSHA, 2010). For organisations, violence experienced by their employees can cause increased absenteeism of staff, reduced productivity, deterioration of labour relations and corporate image, increased staff turnover and recruitment

difficulties (ILO, 2003).The consequences on the society can include increased unemployment and higher demand for health care services to support the victims. It is important to underline the extended range of negative effects of work-related violence for organizations and policymakers to better understand its direct and indirect adverse impact and make the issue a greater priority.

3.2.6. Violence reporting

37. The actions taken by the victims to address the violence experienced is another relevant information as it concerns the avenues that workers take to obtain assistance or gain protection when they encounter violence. This includes disclosing what happened (telling someone in the family or the community) and actively seeking help to stop the violence (including reporting violence to the criminal justice or legal authorities, seeking assistance from health agencies). The reason for not disclosing the incident or for not seeking help, and the knowledge of reporting mechanisms are also important information for policy purposes. For those who sought help, information on their satisfaction with the support received is relevant to help improve the existing support systems and reporting mechanisms.

4.   Overview of the main surveys identified

4.1.   Methodology of the review

38. To assess the extent to which existing national surveys capture information relevant to the measurement of work-related violence and harassment, as outlined above, the ILO conducted a mapping and assessment of surveys covering related topics whose report or metadata were made publicly available online. The review was conducted between 2020 and 2021 using multiple relevant research keywords in three languages: English, French and Spanish. The review primarily focused on nationally representative sources, excluding surveys limited to a city, main cities or selected regions[5]. In total, the review identified 130 nationally representative surveys with at least one question relevant to work-related violence and harassment. The mapping is not exhaustive as some surveys may not have been retrieved through the online search given that review was limited to three languages, and surveys that do not have questionnaire and/or report publicly available online were not retrieved.

4.2.   Nationally representative surveys

39. The 130 surveys identified were compiled and classified according to their type and the collected variables relevant to measure work-related violence and harassment. The availability of other relevant information was also considered when reviewing the survey metadata, such as the labour force status of respondents – for surveys not only targeting persons in employment - the work characteristics of the employed (occupation, economic activity, etc), and the identification of vulnerable groups (disability and migrant status).

40. Table 2 shows the regional distribution of the survey data sources, identified in a total of 72 countries. Europe and Central Asia have the highest number of surveys covering data items related to the measurement of work-related violence and harassment worldwide (75 surveys in 38 countries out of 61). The following region is Americas that accounts for almost one-fourth of the data sources analysed (29 surveys), however only 16 countries out of 52 have at least one identified survey. Africa ranks third with 13 surveys identified in 10 different countries out of 57. Asia and the Pacific region have 12 surveys available, identified in 7 countries out of 52. The Arab States have only one survey identified in one country out of 12. At the country level, France and Spain have the highest number of surveys, with six and five surveys identified respectively. Australia and Canada follow with four surveys identified each.

41. Six main types of surveys were identified as including information on violence and harassment in relation to work to some extent (Table 2). Among the 130 nationally representative survey identified, only the *Survey of the European Observatory on sexism and sexual harassment at work* is dedicated to collecting data on work-related violence. This survey was implemented in 2019 in five European countries by a private think tank[6]. Around half of surveys are Crime or Victimization Surveys (CVS), which are specialized surveys generally implemented by the National Statistical Office or the Ministry of Justice, aiming at measuring the prevalence of crimes experienced by individuals. Working Conditions Surveys (WCS) are the second most frequent type of survey. WCS usually target the

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[5] With the exception of a few Crime Victimization Surveys (CVS) that were included for completeness, despite being limited to a main city or a main area, as they are part of an international or regional survey initiative.

[6] https://feps-europe.eu/

employed population and are mainly implemented by specialized research organizations or, in a few cases, by the National Statistical Office and line ministries. The Copenhagen Psychosocial Questionnaire (COPSOQ), which aims at assessing workplace psychosocial risk, included several questions of interest to the topic. It was implemented at the national level in three countries, by a network of universities and research institutes[7]. A few Labour Force Surveys (LFS) collect limited data on violence and harassment in the world of work. The same applies for the other household and individual surveys such as the Living Conditions Surveys (LCS), Living Standards Survey (LSS), and General Social Surveys, which together are considered as a sixth group or type of survey.

▶ **Table 2. Types of national surveys by region**

Type of survey	Africa	Americas	Arab States	Asia and the Pacific	Europe and Central Asia	Total
Crime and Victimization Surveys	9	15		7	30	61
Working Conditions Surveys		11	1	3	37	52
Violence Surveys					6	6
COPSOQ		1			2	3
Labour Force Surveys	1	1		2		5
Other surveys	3	1				4
Total	**13**	**29**	**1**	**12**	**75**	**130**

42. Most of the surveys identified were conducted in Europe and Central Asia. In Africa, Egypt, Kenya, Malawi, Nigeria, Rwanda, South Africa and Uganda have conducted Crime or Victimization Surveys. In the Americas, Argentina, Chile, Costa Rica, El Salvador, Panama and the United States have implemented both Crime or Victimization Surveys and Working Conditions Surveys. In Asia and the Pacific, Australia and New Zealand also have implemented both types of surveys.

43. The availability of national surveys with some information on violence and harassment in the world of work seem to have increased over the time. More than half of the identified surveys were implemented in the past 10 years, with 77 out of 130 carried out from 2015 onwards. Most surveys identified have 2015 and onwards as reference year. Only 16 surveys were conducted before 2000 and the oldest surveys identified were conducted in 1989 (first round of the International Crime and Victimization Survey (ICVS). In terms of frequency, most surveys have been implemented on an ad-hoc basis, except the national Victimizations Surveys or Working Conditions Surveys which are generally conducted every five years. However, this recent increase may also reflect changes in publication practices, more surveys being made available online in the recent years.

4.2.1. Crime Victimization Surveys

44. *Crime victimization surveys* (CVS) – also referred to as victimization surveys or victim surveys – are general population surveys specifically designed to collect data on the people

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[7] https://www.copsoq-network.org/

who experienced a large range of crimes. They facilitate a broader understanding of the nature and degree of the crime problem in a community as well as a better assessment of its burden on citizens and on law enforcement systems. While in the past only administrative records such as police and criminal justice data were used to measure crime, crime surveys have developed upon the realization of the gap between the number of reported crimes and the actual crime level[8]and the need for more accurate and comprehensive data sources to complement administrative information. CVS are now widely available around the world as many countries implement their own version of a specific survey for measuring criminal victimization. They represent around half of the national surveys identified from this mapping exercise and are available in 49 countries[9].

45. The *International Crime Victim Survey* (ICVS)[10] is a specific program of standardized Crime and Victimization Surveys aiming at producing victimization statistics that can be comparable across countries. Implemented for the first time in 1989, the ICVS represents the first major step towards international harmonization of crime data collection, through the use of a standard questionnaire. All aspects of the methodology were also standardized to extent possible. So far, five main rounds of the ICVS have been carried out, with a total of 44 participating countries. The latest edition took place in 2004/2005. Although ICVS are frequently conducted only in the largest cities of participating countries, the survey has been carried out in 14 countries with a national coverage.

46. CVS generally target the general population aged 18 and over, although the age threshold can vary across countries to include younger individuals.

47. The main purpose of CVS is to measure the levels and trends in crime, the fear of crime and perceptions of safety, the impact of crime on society and on high-risk or vulnerable groups, and the acceptance of the criminal justice system and trust in crime justice actors (police, courts, agencies, etc.). Covering a wide range of crime (including assaults, homicides, thefts, etc), CVS are mainly focused on physical violence – that often happens in conjunction with another crime – and sexual violence, while reporting on psychological violence is less established. CVS do not have work-related violence and harassment as their main focus, however, they can help identify relevant incidents because information on the perpetrator and/or location of the violent incidents is available in most cases. Violence perpetrated by someone at work or occurring in the workplace or the way to work can often be identified.

48. Box 1 presents examples of questions identified as relevant to the topic from CVS. The approach used in the questions on experience of violence vary across surveys, most of them relying on the respondent's own definition of violence through a *self-labelling* approach, while others used an act- specific based approach.

49. In terms of time frame or recall period, most CVS ask about recent violence, that happened in the period of 12 months before the survey, however some surveys ask about violence experience in the past two to five years.

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[8]Actual crime level includes offences which go undetected and unreported to the police and/or the judicial authorities. Many crimes are never reported to police, and in many countries certain types of violence are not illegal (UNICRI, 2003), in which case there are typically no administrative records to collect.

[9] Some countries conducted a national crime and victimization surveys and took part to a multi-country survey programmes such as the International Crime and Victimization Survey or the European Crime and Safety Survey. This explains why 61 CVS were identified for 49 countries.

[10]https://wp.unil.ch/icvs/

▶ **Box 1. Relevant questions from selected Crime or Victimization Surveys**

● **International Crime Victim Survey, 2008**

First, a rather personal question. People sometimes grab, touch or assault others for sexual reasons in a really offensive way. This can happen either at home, or elsewhere, for instance in a pub, the street, at school, on public transport, in cinemas, on the beach, or at one's workplace. Over the past five years has anyone done this to you? Please take your time to think about it.

Apart from the incidents just covered, have you over the past five years been personally attacked or threatened by someone in a way that really frightened you, either at home or elsewhere, such as in a pub, in the street, at school, on public transport, on the beach, or at your workplace.

Did you know the offender(s) by name or by sight at the time of the offence?

Were any of them your spouse, ex-spouse, partner, ex-partner, boyfriend, ex-boyfriend, a relative or a close friend, or was it someone you work with?

(The last time) did this incident happen at your own home/residence, near your own home/residence, elsewhere in your city or local area, at work, elsewhere in [COUNTRY], or did it happen abroad?

● **National Security Survey (Moniteur de sécurité), Belgium, 2008-2009**

Have you been a victim of PHYSICAL VIOLENCE in the past 12 months? This is NOT physical violence that may have occurred during a robbery.

Have you been THREATENED WITH PHYSICAL VIOLENCE in the past 12 months WITHOUT the threat being carried out?

Have you been SEXUALLY ATTACKED in the past 12 months?

Where did this happen? Was it …?
    - at home
    - in the neighbourhood
    - at the place of work (or at school, in the parking lot of the work/school)
    - somewhere else

At the time of the crime, was the perpetrator or one of the perpetrators...?
    - a family member
    - an acquaintance, a friend
    - a colleague
    - someone you knew only by name
    - someone you knew only by sight
    - a stranger

50. Detailed information on the nature of the relationship of the respondent with the perpetrator (to understand if the perpetrator is a manager, a co-worker, a customer or a client) is often missing. Additionally, only limited information is usually available on employment characteristics (branch of economic activity, occupation, status in employment, etc) of the victims, which does not allow for identification of particular sectors or jobs at higher risk of violence. Similarly, other policy relevant information such as the frequency of the acts of violence, the consequences of violence and the reporting behaviour

of the victims (to understand awareness about reporting mechanisms and support services to victims) are rarely available in CVS.

4.2.2. Working Conditions Surveys

51. A total of 52 countries implemented a nationally representative *Working Conditions Survey* (WCS), while five conducted this type of survey in specific cities or regions only. The main purpose of a WCS is the assessment of working conditions of employed people. WCS can cover a wide range of themes from employment status to working timeand working arrangements, learning and training, physical and psychosocial work environment and risk factors, health and safety, work-life balance, worker participation, earnings and financial security, as well as work and health. In many cases, these surveys include a few questions about experiences of violence and/or harassment as a subset of other topics, often in relation to the working environment.

52. Among the WCS identified, cross-country working conditions surveys were implemented in Europe and Central America. The European Working Conditions Surveys (EWCS) is implemented every five years since 1990 and looks at working conditions and quality of employment in all 28 EU Member States, the five EU candidate countries, and in Norway and Switzerland. The 2015 version of the EWCS contained direct questions on the experience of physical violence, bullying and harassment, and sexual harassment during the course of work. The 2021 version included questions on verbal abuse or threats, unwanted sexual attention, and bullying, harassment and violence. A limitation of the EWCS is that questions and concept definitions are not consistent across waves making comparability across settings and the use of time-series challenging (Eurofound, 2015). Additionally, the sample size is low in most countries – 1000 respondents – which limits intersectional analysis. In Central America, the Central American Survey of Working Conditions and Health was implemented in 2011 and 2018 by a Central American network of research institutes and universities in collaboration with other academic institutions, to meet the need of reliable comparable data targeting workers in both the formal and the informal sectors in Central American countries (Costa Rica, El Salvador, Guatemala, Honduras Nicaragua and Panama).

53. The target population of WCS are usually persons in employment at the time of data collection, whether they are employees or self-employed. The minimum age threshold of the target population varies across countries, however age 15 is the most commonly observed in the identified surveys.

54. Box 2 presents example of questions identified as relevant to the topic from selected WCS. WCS usually cover the three main forms of violence (physical, psychological and sexual). Most WCS rely on the respondents' own definition of violence in the questions used to capture the experience of violence but a few use an act-specific based approach. The scope of the questions is usually clearly related to the respondent's work, either in terms of location of the incident of violence (in the workplace only) or in terms of perpetrators (someone the respondent works with). Details on the identity of the perpetrator (to understand if the perpetrator is a manager or a co-worker) and the violence perpetrated by other type of relations a person can have at work (clients or customers) are not available.

55. Employment details such as the occupational group and economic sector of the victim are also often available, allowing for more detailed analysis. However, limited information is collected on frequency of the acts of violence, consequences of violence and actions taken by victims.

56. Most of the identified WCS ask about recent violence, that happened in the period of 12 months preceding the survey.

▶ **Box 2. Relevant questions from selected Working Conditions Surveys**

- **Central American Working Conditions and Health Survey, 2018**

Over the past 12 months, during the course of your work have you been subjected to...?

    A. physical violence committed by people working with you
    B. physical violence committed by people related to your workplace (patients, students, inmates, clients, etc.)
    C. physical violence committed by offenders
    D. unwanted sexual advances (sexual harassment and/or abuse)

Over the past 12 months, does one or more people you work with had any of the following behaviours toward you?

    A. They make it difficult for you to communicate
    B. They make you feel personally or professionally discredited/devaluated (intrigues, defamation, make you feel ridiculous, they mocked for your private life or way of thinking, your decisions are questioned, humiliating tasks are assigned, you are not given tasks, your work is criticized in front of others...)
    C. You are threatened (oral, written, threats to your workplace, vehicle, home)
    D. You are threatened that the company does not have the salary to pay you for the month, and they are keeping you in suspense, causing instability
    E. They have downgraded your position and/or salary (indirect dismissal)
    F. One or more people you work with pay you late or not according to the terms of your contract

- **European Working Conditions Surveys, 2015**

Over the last month, during the course of your work have you been subjected to any of the following?

    A. Verbal abuse
    B. Unwanted sexual attention
    C. Threats
    D. Humiliating behaviour

And over the past 12 months, during the course of your work have you been subjected to any of the following?

    A. Physical violence
    B. Sexual harassment
    C. Bullying/ harassment

And since you started your main paid job, during the course of your work have you been subjected to any of the following?

    A. Physical violence
    B. Sexual harassment
    C. Bullying/ harassment

4.2.3. Violence Surveys

57. This category includes surveys specifically designed to collect information on violence experienced by a person in different dimensions of their life including work, or only in relation to his or her work. The survey on *Violence and Gender Relations* (VIRAGE), and the Survey of the European Observatory on Sexism and Sexual Harassment at Work were

identified in this category that could also include gender-based violence surveys that investigate work-related violence incidents.

58. The Virage survey, implemented in 2015 by the national demographic research institute, investigate violence incidents happening in different spheres of the respondent's life: the family or the context of a personal relationship, the education environment for people having pursued tertiary education, the professional environment, and the public space (Brown et al. 2021). Questions on 14 acts, incidents or behaviours experienced at work or in the course of work were asked. They allow to produce detailed information on the type of work-related violence experienced, the characteristics of the victims, the consequences of violence and the reaction adopted by victims and the identification of the perpetrator (manager, co-worker, subordinate, client or customer). Respondents aged 20 to 69 were sampled using randomly generated mobile and landline telephone numbers, and a total of 27000 persons were interviewed. The survey collects information on recent violence, that occurred in the past 12 months, and on lifetime violence.

59. The *Survey of the European Observatory on Sexism and Sexual Harassment at Work* focuses on sexual violence and harassment suffered by European women in the workplace. The survey was conducted in 2017 in five countries (France, Germany, Spain, Italy, and United Kingdom) and covered physical, psychological, and sexual harassment. Interviews targeted a sample of 1000 women in each country. In terms of definition and approach used for questions on experience of violence, the act-specific based approach was used to collect information on violence experience in the past 12 months and during "the career" of the respondent, which refers to the start of their working life. While the survey was designed to measure prevalence on the topic of interest, it targets only a part of the population, leaving men aside as well as people who are not employed at the time of data collection. Physical violence and incidents happening outside the workplace are also excluded. Relevant information such as the work characteristics of respondents, the consequences of the violence, the actions taken to address the violence and reporting behaviours, as well as the identification of the perpetrator are not collected.

60. Box 3 presents example of questions relevant to the topic from the two identified violence surveys.

▶ **Box 3. Relevant questions from the Survey of the European Observatory on Sexism and Sexual Harassment at Work, 2019**

RECENT CONFRONTATION WITH SEXIST SITUATIONS OR SEXUAL HARASSMENT

More specifically, at your workplace in the past 12 months, have you ...?

Visual and verbal harassment:
- Been exposed to whistling, rude gestures or comments, or suggestive looks (e.g. winks, leers, etc.)
- Been exposed to embarrassing comments on your clothes or body
- Been exposed to obscene proposals or messages with a sexual connotation
- Been forced to see or receive texts, photos or videos of a sexual nature despite showing your disinterest in such content

Physical harassment:
- Been exposed to light physical content like brushing against your hands, hair, face or legs
- Been exposed to touching of genital or erogenous zones like a hand on your bottom, a forced hug or a stolen kiss
- Been exposed to invitations to places or at times that could potentially put you in a compromising situation (e.g. work appointment in a hotel, dinner in a restaurant, etc.)
- Been offered embarrassing gifts (perfume, flowers, jewellery, lingerie, etc.) despite your lack of consent

Been exposed to pressure to obtain a sexual favour from you (e.g. sex in exchange for getting a job or a promotion)

4.2.4. Copenhagen Psychosocial Questionnaire

61. The Copenhagen Psychosocial Questionnaire (COPSOQ) is an international instrument developed to assess exposure to psychosocial risks at work. Created in 2009, its third round was implemented in 2019. Its development and continuous adaptation to labour market changes is coordinated in a cooperative manner by the International COPSOQ network, which consists of experts from academia, governments and other organizations.

62. International and longitudinal comparability are among the objectives of the COPSOQ. For that purpose, all definitions, dimensions and items used in the questionnaire are standardised to the extent possible. The COPSOQ has been tested in several countries, however only Canada, Spain and France conducted a nationally representative survey.

63. The target population of COPSOQ are employees of selected large organizations – except in Canada where employees of workplace with five employees or more were included, and the survey is usually implemented with the cooperation of the employers and workers' representatives.

64. Regarding work-related violence and harassment in particular, the questionnaire asks respondents about the frequency of conflicts and offensive behaviours in the workplace, on a Likert scale. It covers a wide range of acts, including gossip and slander, conflicts and quarrels, unpleasant teasing, cyber bullying, sexual harassment, threats of violence, physical violence, and bullying. These questions belong to the long version of the instrument, which is mainly intended for research purposes. The questions focus on incidents happening in the workplace, potentially excluding other work-related incidents occurring outside the workplace.

65. The questionnaire does not include any information about the personal or occupational characteristics of the respondent, the consequences of the violence, the actions taken to

address the violence or the reporting behaviours. The recall period is either the last 12 months or not clearly specified.

▶ **Box 4. Relevant questions from the Copenhagen Psychosocial Questionnaire III, 2019**

Have you been exposed to gossip and slander at your workplace during the last 12 months?

Have you been involved in quarrels or conflicts at your workplace during the last 12 months?

Have you been exposed to unpleasant teasing at your workplace during the last 12 months?

Have you been exposed to work-related harassment on the social media (e.g. Facebook), by e-mail or text messages during the last 12 months?

Have you been exposed to undesired sexual attention at your workplace during the last 12 months?

Have you been exposed to threats of violence at your workplace during the last 12 months?

Have you been exposed to physical violence at your workplace during the last 12 months?

Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person finds it difficult to defend himself or herself against it. Have you been exposed to bullying at your workplace during the last 12months?

How often do you feel unjustly criticized, bullied or shown up in front of others by your colleagues or your superior?

4.2.5. Labour Force Surveys

66. Labour Force Surveys (LFS), generally implemented by National Statistical Offices on a regular basis, produce a large range of work-related statistics, from labour force status, characteristics of employment, etc. Their target population usually include all persons residing in private households in the country. LFS are typically conducted on a continuous, sub-annual or annual basis, but can be implemented on a less frequent basis in some countries.

67. Four LFS were identified as collecting very limited information on experience of violence and harassment in the work context, using different approaches. Two surveys used the self-labelling approach based on respondents' violence definition by asking a single question about "physical abuse" while another used a hybrid method, combining generic terms and act-specific based questions. Another survey asked about reasons for absence or resignation from work and include "violence and harassment at workplace" in response categories.

68. In terms of time frame considered, some surveys ask about violence during the last 12 months, while others do not specify a recall period, etc.

69. While LFS include detailed information on the respondents personal and occupational characteristics, they do not collect data on the consequences of the violence, the actions taken to address the violence or the reporting behaviours.

▶ **Box 5. Relevant questions from selected Labour Force Surveys**

● **Kenya, 1999**

Do you have problem with the current job?
If yes, main type of problem in current job:
    (…) -physical/verbal abuse

● **Lao People's Democratic Republic, 2017**

In the last 12 months, i.e. since [DATE] to today, have you ever been or felt subjected to any of the following at work or by customers?

    1- Constantly shouted at

    2- Repeatedly insulted

    3- Beaten /physically hurt

    4- Touched or done things to you that you did not want

    5- Gender discrimination

    6- Ethnic or regional discrimination

    7- Discriminated for being of foreign origin

    8- Sexual harassment

    9- Others (Specify)

● **Pakistan, 2018**

1. Why did [NAME] not work last week?
    (…) 12. Other involuntary reasons violence/harassment at workplace

2. What was [NAME]'s main reason for leaving the last job/business?
    (…)13. Violence/harassment at workplace, security/law and order situation.

4.2.6. Other Surveys

70. This last group combines other household and individual surveys, which can be considered as *Living Conditions Surveys* (LCS) as they aim overall at collecting information on household resources, housing, labour, education and health. Four of them were identified as including relevant but limited information on work-related violence and harassment.

71. The identified LCS are all implemented by the National Statistical Office. They usually target all residents of private households of the country, with the exception of the General Social Survey of Canada (2016) that targeted individuals aged 15 years and over.

72. Three out of the four surveys identified cover physical, psychological and sexual violence. The remaining one only consider sexual harassment. All four surveys used the self-labelling approach relying on respondents' violence definition by using different generic terms such as "physical abuse", "physical assault", "verbal abuse", "verbal assault", "sexual harassment" or "unwanted sexual attention". One of the surveys did not ask about the respondent's experience of violence but rather an assessment of the frequency of crime and violence in the workplace or in school.

73. On time frame considered, three surveys ask about violence during the last 12 months, while another used the working life of respondents as recall period.

74. While all identified surveys include detailed information on the respondents personal and occupational characteristics, information on the perpetrator is limited – or even non-existent in two surveys. Additionally, none of the survey collect data on the consequences of the violence, the actions taken to address the violence or the reporting behaviours.

▶ **Box 6. Relevant questions from other surveys**

● **Living Conditions Survey, Burundi 2014**

Have you experienced the following problems at your workplace?
  (…)
  - Physical abuse,
  - Sexual harassment,
  - Disregard,
  - Discrimination
  - Verbal abuse

Did these problems result in physical or physiological harm?
  If yes, how many weeks were you out of work because of these injuries?

Do you feel safe in the following situations?
  (…) -at your place of work

● **General Social Survey, Canada 2016**

In the past 12 months, have you been subjected to:
  - verbal abuse while at work?
  - unwanted sexual attention or sexual harassment while at work?
  - threats to your person while at work?
  - humiliating behaviour while at work?
  - physical violence while at work?

About how many times has this happened in the past 12 months?
From whom did you experience this?
  - Supervisor or manager
  - Colleague or peer
  - Your employee
  - Client or customer
  - Board member or shareholder

4.3. Relevant cross-country surveys

75. This section describes two specific cross-country surveys that were not part of the mapping of nationally representative surveys but were identified as relevant to the topic. Conducted by ILO and partners in multiple countries, they yielded a set of policy relevant statistics on work-related violence and harassment and provide important insights on the phenomenon in health sector for the first survey, and at the regional and global level for the second survey.

4.3.1. The ILO-WHO survey on workplace violence in the health sector

76. In 2000, the ILO, the WHO, the International Council of Nurses and Public Services International launched a joint programme to address the information gap on the level of workplace violence in the health sector. Case studies[11], using a standardized quantitative and qualitative methodology (involving a survey and focus group discussions) were conducted in seven countries within different geographic regions of the world: Australia, Brazil, Bulgaria, Lebanon, Portugal, South Africa and Thailand.

77. The sample was composed of staff of healthcare facilities, including health professionals, administrative staff and support services staff. Around 1000 health care workers were interviewed in in each country. The surveys were not statistically representative.

78. The survey used the self-labelling approach, relying on the respondent's own definition of the different type of violence. It covered physical abuse, verbal abuse, bullying, sexual harassment and racial harassment that occurred in the 12 months preceding the survey. The survey also collected a large range of relevant information, on the frequency of violence, the relationship with the perpetrator, the physical and mental impact of violence, the actions taken to address the violence, the reporting and help-seeking behaviours of the respondents. Information on measures put in place by the employer to prevent violence in the workplace are also collected. Additionally, the survey gathered detailed information on the personal and occupational characteristics of the respondent, including contacts with patients and the number of staff usually present in the workplace at the same time as the respondent.

79. Although the joint ILO-WHO surveys were not representative surveys of the national situation, focused only on a specific sector, and can been seen as relatively outdated, they offer an important and detailed insight on the extent, patterns and impact of workplace violence within the health sector of the selected countries. They also help understand the prevention and reporting mechanisms in place and can inform programme and policy planning in the health sector and beyond.

80. In addition to the cross-country comparable insights on the extent, patterns and impact of work-related violence within the health sector, this survey highlighted important considerations for future conceptual developments. Although an overall understanding of the concept of violence was observed, the implementation of the questionnaire in seven countries underlined non-negligible cultural and linguistic differences that need to be properly taken into account in future work.

4.3.2. The ILO-Lloyd's Register Foundation- Gallup survey

81. The ILO-Lloyd's Register Foundation-Gallup survey[12] aimed at providing a global overview of people's experiences of violence and harassment at work. It was designed as a sub-module within the 2021 Lloyd's Register Foundation World Risk Poll, which in turn was fielded as part of the Gallup World Poll. Around 125,000 interviews, targeting people aged 15 and older, were conducted in 2021 in 121 countries and territories, gathering information on experience of violence and harassment at work, as well as other risks ranging from climate change and disaster resilience to the use of personal data. The final

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[11] More detail is available at: https://labordoc.ilo.org/discovery/delivery/41ILO_INST:41ILO_V2/1251579950002676

[12] The full report is available at: https://www.ilo.org/global/publications/WCMS_863095/lang--en/index.htm

sample for the study consisted in around 75,000 individuals employed at the time of the survey.

82. The survey used the self-labelling approach for questions on experience of violence. Three types of violence were covered: physical violence and harassment, psychological violence and harassment and sexual harassment and violence. In terms of time frame, the survey focused on the previous five years, and more than five years ago.

83. The survey questions cover the frequency of each type of violence and the reporting behaviour, including the reasons for not reporting. Detailed personal characteristics are included in the survey, allowing to identify the groups more at risk of violence. However, important information on the work characteristics of the respondents or the impact of violence are not available.

84. The results provide a first glance at the magnitude and frequency of violence and harassment at work at the global and regional level, providing insights into the main types of violence and harassment and on the main barriers that prevent people from talking about it. It highlighted the limitations of the self-labelling approach for measurement and the importance of measuring policy relevant information on the context and the consequences of work-related violence for a more complete understanding of the phenomenon, which are useful to guide future methodological work.

4.4. Summary of main information available

85. The surveys identified have very different purposes and topics of interests and do not focus on the same aspects of the phenomenon of violence. Since very few of these surveys were designed with the direct purpose of collecting data on violence and harassment either at work or in relation to work, the relevant information available is limited in most surveys. Additionally, in the absence of an international statistical framework to measure work-related violence and harassment, the surveys do not follow a common scope and do not apply common definitions. Thus, the nature and degree of information available vary considerably across surveys and are not directly comparable. The next paragraphs attempt to summarize the main information that can be drawn from the identified surveys.

4.4.1. Prevalence of violence

86. Prevalence of work-related violence is generally the main measure available from the identified surveys. It informs on the proportion of the population who have experienced violence in relation to work. While Crime Surveys also allow assessments on work-related violence as a share of overall crime in addition to proportion of victims, the other surveys only inform on the proportion of people having experienced work-related violence and/or harassment in different population groups.

87. In general, the main types of violence are addressed through separate questions. The analysis shows that the majority of surveys (109 out of 130) collect data on all types of work-related violence and harassment. Information on physical violence is collected by 125 surveys out of 130, on psychological violence by 122 surveys and on sexual violence and harassment by 117 surveys. However, definitions of each type of violence and approach used for questions on experience of violence largely vary across survey. 91 surveys used the self-labelling approach while only 16 used the act-specific approach, distinguishing specific acts or behaviours to define each type of violence. The remaining surveys used mixed methods or did not have their questionnaire available online. The large majority of Crime and Victimization Surveys (43 surveys out of 61) and Working Conditions Surveys (41

surveys out of 52) use the self-labelling approach. In addition to the six Violence Surveys, only eight CVS, one WCS and one LFS use the act-specific approach (Figure 1).

▶ **Figure 1. Approach used for questions on experience of violence by type of survey**

Number of surveys
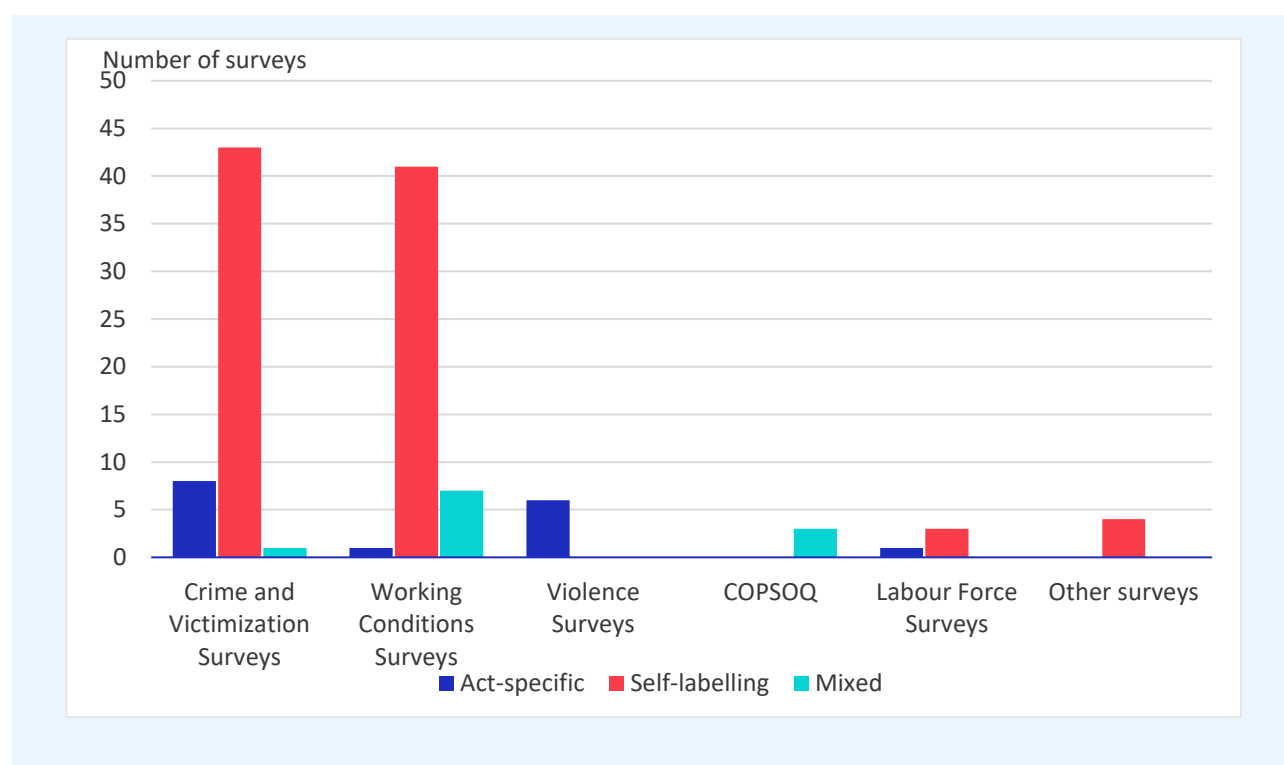
88. Table 3 presents examples of the available prevalence information from main types of surveys. Most surveys present the share of target population who experienced work-related violence, often by type of violence. In addition, CVS often provides the number of work-related incidents of violence, by type of violence.

▶ **Table 3. Examples of prevalence information from the main surveys identified**

Type of survey	Available information
Crime and Victimization Surveys	374,000 adults of working-age in employment experienced violence at work, including threats and physical assault. There were an estimated 694,000 incidents of violence at work, comprising of 330,000 assaults and 364,000 threats.1.4% of women and 1.5% of men were victims of violence at work once or more during the year prior to their interview (United Kingdom, Crime Survey for England and Wales 2017/18). 13% of people who experienced physical assaults had a professional relationship to the perpetrator. 14% of people who experienced threats had a professional relationship to the perpetrator (Australia, Crime Victimization Survey - A topic on the Multipurpose Household Survey, 2019). 9% of victims indicated that they had been subject of an assault with force or a threat of force in the workplace. For assault or threat cases where the perpetrator was known by name, it was a colleague or boss in 42% (Panama, International Crime Victimization Survey, 2015). 15% of physical aggressions and threats occurred at the workplace. In 11% of the cases, the perpetrator was someone at work (Spain, Victims survey, 2008).
Working Conditions Surveys	11% of workers experienced discrimination, harassment or bullying at work (New Zealand, Survey of working life, 2018). Nearly one in five American workers are exposed to a hostile or threatening social environment at work (Unites States, American Working Conditions Survey, 2018). 10% of survey respondents experienced physical violence from people from the workplace. 8% experienced bullying and harassment at work (Mozambique, 2009). In the month preceding the survey, 12% of European Union workers were exposed to verbal abuse, 2% to unwanted sexual attention, 4% to threats and 6% to humiliating behaviours. Over the last 12 months, 2% were exposed to physical violence, 1% to sexual harassment and 5% to bullying (Sixth European Working Conditions Surveys, 2015).

Violence Surveys	In France, 55% of women have faced at least one form of sexual harassment or violence at work, compared to 68%, 56%, 66% and 57% of women in Germany, Italy, Spain, and the United Kingdom respectively. In the 12 months preceding the survey, 18% of women in France have faced at least one form of sexual harassment or violence at work, compared to 23%, 21%, 31% and 17% of women in Germany, Italy, Spain, and the United Kingdom respectively. (Survey of the European Observatory on sexism and sexual harassment at work, 2019) 20% of women and 15% of men (aged between 20 and 69 and worked during at least four months in the 12 months preceding the surveys) in France reported work-related violence occurring in the 12 months preceding the survey. 15% of women and 12% of men reported psychological violence; 2% of women and 1% of men reported physical violence; 4% of women and 2% of men reported sexual violence without contact; and 1% of women and 0.5% of men reported sexual violence with contact (VIRAGE Survey – Violence and Gender Relations, France, 2015)
Cross-country surveys	23% of persons in employment experienced violence and harassment at work over their working life, and 18% over the past five years . The Americas registered the highest working lifetime prevalence rate at 34%, followed by Africa (26%), Europe and Central Asia (25%), Asia and the Pacific (19%) and the Arab States (13.6 %). When looking at gender differences, in the Americas, women were 8.2 percentage points more likely than men to have experienced violence and harassment in their working life (39.0 % versus 30.8 %), followed by Europe and Central Asia (8.0 percentage points) and the Arab States (5.9 percentage points). (ILO-Lloyd Foundation-Gallup report, 2022)

4.4.2. Information on the perpetrator

89. The relationship of the victim to the perpetrator is important to better assess the type of violence experienced and to formulate targeted policies and programmes to prevent and address them. In crime and victimization survey, knowing that the perpetrator is a colleague, a supervisor or someone at work allows the linking of the incident with the world of work.

90. In general, the information on the relationship is not collected in a detailed way and refers only to someone at work or someone the respondent had worked with in 40 surveys out of 130. 33 and 24 surveys allow to know whether the perpetrator is a co-worker or a supervisor respectively. Very few surveys provide information on whether it's a subordinate (12 surveys), or a client or customer (9 surveys). Only seven surveys – three COPSOQ, one CVS, one WCS, one Violence Surveys and one classified in Other - include all four categories of persons at work. Figure 2 shows that, out the 61 CVS mapped, 40 ask about the general category "someone at work", eight allow to identify whether the perpetrator is a co-worker or a supervisor, and only one allow to identify whether the perpetrator is a subordinate or a client. Out of the 52 WCS reviewed, only 12 allow to identify whether the perpetrator is a co-worker and six whether he or she is a supervisor. While most Violence Surveys and COPSOQ allow to identify relationship of the victim to the perpetrator, the information is rarely collected in LFS and other surveys.

▶ **Figure 2. Availability of information on identification of the perpetrator**
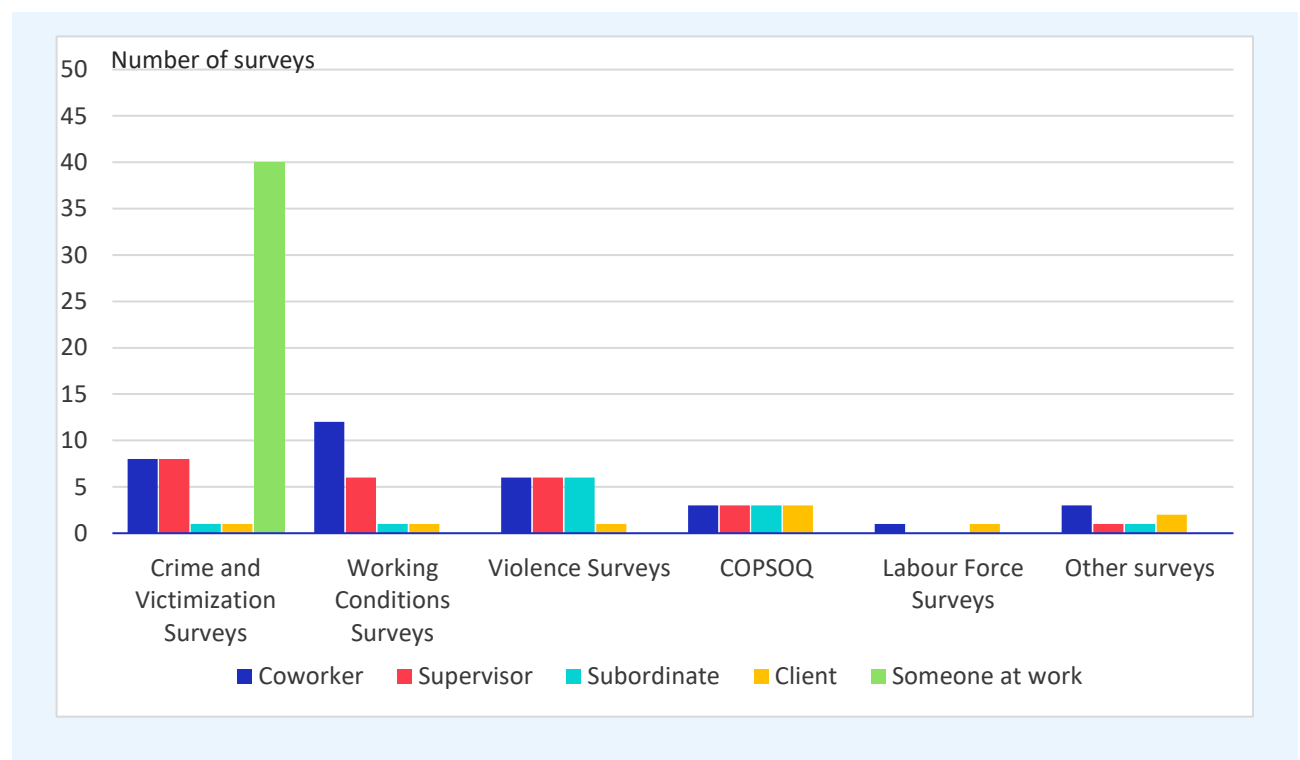
91. Only a few surveys provide details on the perpetrator's personal characteristics such as sex or age. While the biological sex of the perpetrator could be easy to collect and provides useful information on the extent of gender-based violence, other socio-demographic characteristics of the perpetrator are challenging to collect from victims and especially if they do not know the perpetrator.

▶ **Table 4. Examples of perpetrator information from selected surveys**

Survey	Available information
United Kingdom - Crime Survey for England and Wales, 2017/18.	54% of workplace violence offenders were strangers. Among the 46% of incidents where the offender was known, they were most likely to be clients, or a member of the public known through work. 9% of the incidents were perpetrated by a colleague.

France - Violence and Gender Relations, 2015	Insults and psychological pressure were exercised by a supervisor or manager in 39% of cases reported by women, and 42% of cases reported by men.
	Physical violence was exercised by clients or customers in 68% of cases reported by women and 39% of cases reported by men.
	Less than 4% of violence cases were exercised by a person supervised by the victim when she is a woman, and less than 8 % when the victim is a man.
	24% of sexual violence with contact reported by women were perpetrated by a colleague, 24% by a supervisor or manager, 4% by a person supervised, 48% by clients or customers.
	When perpetrator is a colleague, women victims reported that psychological abuse and physical violence were mostly perpetrated by women, and sexual violence with and without contact were mostly perpetrated by men; men victims reported that perpetrators were mainly men except for sexual violence with contact for which perpetrators were mainly women.

4.4.3. Personal characteristics of the victims

92. Most surveys record the sex and the age of the respondent, allowing for gender and age disaggregated analysis. Other relevant personal characteristics are migration status, ethnicity, disability and HIV status. Those characteristics, which, especially when intersecting with gender, further exacerbate the likelihood of experiencing unfavourable working conditions, including, among others, violence and harassment at work (ILO, 2019). While a majority of surveys collect information on the respondents' international migrant status (93 surveys out of 130), disability status is rarely included in survey questionnaires (16 surveys) as well as ethnic characteristics (21 surveys). Figure 3 shows that, out of the 61 CSV mapped, 41 collect information of migrant status of the respondent, and nine and six surveys respectively collect information on disability status and ethnicity. Out of the 56 WCS reviewed, 46 inform on the migrant status of the respondents, 10 on their ethnic characteristics, and only one on their ethnic characteristics. This information is collected in only one of the six violence surveys identified, and in two of the five LFS mapped. However, despite the inclusion of the relevant variable, the small sample size of most of the surveys usually limits the possibility of reliable analysis of those small sub-populations.

▶ **Figure 3. Availability of information on specific personal characteristics of the victim**

Number of surveys

(Bar chart with categories: Crime and Victimization Surveys, Working Conditions Surveys, Violence Surveys, Labour Force Surveys, Other surveys. Series: ■ Disability, ■ Ethnicity, ■ Migrant status)
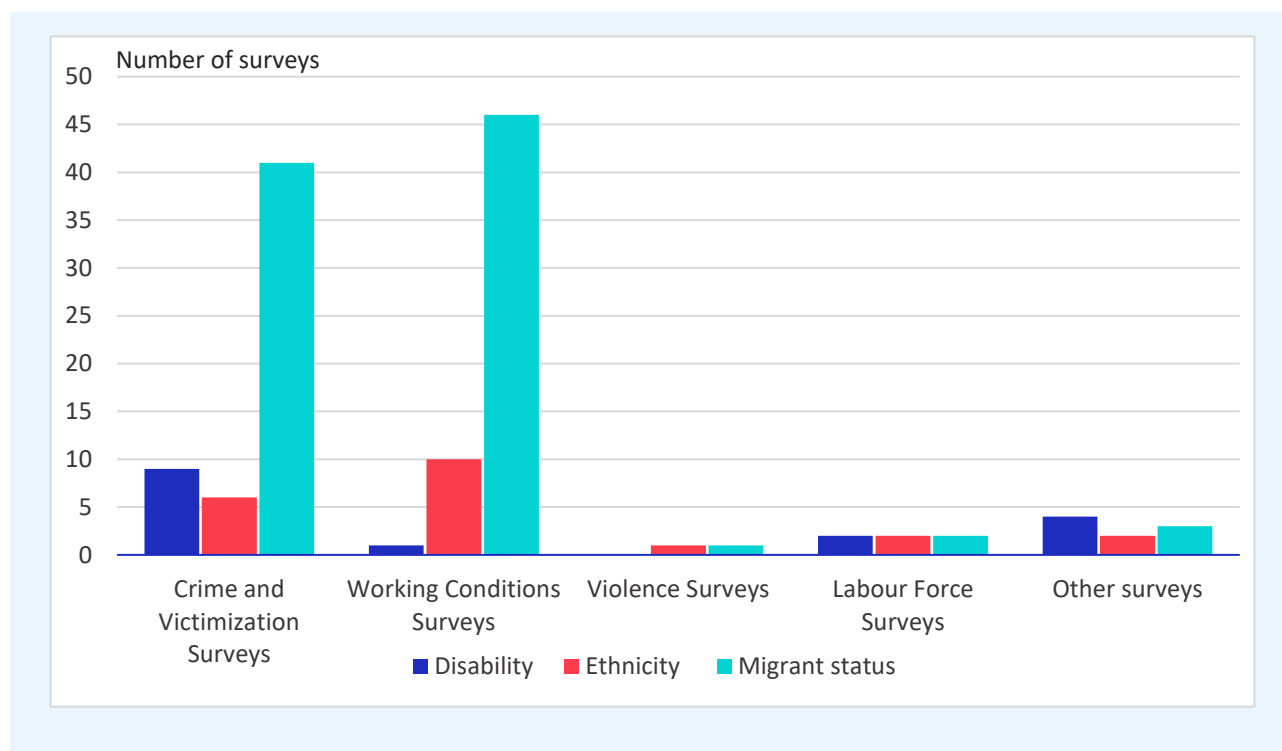
4.4.4. Occupational characteristics of the victims

93. The work characteristics of the victims are also an important information to better understand the context in which the violence happened, and the increased risk faced by workers in specific situations. It provides insights on groups of workers that could be more vulnerable, for example due to their precarious situation on the labour market – case of informal workers or workers on short-term contracts, or on specific sectors or branches of economic activity that expose workers to an increased risk of violence and harassment. Among the 130 surveys identified through the mapping, 118 collect information on the occupation of victims, and 77 on their branch of economic activity. While the majority of WCS, Violence surveys, COPSOQ, LFS and other surveys collect data those two characteristics, information on economic activity is available only in a limited number of CVS (9 out of 61 surveys) as shown in Figure 4. However, the information available is generally not detailed and provide only information on skills levels or broad sectors. Information on the specific risks related to the type of work, such as working in contact with patients or clients, working during night shifts, working alone or in isolated areas can generally be obtained with detailed information on occupation at the 4-digits level of the International Standard Classification of Occupations, which is rarely available in the existing surveys.

▶ Figure 4. Availability of information on main work characteristics of the victim

Number of surveys
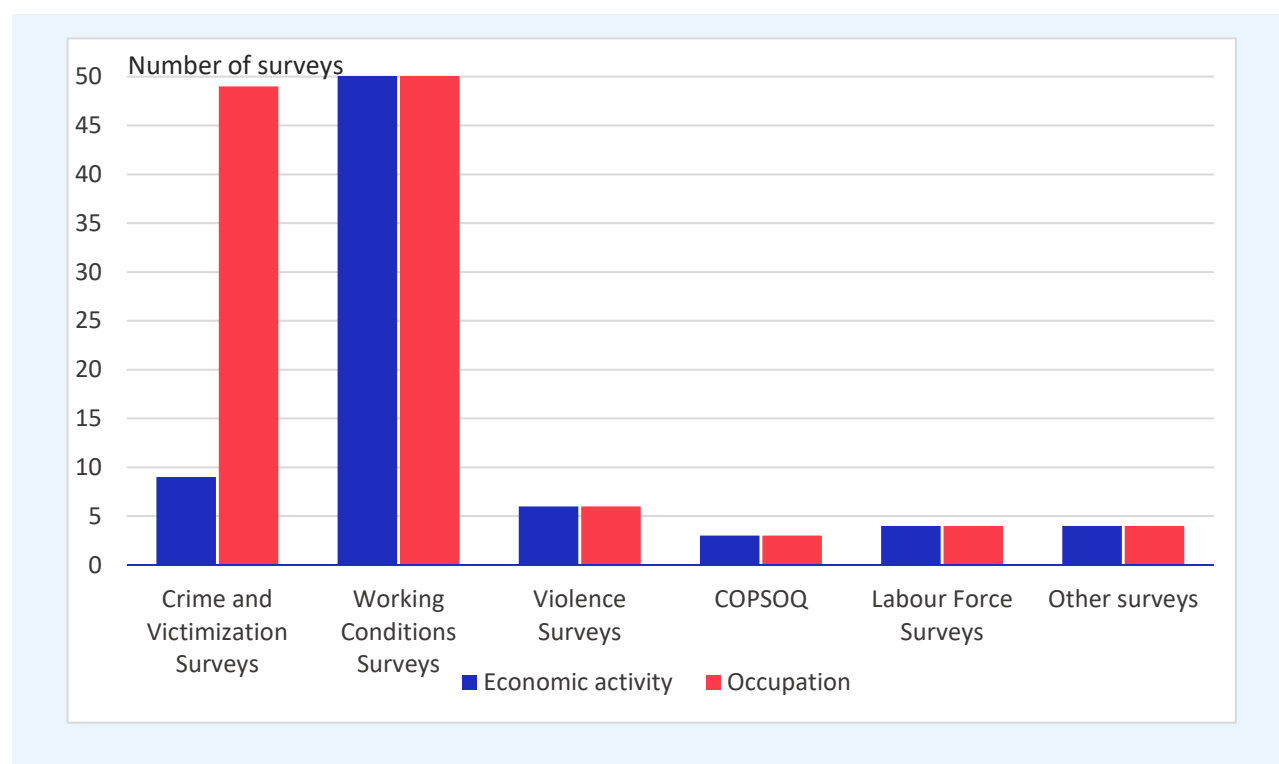
▶ Table 5. Examples of occupational information from selected surveys

Survey	Available information
European Working Conditions Telephone Surveys, 2021	Workers of the health sector have higher prevalence of experiencing abuse in the workplace: 18% of women in the sector experienced verbal abuse, 11% bullying, harassment and violence, 5% unwanted sexual attention and 15% discrimination. 17% of men in the same sector experienced verbal abuse, 11% bullying, harassment and violence, 3% unwanted sexual attention and 12% discrimination. Among workers in commerce and hospitality, 10% of women experienced verbal abuse, 6% bullying, harassment and violence, 4% unwanted sexual attention and 14% discrimination. Among men of the same sector, 9% experienced verbal abuse, 4% bullying, harassment and violence, 1% unwanted sexual attention and 10% discrimination.
Working Conditions Survey, Tanzania, 2009	10% of workers of the tourism sector experience physical violence from people from the workplace, 19% physical violence from other people, and 18% bullying and harassment.

5.   General limitations of the surveys

94. This section briefly discusses the limitations observed in the identified existing surveys that can impact their usefulness as a source of reliable statistics on violence and harassment in the world of work.

95. Not all surveys cover all three main types of violence (physical, psychological and sexual). Some surveys include certain types of violence and exclude others, some surveys use different terminology (violence, aggression, abuse) without providing a clear definition of what is meant by each of those terms. Including questions on the three main types of work-related violence would help provide a more complete understanding of the phenomenon by considering its different dimensions.

96. Additionally, most surveys identified use the *self-labelling* approach through questions asking about experience of violence or harassment in generic terms. This approach leaves the respondents to subjectively determine what constitute physical, psychological or sexual violence and could introduce important interpretation and subjectivity bias, impairing reliability and comparability of surveys. It is not in line with existing recommendations for violence surveys aiming at reducing the subjective interpretation of what constitute violence and enhancing disclosure by using questions on specific behaviours (United Nations, 2014).

97. The mapping revealed that in general, surveys focused on measuring the prevalence of violence and harassment in the workplace. The scope of most identified surveys is narrow compared to that of the ILO Convention C190, which explicitly includes violence and harassment *"occurring in the course of, linked with or arising out of work"* but that can happen beyond the usual place of work. Many questionnaires only refer to "the workplace" without being specific on whether this refers to the workplace premises only, or whether it includes workplace dedicated transportation, employer provided accommodation or other places where people may also be present for work purposes etc. Only a few crime surveys included incidents that occurred in other locations such as the way to work or other premises the person could be present for work reasons. Information on where the violence occurred provides insights on the circumstances of the incident and allows to identify the situations where the workers are exposed to an increased risk of violence. It is important to account for violence occurring outside the primary or usual place of work for prevention and strategic planning purposes and for improving workers' security in all type of work-related locations, including their homes where relevant, and in public spaces.

98. Most of the data sources analysed have a reference or recall period referring to the past year before data collection. The past 12 months is a common timeframe adopted by 93 surveys out of the 130. It presents the advantage of being long enough to cover violent work-related incidents that happened in the recent past and to likely cover the current or the latest job, while remaining short enough to avoid recall issues. Some surveys used different timeframe, varying from "the last full day of work", "the last month before the survey" or "the last 3 months before the survey". A few surveys did not specify a recall period, implicitly referring to working lifetime violence. Adopting the same reference period will improve comparability of the results across surveys and contexts.

99. As discussed in previous section, only a few surveys provide accurate and complete information to fully understand the nature and extent of the phenomenon of work-related violence. There is often not enough information to capture the personal situation of every

victim in terms of demographic and employment information (migration and disability status, occupation, economic activity, informal status, etc).

100. Information on the perpetrators, to understand whether the violence is vertical and linked to power relationship in the world of work, or lateral, or external to the establishment where the victim works in essential, however often missing or vague. Many surveys indicate "someone at work", "people related to work", or a category indicating the four possible types of relationship with the perpetrator as a single response category. This information does not allow to distinguish whether perpetrator was internal to the workplace – a colleague or a supervisor – or an external person – a client or a customer. This distinction is essential as it points to different issues and causes of the phenomenon that requires different ways of addressing it.

101. Details on consequences of violence on the victims, on the actions taken to address the situation, or on the knowledge of any reporting mechanism in the event of a violence incident are missing. This is due to the fact that most of the surveys identified had a different primary purpose than measuring work-related violence and informing policies and programmes to prevent and address the phenomenon.

6.   Good practices identified

102. Despite the limitations discussed above, practices that can have a positive impact on measurement or on use of the data produced were identified in some of the surveys reviewed. They may be useful to consider in future work and can be listed as follows.

103. Using the act-specific approach to measure the experience of violence. In this approach, the experience of violence is asked using a detailed list of acts or behaviours experienced by the respondent, in an attempt to specifically define violence through objective behaviours. The act-specific approach is recognized as yielding higher levels of disclosure and reducing the subjectivity or individual interpretation bias based on the different definitions people may have of what constitutes abuse or violence (United Nations, 2014), (Jansen, 2007). Several surveys use this approach, however, the list of behaviours included vary considerably across surveys.

104. Expanding the survey scope beyond the workplace. A few surveys included incidents that occurred in locations other than the usual place of work such as the way to work, other premises the person could be present for work reasons (for meetings, social events, etc), private locations such as the victim's home or the customer's premises, or in public space. Information on where the violence occurred provides insights on the circumstances of the incident and allows to identify the situations where the workers are exposed to an increased risk of violence. It is important to account for violence occurring outside the primary or usual place of work for prevention and strategic planning purposes and for improving workers' security in all type of work-related locations, including their homes where relevant, and in public spaces.

105. Expanding the survey scope beyond the employed population. This would allow to include the other groups protected by the ILO Convention C190, including persons whose employment has been terminated, jobseekers, interns, volunteers and individuals exercising the authority, duties or responsibilities of an employer. Most Crime Victimization Surveys follow this approach by targeting the general population over a certain age.

106. Using two recall or reference periods in the questionnaire to record the experience of violence. This approach is useful to provide measures of current violence (that occurred in the 12 months preceding the survey, for example) and measures of less recent or past violence (that occurred in the 5 years preceding the surveys, or since the respondent starting to work, for example). In general, violence indicators from other domains such as gender-based violence focus on collecting data on violence experienced both in the past 12 months and in the respondents' lifetime. This information is important to understand the changes in prevalence of violence and identify trends over time. The ratio between the two measures also informs about the share of people who are still experiencing violence at the time of the surveys and how difficult or easy it is to address and stop the violence (UNFPA, 2016).

107. Implementing ethics and safety measures. Surveys specifically aiming at collecting data on violence usually respect the specific ethical and security requirements that protect respondents and encourage violence disclosure (United Nations, 2014) (WHO, 2016). Although it was challenging to find relevant information on ethics and safety measures implemented by the surveys during the review, a few crime surveys reported having ensured that survey participants were kept protected from psychological and physical harm, that they gave consent to taking part in the survey and that collected data is stored

in a confidential and secure manner. These measures are part of the general recommendations on ethics and safety for sensitive data collection.

108. Conducting surveys at regular intervals. The majority of Crime Victimization Surveys and Working Conditions Surveys are implemented regularly, every two to five years. 15 CVS are implemented annually. Producing statistics on the phenomenon at a regular frequency is important to monitor the evolution of the issue, identify trends and keep track of the progress made over time.

7. Concluding remarks

109. This brief analysis is aimed at evaluating the overall availability of data on violence and harassment in the world of work; identifying data gaps and issues with measurement; and identifying good practices to inform future work. The assessment showed that existing household or individual surveys provide limited but important baseline information, such as the prevalence of the three main types of work-related violence and the basic personal characteristics of the victims. In surveys specifically focused on working conditions, information on occupational characteristics of the victims, as well as the identification of the work-related perpetrator is often available. However, most surveys identified present limitations for the comprehensive measurement of the phenomenon, given that they were primarily designed for a different purpose.

110. A major challenge related to violence data collection is that conception and understanding of violence and the social structures within which it occurs are highly variable around the world, across contexts, and even from an individual to another. Without a common measurement framework, there is a great variety and inconsistency in what work-related violence encompasses and how it is defined and measured across surveys. Also, given the sensitivity of the topic, statistical measurement and research on violence raise important safety and ethical challenges that must be considered and resolved to ensure safety of the respondents and the survey team, access to assistance for respondents who need it, and improved quality and usefulness of the data collected. The latter is a requirement for evidence-based policy and programme development, aiming at addressing this fundamental issue. The ethical obligation towards the respondents to use the data collected is also an important consideration. Some surveys already implement ethical and safety measures for sensitive data collection and other good practices that can be considered in future work.

111. The ILO Convention No. 190 and its internationally recognized definition of violence and harassment in the world of work provides a first step towards a common understanding of the issue, in view of harmonizing the information to be collected and improving the availability, reliability and comparability of statistical measurement of the phenomenon globally. As a necessary step towards reliable statistics on violence and harassment in the world of work, the inclusion of this topic in future data collection is essential and is already gaining interest in an increasing number of ILO Members States.

112. Further methodological work is necessary in order to develop a conceptual framework for measurement that can be internationally agreed in the future, to define and validate the proper and appropriate measurement tools in view of providing National Statistical Offices with adequate guidance on collecting, processing, disseminating and analysing data on violence and harassment in the world of work. This will include clarification of the concepts, definitions and data requirements, development of model data collection instruments, guidance on their national adaptation and inclusion into a parent survey where needed, and guidance on planning and implementing data collection as well data analysis and dissemination.

113. The ILO Department of Statistics has started work towards those goals by reviewing and summarizing the main challenges and conceptual and methodological considerations for statistical measurement (ILO, 2023) and developing preliminary survey tools that underwent qualitative and quantitative testing in 2023, in collaboration with interested national statistical offices and research institutions.

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9.   Annex. List of national surveys analysed

Country	Year	Survey name	Sample size	Target population	Type(s) of violence covered	Institution collecting information	Source/Survey website/Report
Albania	2015	6th European Working Conditions Surveys (EWCS)	1 002 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Argentina	2017	National Victimization Survey	29 303 individuals	Population aged 18+ living in private homes in towns of over 5,000 inhabitants	Physical and psychological violence, and perception of security	Instituto Nacional de Estadística y Censos (INDEC)	https://www.indec.gob.ar/indec/web/Nivel4-Tema-4-27-137
Argentina	2018	Second National Survey for Workers on Working Conditions, Work, Health and Security	8 966 workers	Employed population aged 15+, in towns of 2,000+ inhabitants	Physical, psychological and sexual violence	Superintendencia de Riesgos del Trabajo; Ministerio de Producción y Trabajo (MPyT)	https://www.argentina.gob.ar/srt/observatorio-srt/encuestas-salud-trabajo/ECETSS-2018
Australia	2004	International Crime Victimization Survey (ICVS)	7 001 individuals	Population aged 16+	Physical and psychological violence	UNICRI	https://wp.unil.ch/icvs/
Australia	2012	The Australian Workplace Barometer: Report on psychosocial safety climate and worker health in Australia	5 743 individuals	Workers aged 15+ in six Australian states and territories	Physical and psychological violence	Safe Work Australia	https://www.safeworkaustralia.gov.au/system/files/documents/1702/the-australian-workplace-barometer-report.pdf
Australia	2016	Personal Safety Survey (PSS)	16 300 individuals	Population aged 18+	Physical violence, sexual violence	Australian Bureau of Statistics	https://www.abs.gov.au/statistics/people/crime-and-justice/personal-safety-australia/latest-release
Australia	2018-19	Crime Victimization Survey A topic on the Multipurpose Household Survey (MPHS)	28 719 individuals	Population aged 15+ who were usual residents of private dwellings	Physical and psychological violence	Australian Bureau of Statistics	https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4530.0Explanatory%20Notes12017-18?OpenDocument

Austria	2005	European Crime and Safety Survey (EU ICS)	2 004 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Austria	2015	6th European Working Conditions Surveys (EWCS)	1 028 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Belgium	2005	European Crime and Safety Survey (EU ICS)	2 014 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Belgium	2008	Moniteur de Sécurité	12 000 individuals	Population aged 15+	Physical and psychological violence	Police Fédérale	http://www.moniteurdesecurite.policefederale.be/moniteurdesecurite/
Belgium	2015	6th European Working Conditions Surveys (EWCS)	2 587 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Bulgaria	2004	International Crime Victimization Survey (ICVS)	1 100 individuals	Population aged 16 in the main city	Physical and psychological violence	UNICRI	https://wp.unil.ch/icvs/
Bulgaria	2015	6th European Working Conditions Surveys (EWCS)	1 064 individuals	All individuals aged 16 or over living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Burundi	2014	ECVM Enquête sur les conditions de vie des ménages	7 832 households	Population all ages	Physical and psychological violence	Institut de statistiques et d'études économiques du Burundi	https://catalog.ihsn.org/index.php/catalog/6495
Canada	2004	International Crime Victimization Survey (ICVS)	2 000 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Canada	2016	Copenhagen Psychosocial Questionnaire (COPSOQ III)	4 113 individuals	Any employed Canadian working in a workplace with more than 5 employees	Physical and psychological violence	Occupatioinal Health Clinics for Ontario Workers; Institute for Work & Health	https://www.copsoq-network.org/
Canada	2016	General Social Survey: Canadians at Work and Home	19 609 individuals	One randomly selected household member aged 15 or older	Physical and psychological violence	Statistics Canada	https://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=5221
Canada	2019	General social survey: Canadians' Safety	33 127 individuals	Individuals aged 15+	Physical and psychological violence	Statistics Canada	https://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=4504#:~:text=The%20main%20objective%20of%20the,in%20all%20provinces%20and%20territories.
Chile	2010	First National Survey on Worker's Employment Conditions, Equity, Work, Health and Quality of Life of Chile	9 503 individuals	Persons aged 15+, employed and unemployed, who had any paid job over the past 12 months, either in the formal or informal economy	Physical, psychological and sexual violence	Ministerio de Salud (MINSAL); Dirección del Trabajo (DT); Instituto de Seguridad Laboral (ISL)	https://www.riesgolab.com/index.php/component/k2/item/880-1-encuesta-nacional-de-condiciones-de-empleo-equidad-trabajo-salud-y-calidad-de-vida-de-los-trabajadores-y-trabajadoras-en-chile
Chile	2018	XV National Urban Survey of Citizen Security	27 025 households	Population aged 15+	Physical and psychological violence	Instituto Nacional de Estadísticas (INE)	https://www.ine.cl/estadisticas/sociales/seguridad-publica-y-justicia/seguridad-ciudadana

Country	Year	Survey	Sample	Population	Type of violence	Institution	Source
Colombia	2007	National Survey on Health and Working Conditions in the General System of Professional Risks	924 individuals	Employees from companies registered in the General System of Professional Risks with two workers or more	Psychological violence	Ministerio de la Protección Social	https://www.minsalud.gov.co/riesgosProfesionales/Documents/ENCUESTA%20SALUD_RP.pdf
Colombia	2013	Second National Survey on Health and Working Conditions in the General System of Professional Risks	1 202 individuals	Population aged over 18 that worked over the past month, either in the formal or informal economy	Psychological violence	Ministerio del Trabajo	https://oiss.org/segunda-encuesta-nacional-de/
Costa Rica	1996	International Crime Victimization Survey (ICVS)	1 000 individuals	Population aged 16 in the main cities	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Costa Rica	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18 or over who were in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
Croatia	2015	6th European Working Conditions Surveys (EWCS)	1 012 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Cyprus	2015	6th European Working Conditions Surveys (EWCS)	1 003 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Czech Republic	2015	6th European Working Conditions Surveys (EWCS)	1 002 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Denmark	2005	European Crime and Safety Survey (EU ICS)	1 984 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Denmark	2012	Working Environment and Health in Denmark	1 6300 individuals	Total national labour market, population aged 18 and over	Physical and psychological violence	The National Research Centre for the Working Environment	https://www.eurofound.europa.eu/sites/default/files/ef_files/ewco/surveyreports/DK1304019D/DK1304019D.pdf
Denmark	2015	6th European Working Conditions Surveys (EWCS)	1 002 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Egypt	2007	Victimization Survey in Egypt	3 126 households	Population aged 16+	Physical and psychological violence (sexual incidents, assaults and threats)	National Center for Social and Criminological Research	https://www.unodc.org/unodc/en/data-and-analysis/Data-for-Africa-publications.html
El Salvador	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18+ in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
El Salvador	2018	National Survey on Victimization and Perception of Security	1 530 individuals	Population aged 18+	Physical and psychological violence, and percption of security at work	Ministerio de Economía	https://www.seguridad.gob.sv/dia/monitoreo-y-evaluacion/encuesta-de-victimizacion/

Estonia	2004	International Crime Victimization Survey (ICVS)	1 678 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Estonia	2008	Crime Victim Survey	4 181 individuals	All permanent residents living in private households in Estonia aged 15-74	Physical and psychological violence	Estonian Statistical Office	https://vana.stat.ee/dokumendid/51839
Estonia	2015	6th European Working Conditions Surveys (EWCS)	1 015 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Finland	2003	Quality of work life survey	4 104 employees	Wage and salary earners aged 15- 64 years who normally work at least 10 hours per week	Physical and psychological violence	Work Research Unit, Statistics Finland	http://www.stat.fi/til/tyoolot/tau_en.html
Finland	2005	European Crime and Safety Survey (EU ICS)	2 500 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Finland	2015	6th European Working Conditions Surveys (EWCS)	1 001 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

France	2005	European Crime and Safety Survey (EU ICS)	2 016 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
France	2015	6th European Working Conditions Surveys (EWCS)	1 527 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
France	2015	Violences et rapports de genre : contextes et conséquences des violences subies par les femmes et par les hommes (VIRAGE)	17 333 individuals	Population aged 20 to 69	Insults and psychological pressure Damage to working conditions and tools Physical violence Sexual violence without contact Sexual violence with contact	Institut National d'Etudes Démographiques (INED)	https://virage.site.ined.fr/
France	2017	Copenhagen Psychosocial Questionnaire (COPSOQ III)	1 027 individuals	Employees (both sexes) - all ages	Physical and psychological violence	International COPSOQ Network	https://www.copsoq-network.org/
France	2019	Survey of the European Observatory on sexism and sexual harassment at work	1 004 women	Employed women aged 18+	Physical violence (Physical harassment) and psychological violence (Visual and verbal harassment), Psychological harassment (with sexual intentions)	Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)	https://www.feps-europe.eu/resources/publications/697-survey-european-observatory-on-sexism-and-sexual-harassment-at-work.html
France	2019	Enquête de Cadre de vie et Sécurité	15 000 households	Population aged 15+ (18-75 for sensitive questions)	Physical and psychological violence	Institut national de la statistique et des études économiques (INSEE) Observatoire national de la délinquance et de la réponse pénale (ONDRP)	https://www.interieur.gouv.fr/Interstats/L-enquete-Cadre-de-vie-et-securite-CVS

Georgia	2013	Crime and Security Survey (2011)	3 000 individuals	Population aged 16+	Physical and psychological violence	Ministry of Justice	https://wp.unil.ch/icvs/files/2012/11/Georgia.crime-survey_final.pdf
Germany	2005	European Crime and Safety Survey (EU ICS)	2 025 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Germany	2015	6th European Working Conditions Surveys (EWCS)	2 093 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Germany	2019	Survey of the European Observatory on sexism and sexual harassment at work	1 001 women	Employed women aged 18+	Physical violence (Physical harassment) and psychological violence (Visual and verbal harassment), Psychological harassment (with sexual intentions)	Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)	https://www.feps-europe.eu/resources/publications/697-survey-european-observatory-on-sexism-and-sexual-harassment-at-work.html
Ghana	2017	LSS Living Standards Survey	15 000 households	Population all ages	Physical, psychological and sexual violence	Ghana Statistical Service	https://datacatalog.worldbank.org/dataset/ghana-ghana-living-standards-survey-5-2008
Greece	2005	European Crime and Safety Survey (EU ICS)	2 020 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs

Greece	2015	6th European Working Conditions Surveys (EWCS)	1 007 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Guatemala	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18 or over who were in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
Guatemala	2019	ENEI Encuesta Nacional de Empleo e Ingresos National Survey of Employment and Income	5 610 households	Population all ages	Abuse	Instituto Nacional de Estadística de Guatemala	https://www.ine.gob.gt/ine/estadisticas/bases-de-datos/encuesta-nacional-de-empleo-e-ingresos/
Honduras	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18 or over who were in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
Hungary	2005	European Crime and Safety Survey (EU ICS)	2 103 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Hungary	2015	6th European Working Conditions Surveys (EWCS)	1 023 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Iceland	2005	International Crime Victimization Survey (ICVS)	1 909 individuals	Population aged 16 in the main city	Physical and psychological violence	UNICRI	https://wp.unil.ch/icvs/
Ireland	2005	European Crime and Safety Survey (EU ICS)	2 003 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Ireland	2015	6th European Working Conditions Surveys (EWCS)	1 057 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Ireland	2015	Quarterly National Household Survey. Crime and Victimisation module (2015)	26 000 households	Population aged 18+	Physical violence (Physical assault of a person, excluding attacks of a sexual nature and domestic violence)	Central Statistics Office	https://www.cso.ie/en/releasesandpublications/er/q-cv/qnhscrimeandvictimisationq32015/
Italy	2005	European Crime and Safety Survey (EU ICS)	2 023 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Italy	2015	6th European Working Conditions Surveys (EWCS)	1 402 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Italy	2019	Survey of the European Observatory on sexism and sexual harassment at work	1 000 women	Employed women aged 18+	Physical violence (Physical harassment) and psychological violence (Visual and verbal harassment), Psychological harassment (with sexual intentions)	Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)	https://www.feps-europe.eu/resources/publications/697-survey-european-observatory-on-sexism-and-sexual-harassment-at-work.html
Jamaica	2016	Jamaican National Crime Victimization Survey	3 480 respondents	Population aged 16+	Physical and psychological violence	Ministry of National Security	http://www.cdeunodc.inegi.org.mx/unodc/wp-content/uploads/2019/10/7.Jamaica_Mantock.pdf
Japan	2004	International Crime Victimization Survey (ICVS)	2 086 individuals	Population aged 16 in the main city	Physical and psychological violence	UNICRI	https://wp.unil.ch/icvs/
Kenya	1999	LFS Labour Force Survey	52 016 individuals	Population all ages living in private households	Physical and psychological violence	Kenya National Bureau of Statistics (KNBS)	https://www.ilo.org/surveyLib/index.php/catalog/1567/related-materials
Kenya	2009	Victimization Survey in Kenya	Approximately 3,000 households	Population aged 16+	Physical and psychological violence (sexual incidents, assaults and threats)	Kenya Institute for Public Policy Research and Analysis (KIPPRA) in collaboration with the United Nations Office on Drugs and Crime (UNODC)	https://www.unodc.org/unodc/en/data-and-analysis/Data-for-Africa-publications.html
Korea	2017	Korean Working Conditions Survey	50 000 workers	Employed population aged 15+ living in households located in the general and apartment enumeration districts.	Physical and psychological violence	OSHRI (Occupational Safety and Health Research Institute), KOSHA (Korea Occupational Safety and Health Agency)	https://www.oshresearch.co.uk/2529407A8400006F17E1DDD89154C050842C32CE74C6ACFC408BFDBB936166BF755245212092AEB0/EUROFOUND.EUROPA-%20Working%20conditions%20in%20Korea,%20Surbvey%20highlights.pdf
Kyrgyzstan	2015	International Public Safety Survey Based on the ICVS	3 500 individuals	Population aged 16+	Physical and psychological violence	Civil Union "For Reforms and Results"	https://wp.unil.ch/icvs/files/2016/02/KyrgyzstanCrimeSurveyReport-ENG.pdf

Lao People's Democratic Republic	2017	LFS Labour Force Survey	10 800 households	All household members of age 14 years and above (	Physical and psychological violence	Laos Statistics Bureau	https://www.ilo.org/surveyLib/index.php/catalog/2032/related-materials
Latvia	2015	6th European Working Conditions Surveys (EWCS)	1 004 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Lithuania	2015	6th European Working Conditions Surveys (EWCS)	1 004 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Luxembourg	2005	European Crime and Safety Survey (EU ICS)	800 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Luxembourg	2015	6th European Working Conditions Surveys (EWCS)	1 003 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Macedonia	2015	6th European Working Conditions Surveys (EWCS)	1 011 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Malawi	2003	Malawi National Crime Victimization Survey	6 861 individuals	Population aged 16+	Physical and psychological violence (sexual incidents, assaults and threats)	Institute for Security Studies (ISS)	https://searchworks.stanford.edu/view/5791188

Mali	2018	EMOP Enquête Modulaire et Permanente auprès des Ménages	6 669 households	All household members - all ages	Physical and psychological violence	INSTITUT NATIONAL DE LA STATISTIQUE	https://catalog.ihsn.org/catalog/6136/related-materials
Malta	1997	International Crime Victimization Survey (ICVS)	1 000 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Malta	2015	6th European Working Conditions Surveys (EWCS)	1 004 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Mexico	2004	International Crime Victimization Survey (ICVS)	2 116 individuals	Population aged 16 in the main cities	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Mexico	2019	National Survey on Victimization and Perception of Public Security	102 043 households	Population aged 18+ in urban areas	Physical and psychological violence	Instituto Nacional de Estadística y Geografía (INEGI)	https://en.www.inegi.org.mx/programas/envipe/2018/
Montenegro	2015	6th European Working Conditions Surveys (EWCS)	1 005 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Netherlands	2005	European Crime and Safety Survey (EU ICS)	2 010 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Netherlands	2015	6th European Working Conditions Surveys (EWCS)	1 028 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

New Zealand	2004	International Crime Victimization Survey (ICVS)	2 000 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
New Zealand	2018	Survey of working life	2 644 individuals	Employed population aged 15+	Psychological violence	Statistics NZ	https://www.stats.govt.nz/reports/survey-of-working-life-2018
New Zealand	2019	Crime and Victims Survey	8 038 individuals	Population aged 15+	Physical and psychological violence	Ministry of Justice	https://www.justice.govt.nz/justice-sector-policy/research-data/nzcvs/
Nicaragua	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18 or over who were in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
Nigeria	2013	National Crime Victimization and Safety Survey	11 518 individuals	Population aged 18+	Physical and psychological violence	CLEEN Foundation, with the support from the Macarthur Foundation	http://new.cleen.org/Text%20Report%20of%202013%20NCVS%20Findings.pdf
Norway	2004	International Crime Victimization Survey (ICVS)	3 996 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Norway	2015	6th European Working Conditions Surveys (EWCS)	1 028 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Pakistan	2018	LFS Labour force survey	43 472 households	Population aged 10+	Violence and harassment	Pakistan Bureau of Statistics	https://www.pbs.gov.pk/labour-force-publications
Palestine	2004	Work Condition Survey The survey was conducted as a module to the second quarter of the Labour Force Survey	3 567 employees	Employed Population aged 15+, who worked in the reference period, and living in the Palestinian Territories.	Physical and psychological violence	Palestinian Central Bureau of Statistics	http://pcbs.gov.ps/PCBS-Metadata-en-v4.3/index.php/catalog/438/related_materials

Panama	2017	National Survey on Victimization and Public Security (2017)	16 296 households	Population aged 18+ in urban areas	Physical and psychological violence, and perception of security at work	SECOPA	https://www.seguridadciudadana.gob.pa/wp-content/uploads/2017/06/Informe-ENVI-_121217.pdf
Panama	2018	Central American Working Conditions and Health Survey	2 004 individuals	Workers aged 18 or over who were in employment during the previous week for at least one hour, either in the formal or informal economy	Physical, psychological and sexual violence	Organización Iberoamericana de Seguridad Social (OISS)	https://oem.bmj.com/content/71/7/459
Paraguay	2010	National Public Security Survey	5 358 individuals.	Population aged 15+	Physical and psychological violence (UNICRI International Crime Victim Survey Questionnaire)	Dirección General de Estadísticas, Encuestas y Censos (DGEEC)	https://www.py.undp.org/content/paraguay/es/home/library/democratic_governance/primera-encuesta-nacional-de-seguridad-ciudadana.html
Peru	2017	Specialized National Survey on Victimization	39 840 households	Population aged 15+ in 36 districts of the province of Lima and 5 districts of the constitutional province of Callao (urban areas)	Physical and psychological violence, and perception of security at work	Instituto Nacional de Estadística e Informática	https://webinei.inei.gob.pe/anda_inei/index.php/catalog/697/variable/V973
Philippines	2007	Nationwide Crime Victimization Survey	5 598 individuals	Population aged 15-65	Physical and psychological violence, and perception of safety	National Police Commission (NAPOLCOM)	
Poland	2004	International Crime Victimization Survey (ICVS)	5 013 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs

Poland	2015	6th European Working Conditions Surveys (EWCS)	1 203 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Portugal	2005	European Crime and Safety Survey (EU ICS)	2 011 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Portugal	2015	6th European Working Conditions Surveys (EWCS)	1 037 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Romania	2015	6th European Working Conditions Surveys (EWCS)	1 063 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Rwanda	2008	Victimization Survey in Rwanda	2 100 households	Population aged 16+	Physical and psychological violence (sexual incidents, assaults and threats)	NGO Together Against Impunity in the Great Lakes Region (TAIGLR) in collaboration with the National Public Prosecution Authority (NPPA) and the National Institute of Statistics.	https://www.unodc.org/unodc/en/data-and-analysis/Data-for-Africa-publications.html
Rwanda	2012	Justice sector user perception and victimization study	2 400 individuals	All citizens aged 18+	Physical and psychological violence	Transparency International Rwanda	http://www.rwandapedia.rw/cmis/views/workspace%253A%252F%252FSpacesStore%252Ff868be57-4ed2-4a80-8f08-31e65d7f3996

Serbia	2015	6th European Working Conditions Surveys (EWCS)	1 033 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Slovakia	2015	6th European Working Conditions Surveys (EWCS)	1 000 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Slovenia	2015	6th European Working Conditions Surveys (EWCS)	1 607 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
South Africa	2019	Governance, Public Safety and Justice Survey	27 071 households	Population aged 16+	Physical and psychological violence, perception of security	Statistics South Africa	http://www.statssa.gov.za/publications/P0340/P03402020.pdf
South Africa	2017-18	Victims of Crime Survey	33 000 households	Population aged 16+	Physical and psychological violence	Statistics South Africa	http://www.statssa.gov.za/?p=12620
Spain	2005	European Crime and Safety Survey (EU ICS)	2 034 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Spain	2008	Victims survey	1 400 individuals	Population aged 16+	Physical and psychological violence	Observatorio de la Delincuencia en Andalucía (ODA) del Instituto Andaluz de Criminología	http://www.oda.uma.es/informes/2009.pdf
Spain	2015	6th European Working Conditions Surveys (EWCS)	3 364 individuals	All individuals aged 16 or over living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Spain	2016	Copenhagen Psychosocial Questionnaire (COPSOQ III)	1 807 individuals	Employees (both sexes) - all ages	Physical and psychological violence	International COPSOQ Network	https://www.copsoq-network.org/
Spain	2019	Survey of the European Observatory on sexism and sexual harassment at work	1 021 women	Employed women aged 18+	Physical violence (Physical harassment) and psychological violence (Visual and verbal harassment), Psychological harassment (with sexual intentions)	Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)	https://www.feps-europe.eu/resources/publications/697-survey-european-observatory-on-sexism-and-sexual-harassment-at-work.html
Sweden	2005	European Crime and Safety Survey (EU ICS)	2 012 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
Sweden	2015	6th European Working Conditions Surveys (EWCS)	1 002 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Switzerland	2005	International Crime Victimization Survey (ICVS)	3 898 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
Switzerland	2015	6th European Working Conditions Surveys (EWCS)	1 006 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
Turkey	2015	6th European Working Conditions Surveys (EWCS)	2 000 individuals	All individuals aged 15+ living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015

Uganda	2008	Victimization Survey in Uganda	2 147 individuals	Population aged 16+	Physical and psychological violence (sexual incidents, assaults and threats)	United Nations African Institute for the Prevention of Crime and the Treatment of Offenders (UNAFRI)	https://www.unodc.org/unodc/en/data-and-analysis/Data-for-Africa-publications.html
United Kingdom	2005	European Crime and Safety Survey (EU ICS)	2 002 individuals	Population aged 16 in the main city	Physical and psychological violence	Gallup Organisation Europe, the United Nations Interregional Crime and Justice Research Institute (UNICRI), the Max Planck Institute for Foreign and International Criminal Law, the CEPS/INSTEAD, and GeoX.	http://www.unicri.it/services/library_documentation/publications/icvs
United Kingdom	2015	6th European Working Conditions Surveys (EWCS)	1 623 individuals	All individuals aged 16 or over living in private households and in employment.	Physical and psychological violence	European Foundation for the Improvement of Living and Working Conditions	https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys/sixth-european-working-conditions-survey-2015
United Kingdom	2019	Survey of the European Observatory on sexism and sexual harassment at work	1 000 women	Employed women aged 18+	Physical violence (Physical harassment) and psychological violence (Visual and verbal harassment), Psychological harassment (with sexual intentions)	Fondation Jean-Jaurès and the Foundation for European Progressive Studies (FEPS)	https://www.feps-europe.eu/resources/publications/697-survey-european-observatory-on-sexism-and-sexual-harassment-at-work.html
United States	2004	International Crime Victimization Survey (ICVS)	2 011 individuals	Population aged 16 in the main city	Physical and psychological violence	United Nations Interregional Crime and Justice Research Institute (UNICRI)	https://wp.unil.ch/icvs/
United States	2018	American Working Conditions Survey (AWCS)	3 131 individuals	Employed individuals aged 18-71 residing in the country	Physical and psychological violence	RAND Corporation	https://www.rand.org/pubs/tools/TL269.html
United States	2018	National Crime Victimization Survey	240 000 interviews	Individuals aged 12+	Physical and psychological violence	U.S. Department of Justice	https://www.bjs.gov/index.cfm?ty=dcdetail&iid=245

Venezuela	2009	National Survey on Victimization and Perception of Citizen Security	20 055 households	Population aged 16+ in urban areas	Physical and psychological violence	Instituto Nacional de Estadística (INE)	http://www.derechos.org.ve/pw/wp-content/uploads/Encuesta-de-Victimizacion-INE-MIJ-2010.pdf

Contact details

International Labour Organization
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

T: +41 22 799 8631
E: statistics@ilo.org