WE CAN MAKE IT STOP!

In June 2019, the International Labour Conference said STOP to violence and harassment in the world of work by adopting a ground-breaking international tool, Convention 190 (C190) and a Recommendation 206 (R206).

This new Convention protects all workers irrespective of their contractual status; interns, apprentices, people in training, workers whose employment has been terminated, volunteers and jobseekers.

It has a strong focus on gender-based violence. Women are disproportionately affected by violence and harassment in the world of work.

It covers all sectors in the public and private sector, rural and urban, formal and informal economy.

Its scope is the world of work, which is larger than only the actual workplace.

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WHAT CAN UNIONS DO:

- Raise awareness and provide education to union members and society at large.
- Actively campaign for the ratification of C190 in each country.
- Mobilize around the issue of violence and harassment in the world of work.
- Build alliances with other trade unions, national centres, NGOs and especially women’s rights groups to help eliminate workplace violence and harassment.
- Develop structures for advocating the ratification.

As unions we have an important role to play to make sure that this Convention is transformed from paper into reality.

We need to work together so that member states ratify the Convention and make it part of their national laws.

You can find more campaign materials here:

UNI GLOBAL UNION www.breakingthecircle.org
IDWF www.idwfed.org/en/campaigns/c190
INDUSTRIALL www.industriall-union.org/women-0
IFJ www.ifj.org/what/gender-equality.html

WHY IS C190 IMPORTANT?

- Violence and harassment in the world of work cannot be tolerated.
- This is the first international standard that aims to put an end to violence and harassment in the world of work.
- It recognizes that everyone has the right to a world of work free from violence and harassment.
- The Convention will cover existing gaps in national legislation.

IT CAN CHANGE LIVES

Let’s campaign for the ratification of C190

Violence and harassment in the world of work can happen everywhere – online, in the physical workplace, during the commute, where workers rest, eat or attend to their health and sanitation needs, as well as at social gatherings.
Under the Convention 190:

Gender-based violence and harassment, including domestic violence, should be mainstreamed into safety and health at work. Employers are required to take measures and develop workplace policies, in consultation with trade unions, to prevent violence and harassment. It is called gender-based violence.

It obliges states to provide trade unions with resources and training on violence and harassment in the world of work, including gender-based violence.

C190 will enter into force 12 months after two ILO member states have ratified it. But unions do not need to wait for ratification; we should already use this instrument to change the lives of workers.

C190 provides a momentum for trade unions and other stakeholders to fight violence and harassment in the world of work.

WHAT IS VIOLENCE AND HARASSMENT?

Violence and harassment is a range of unacceptable behaviours and practices, or threats, that can happen once or many times, with the aim of, or result in, or are likely to result in, physical, psychological, sexual or economic harm.

Violence and harassment is more than physical abuse. It can take the form of sexual harassment, verbal and emotional abuse, bullying, mobbing, threats and stalking. Denial of resources or access to services and other deprivations of liberty are also forms of violence.

Perpetrators can be employers, managers, supervisors, peers, colleagues, as well as third parties, like clients, employers’ relatives or friends, and service providers.

C190 provides a momentum for trade unions to change the world of work, including gender-based violence.

Let’s use it now! C190 provides a momentum for trade unions to change the world of work.