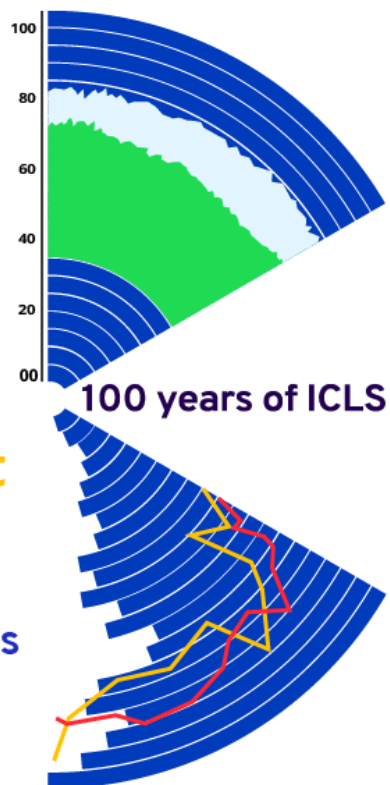




International
Conference of
Labour Statisticians
11-20 October 2023



WORK-RELATED VIOLENCE AND HARASSMENT

Work-related violence and harassment

► Violence et harcèlement au travail

Violencia y acoso relacionados con el trabajo

Participants in the Conference are invited to express their views on: (a) whether the topic of statistics on work-related violence and harassment is of interest to their country; (b) the progress achieved to date in identifying conceptual and methodological approaches to producing statistics on the topic; and (c) whether it would be relevant to establish a working group to support the ILO in advancing the statistical work on the topic.

Les participants à la Conférence sont invités à donner leur avis sur: a) l'intérêt que présentent les statistiques sur la violence et le harcèlement liés au travail pour leur pays; b) les progrès réalisés à ce jour dans la définition d'approches conceptuelles et méthodologiques permettant de produire des statistiques sur le sujet; c) la pertinence d'établir un groupe de travail chargé d'aider le BIT à poursuivre les travaux statistiques sur cette question.

Se invita a los participantes en la Conferencia a que expresen sus puntos de vista en cuanto a: a) si el tema de las estadísticas sobre la violencia y el acoso relacionados con el trabajo es de interés para su país; b) los avances logrados hasta la fecha en la selección de enfoques conceptuales y metodológicos para producir estadísticas sobre el tema, y c) si sería pertinente crear un grupo de trabajo para ayudar a la OIT a avanzar en el trabajo estadístico sobre el tema.

▶ Content

General report, section 3.9. Room document 10 and 11

▶ Background

▶ Assessing availability of survey data on work-related violence

▶ Towards a conceptual and measurement framework

▶ Testing of a preliminary set of questions to measure work-related violence

► Background

ILO standards on Violence and Harassment in the World of Work (1)



- ▶ **Convention N°190 on Violence and harassment and Recommendation N°206** adopted on 21 June 2019 by the International Labour Conference
- ▶ First global standards aimed at ending violence and harassment in the work of work
- ▶ Set the global mandate to end violence and harassment in the world of work

▶ ILO standards on Violence and Harassment in the World of Work (2)

Convention C190:

- ▶ Violence and harassment in the world of work is a human rights violation and incompatible with decent work
- ▶ Right of everyone to a world of work free of violence and harassment

Recommendation R206:

- ▶ Calls on countries 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.*
- ▶ Data needed to increase awareness on the phenomenon
- ▶ Statistical evidence required to develop policies and programmes to eliminate violence and harassment from the world of work

► The need for statistical standards on the topic

- **No statistical standards** or statistical framework
- **ILO Strategy for action**, presented to the Governing Body at its 337th session (November 2019):
 - ▀▀ *the Office will assess current data availability on violence and harassment with a view to developing a new and consistent methodology for measuring violence and harassment in the world of work.*

- **Review of data sources and data availability**
- **Key issues to be addressed towards methodological guidance**

▶ Insights from an initial global overview

The ILO-Lloyd's Register Foundation- Gallup survey

- ▶ Conducted in 2021 as a sub-module of the World Risk Poll
- ▶ 121 countries, 75,000 employed individuals
- ▶ First attempt to provide a global overview of people's experiences of violence at work

Importance of the phenomenon and need for statistics at country level

22%

Of employed persons experienced work-related violence over their working life

17%

Of employed persons experienced psychological violence

38%

Of victims experienced violence multiple times

▶ Assessing the availability of survey data on work-related violence

Room document 10

▶ Identifying the potential sources of data

Administrative sources

(police, justice,
hospital records, etc)

- ▶ Under-reporting and limited data collected

Establishment surveys

- ▶ Lack of appropriate mechanism to record cases

Household based or Individual surveys

- ▶ Best potential source when properly designed and implemented

Small scale quantitative studies

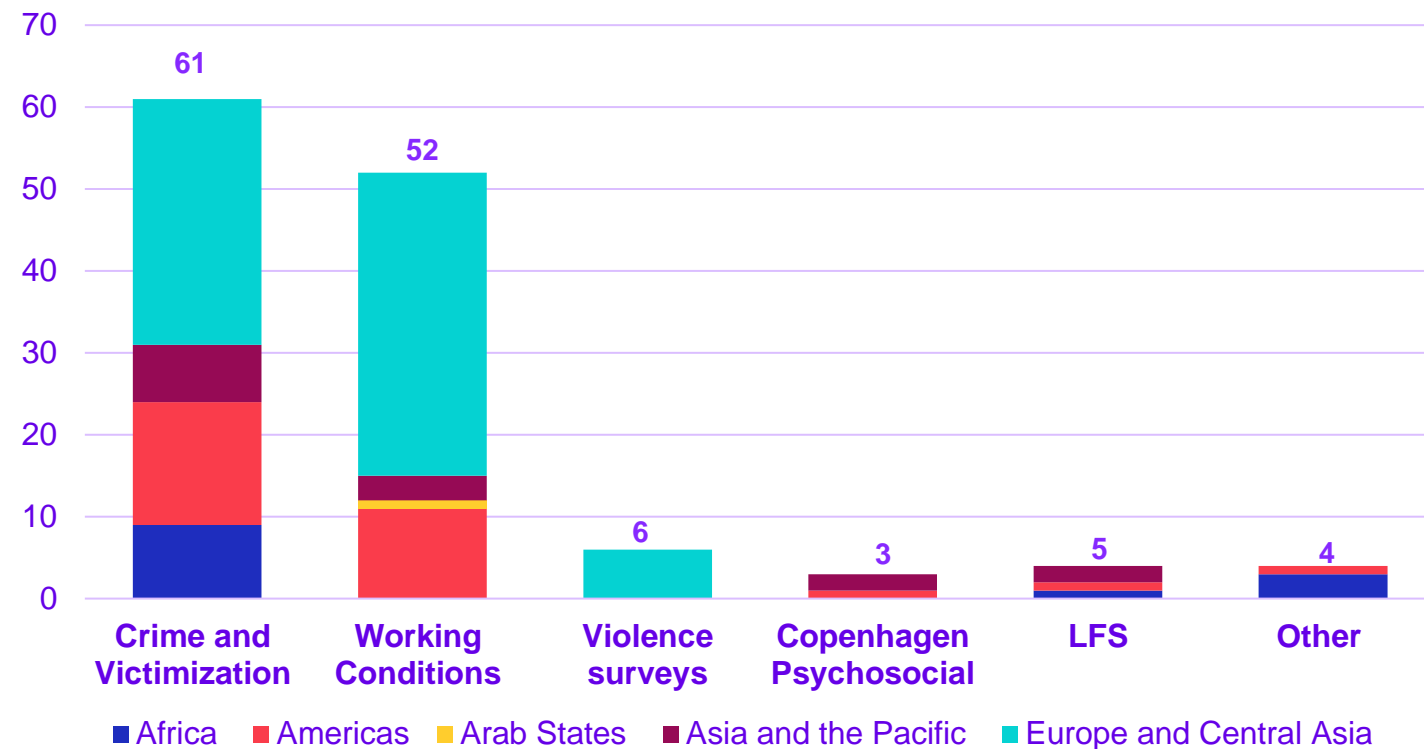
- ▶ In-depth understanding but results not generalizable

Review of national surveys

Do existing surveys capture information relevant to measurement of work-related violence?

- ▶ Conducted in 2020-21
- ▶ 130 surveys identified as containing some information on the topic
- ▶ Very few surveys dedicated to violence measurement, most have different purposes
- ▶ Uneven distribution across regions

Types of surveys by region



► Main types of surveys identified

Crime and Victimization Surveys (61 surveys)

- Levels and trends in crime (thefts, assaults, homicides, etc)
- Place of crime (workplace) or perpetrator (someone at work)
- Main focus on physical and sexual violence

Working Conditions Surveys (52 surveys)

- Assess the working conditions of employed
- Direct questions on experience of violence and harassment at work
- Main focus on psychological violence

► Main types of surveys identified

Violence Surveys (6 surveys)

- Designed to collect information on violence in different domains
- Detailed questions on the nature of violence experienced

Copenhagen Psychosocial Questionnaire (3 surveys)

- Assess psychosocial risks at work in organizations
- Wide range of behaviours

Other surveys including LFS (9 surveys)

- Direct questions on experience of violence at work
- OR
- Reason for being absent from work = harassment

► Type of indicators reported from existing surveys

► Proportion of respondents who experienced work-related violence

Working Conditions Surveys, Mozambique 2009:

8% experienced bullying at work

Survey of the European Observatory on sexism and sexual harassment at work, 2009:

55% of women in France faced sexual harassment at work
68% in Germany
56% in Italy

► Proportion of crimes related to work:

Crime and Victimization Survey, Spain 2008:

15% of physical aggressions and threats occurred at the workplace.

In 11% of the cases, the perpetrator was someone at work

General practices

Approach for measurement

► Self-labelling approach:

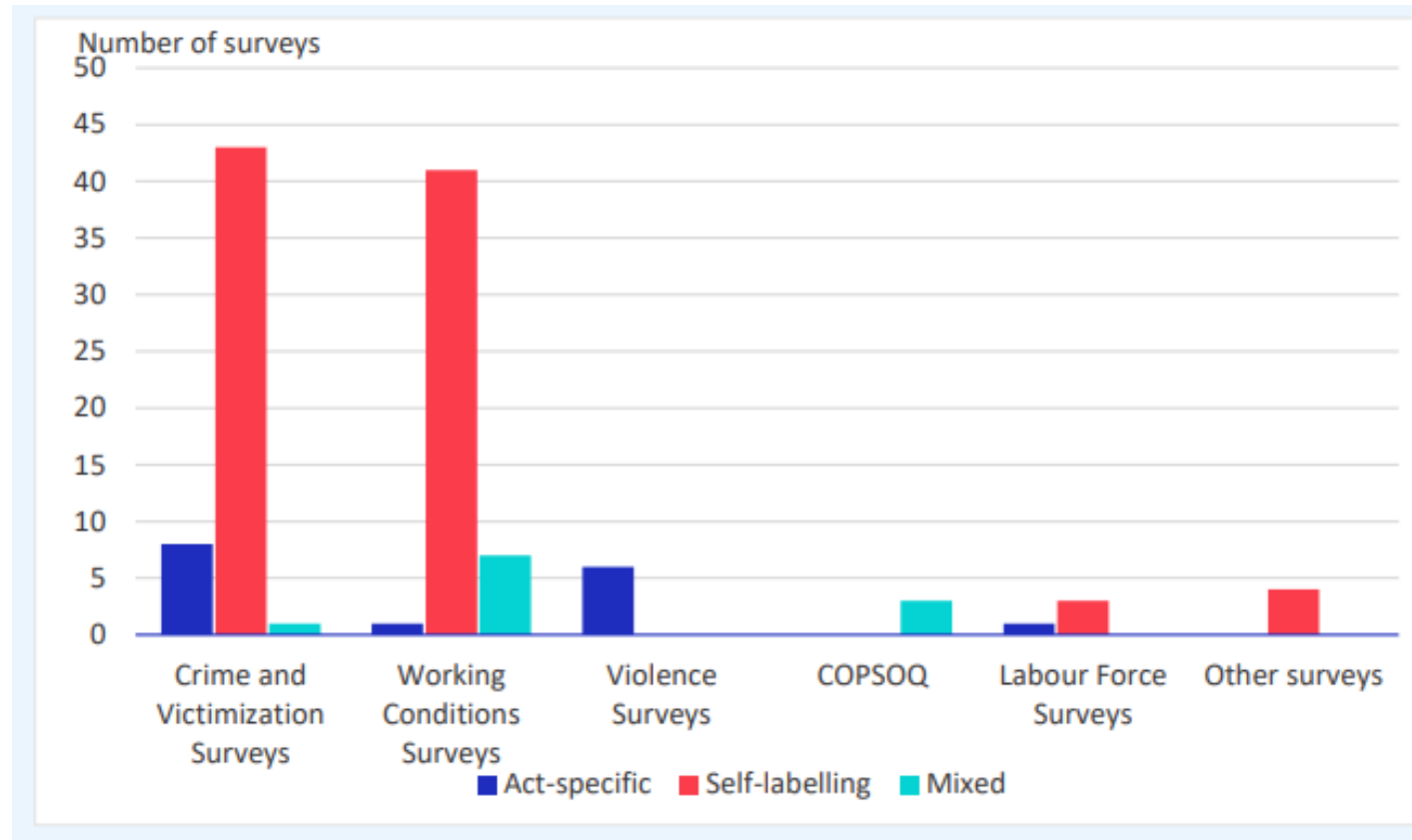
“At work, have you ever experienced:

- *psychological violence*
- *physical violence?”*

► Act-specific approach:

“At work, have you ever been exposed to :

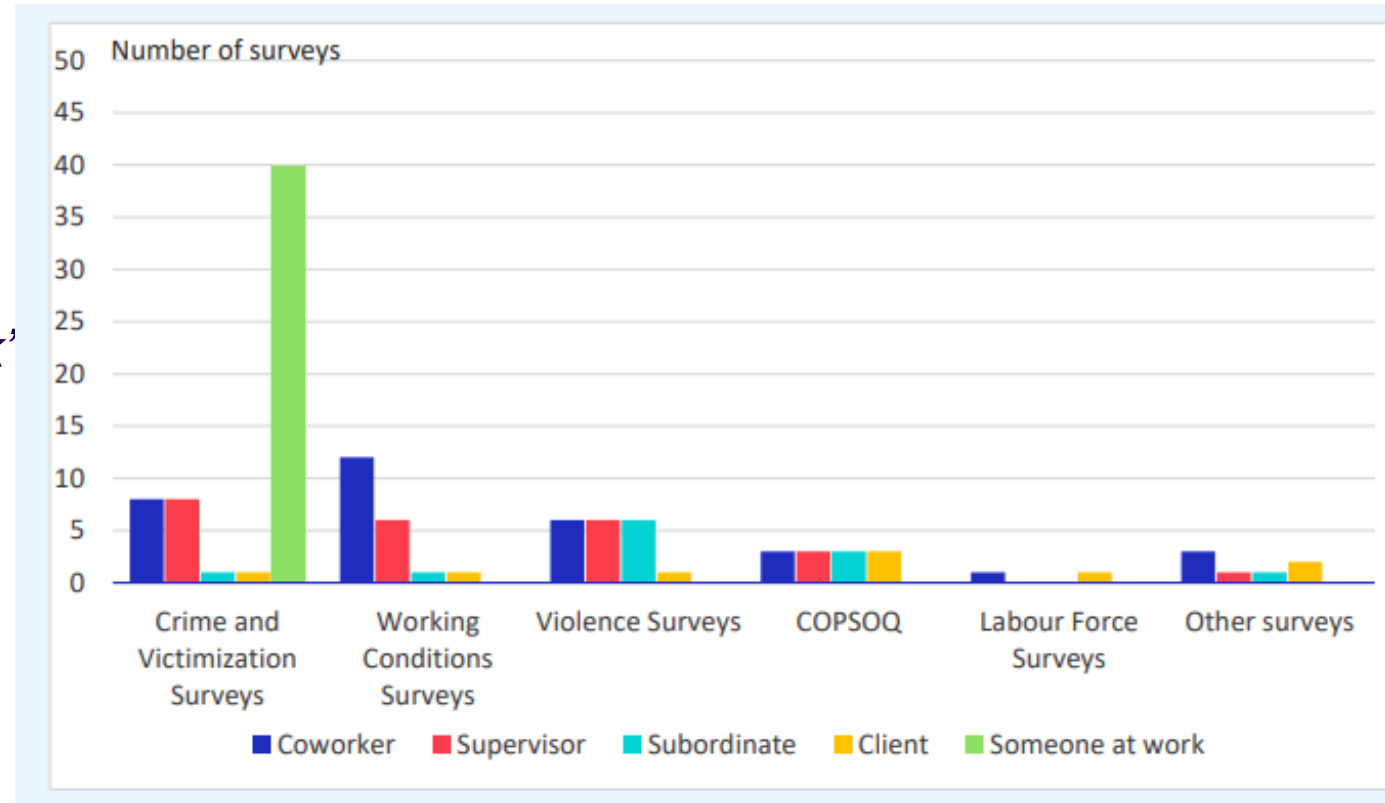
- *verbal insults*
- *oral or written threats*
- *embarrassing comments on your clothes or body*
- *pressure to obtain a sexual favour from you?”*



General practices (2)

Information on the perpetrator

- ▶ Available only in a few surveys
- ▶ Not detailed in most Crime and Victimization surveys : “*Someone at work*”
- ▶ Some categories rarely included:
 - *Subordinate*
 - *Clients*
- ▶ No information on sex of perpetrator



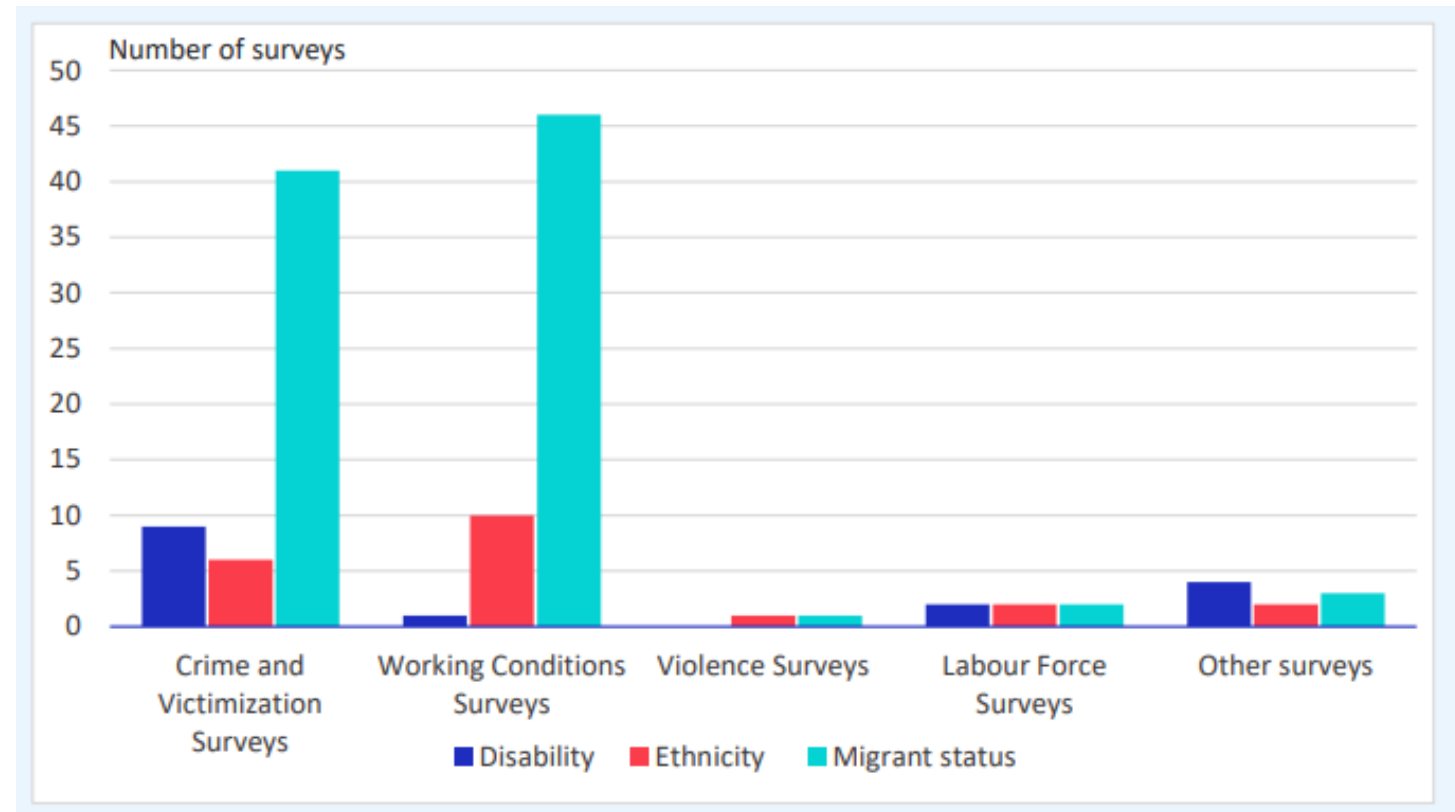
General practices (3)

Characteristics of the victim

- ▶ Basic demographic characteristics commonly available: *sex and age*
- ▶ International migrant status available in many cases
- ▶ Disability and “ethnicity” less available

Characteristics of the job in relation to which violence is experienced

- ▶ Economic activity and occupation available in many cases, at aggregate level



► Main findings

- Most surveys have different purposes, few dedicated surveys
 - Only some dimensions of work-related violence captured
 - Different concepts and terminology across surveys : *violence, aggression, assault, abuse, harassment, bullying, mobbing, etc.*
 - Limited information on perpetrator, consequences of violence, reporting behaviours
- Available data not sufficient to understand the nature, extent or impact of work-related violence
 - No consistent approach for measurement, but some existing practices can inform the development of a statistical framework

► Towards a conceptual and measurement framework

Room document 11, section 2 to 4

► Reflection towards a conceptual and measurement framework

A preliminary list of issues to consider for statistical measurement of work-related violence identified based on:

- the review of surveys
- existing frameworks for measuring violence in other domains (gender-based violence and domestic violence)



► Violence and harassment in the world of work

C190 - Violence and Harassment Convention, 2019 (No. 190)

► 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. (*article 1.a*)

The Convention ► applies to violence and harassment in the world of work occurring in the course of, linked with or arising out of work. (*article 3*)

► protects workers and other persons in the world of work, including employees (...) persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers (...), and individuals exercising the authority, duties or responsibilities of an employer.” (*article 2*)

► Operational definitions needed for a statistical framework:

Need to develop measurable definitions for:

- the “*unacceptable behaviours and practices that can result in physical, psychological, sexual or economic harm*”
- the instances where violence is “*occurring in the course of, linked with or arising out of work*”, or is **work-related**
- the population scope
- the priority indicators and relevant disaggregation

► Towards a statistical definition of “unacceptable behaviours”

Issues that should be discussed:

► Types of violence : *physical, psychological, sexual, economic*

► Behaviours :

Physical	Psychological	Sexual	Economic
<ul style="list-style-type: none">- Slapping- Pushing- Kicking- Strangling- Burning on purpose- Using a weapon (knife...)- ... etc	<ul style="list-style-type: none">- Humiliating- Verbal insults- Repeated threats of dismissal- Withholding important information- Setting impossible goals and deadlines- ... etc	<ul style="list-style-type: none">- Comments of sexual nature- Unwanted sexual advances- Display of sexually explicit material- Exhibitionism-etc	<ul style="list-style-type: none">- Withholding pay- ...etc

► When is violence related to work?

Identified practices :

- ❑ The **place where violence occurs** is related to work
- ❑ The **perpetrator** is related to work

Main issues to consider

- Beyond the place where work is carried out:
 - + Commute to and from work
 - + Travels related to work
 - + Training, social events related to work
- Situations where lines are blurred between workplaces, private places (worker's home) and public places
- Situations involving use of ICT
- Additional criteria

► Establishing the main indicators and data priorities

Identified practices and other domains :

- ❑ Prevalence
- ❑ Frequency and severity
- ❑ Characteristics of the victim
- ❑ Characteristics of the job
- ❑ Characteristics of the perpetrator
- ❑ Consequences of violence
- ❑ Violence reporting

Main issues to consider

- Reference period: recent violence or working lifetime
- Measure of severity
- Beyond basic characteristics of employment:
 - + information on jobs with higher risk of violence:
working environment, working time, etc
- Timing of reporting may differ from timing of violence:
 - Change of job: collect relevant characteristics of job
where the violence happened, correct characterization of
perpetrator

► Important challenges in violence measurement

- Violence is a multifaceted and complex phenomenon: challenging to define
- Perception of violence can vary across individuals, cultural context and country circumstances, no uniform understanding
- Violence is a sensitive issue and data collection requires specific safety and ethics measure
- Guidance needed on ethics and safety principles relevant to work-related violence

▶ **Testing a set of questions to measure work-related violence**

Room document 11, section 5

► A preliminary questionnaire for testing purposes

Interest from countries and funding opportunities for research

NATURE of violence

- Behaviour-specific questions
- Psychological; physical; sexual violence

CONTEXT of violence

- Reference period
- Frequency
- Current job or not
- Relationship with perpetrator
- Location of incident
- Work context

IMPACT and **REPORTING**

- Disclosure of experience
- Help-seeking
- Change after help-seeking
- Impact on health
- Impact on work

► Current status of the testing

Cognitive testing

- **Jordan** : Dec 2022- Jan 2023 (IPSOS)
- **Côte d'Ivoire** : Oct 2023 (Research project in West Africa, ENSEA and NSO)

Upcoming pilot surveys

Research project in West Africa (research institutions and NSOs): End of 2023 – early 2024

- **Côte d'Ivoire**
- **Burkina Faso**
- **Senegal**

Initial evidence to inform the further methodological work

► Points for reflection

Participants in the Conference are invited to express their views on:

- whether the topic is of interest to their country
- the **progress achieved** to date
- the relevance of establishing **a working group** to support advancing statistical work