



GLOBAL CONVENTION TO END VIOLENCE AND HARASSMENT IN THE WORLD OF WORK Including Gender-Based Violence and Harassment

- The first-ever global [binding global convention](#) (standard) to prevent and address violence and harassment at work, including gender-based violence and harassment, was adopted by the International Labor Organization in June 2019 after a majority vote by employer, government and worker representatives.
- The standard, ILO Convention 190, defines “violence and harassment” in the world of work as “a range of unacceptable behaviors 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 term ‘gender-based violence and harassment’ is defined as violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately, including sexual harassment.”

As part of key new provisions for advocacy by governments, employers, workers and allied organizations, ILO Convention 190:

- Recognizes the need to address the root causes of gender-based violence, including gender inequality reinforced in stereotypes and norms, so as to effectively prevent and address it.
- Includes sexual harassment, but recognizes there is a broader spectrum of violence and harassment based on sex and gender that must be addressed, and emphasizes GBVH is not about sex, but about power.
- Acknowledges that how work is **structured**, particularly precarious work, fosters a culture in which gender-based violence and harassment and similar abuses are more likely to occur.
- Addresses all forms of violence and harassment, such as those directed at personal characteristics like gender, race, ethnicity, immigration status, ability, sexual orientation and gender identity.
- Emphasizes the **right** to a world of work free from violence and harassment.
- Affirms that everyone has the right to be treated with dignity and respect on the job.
- Recognizes that violence and harassment at work are tools that reflect and reinforce existing **power hierarchies**.



- Convention 190 addresses the varied forms of work today and takes an inclusive approach by including all workers, including formal and informal workers, any contractual status, job seekers, trainees and volunteers, and so specifically includes more women workers.
- It also recognizes where and how work is performed today by applying to public and private worksites, where workers are paid, take a rest break or meal or use sanitary, washing or changing facilities, work-related trips, travel, training, events or social activities, work-related communications, employer-provided accommodations and commuting to and from work.

Governments Must Ratify ILO 190 to Maximize its Effectiveness

- The Convention requires governments to take measures to prevent and protect workers from violence and harassment, including gender-based violence and harassment, by providing enforcement mechanisms and remedies for victims, including financial compensation. Enforcement mechanisms include ensuring effective inspections, investigations and protection from retaliation.
- Ratifying countries must adopt an inclusive, integrated and gender-responsive approach to prevent and eliminate violence and harassment including access to remedy.
- States that ratify must address the root causes of violence and harassment including **discrimination**, **power relationships** and **precarious working arrangements**.
- Governments must now take concrete steps toward addressing and eradicating gender-based violence and harassment at work by ratifying Convention 190 to make it binding in their countries.