

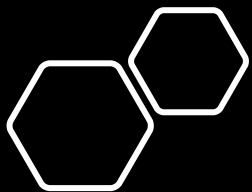
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MENTORING  
PROGRAM

# ILO CONVENTION 190 RECOMMENDATION 206



Are women and men equally affected by violence and harassment?

1 in 3 women worldwide experience physical and/or sexual violence in their lifetime

Women are disproportionally affected. The World Health Organization estimates that 35 per cent of women worldwide experience physical, mental/or sexual violence in their lifetime

What is  
third-party  
violence  
and how  
does the  
Convention  
address  
this?

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Committed by :

- Patients or family patients
- Members of the public
- Clients
- Services providers
- Users




Why does an  
ILO  
convention  
address  
domestic  
violence?

## **Domestic violence is not a private issue**

It can affect health and safety and employment productivity; male and female workers subjected to domestic violence can be threatened at work and colleagues may witness the violence.

Employers have a duty of care, and could provide paid leave, help with contacts to support organizations, grant flexible hours, etc. A victim of domestic violence should not have to choose between her safety and her job.



Why is  
collective  
bargaining an  
important  
tool for  
fighting  
violence and  
harassment?

It can play a key role in preventing and eliminating violence and harassment at work, including mitigating impacts of domestic violence

Is violence  
and  
harassment  
part of health  
and safety at  
work?

**YES!**

Employers need to include violence and harassment when managing occupational health and safety in the workplace.



# What it is an ILO Convention?

- It's a legal instrument agreed by governments, employers and workers.
- When ratified (adopted as part of the national legislation) by a country it is legally binding (obligatory).
- A convention defines and sets international standards on freedom of association, right to work, right to collective bargaining, etc.



Does the Convention require measures to address gender-based violence and harassment?

- Yes!
- Governments should adopt laws and regulations
- Employers should take appropriate steps to prevent violence and harassment, including gender-based violence and harassment.
- Adopt and implement a workplace policy in consultation with workers.



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# What is next after the adoption?

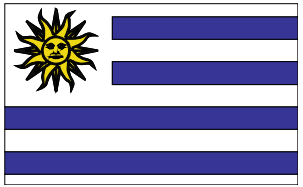
21 June 2020 Anniversary of the adoption of C190

Uruguay was first country to ratify the convention

Fiji was the second country to ratify the convention

After two ratifications in place the C190 enter into force!

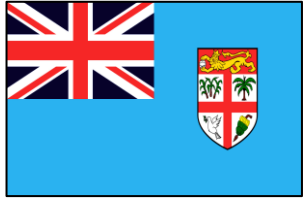
Argentina was the 3rd country to ratify it



1-URUGUAY - 12 June 2020



6-ECUADOR - 19 May 2021



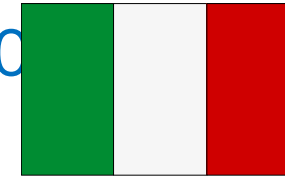
2-FIJI - 25 June 2020



7-MAURITIUS – 1 JULY 2021



3-NAMIBIA - 09 December 2020



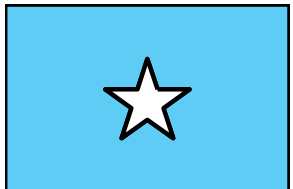
8- ITALY



4-ARGENTINA - 23 February 2021



9- GREECE – 30 AUGUST 2021



5-SOMALIA- 8 March 2021

C190 RATIFICATION

Country	Date	Status	Note
<a href="#">Argentina</a>	23 Feb 2021	In Force	
<a href="#">Ecuador</a>	19 May 2021	Not in force	The Convention will enter into force for Ecuador on 19 May 2022.
<a href="#">Fiji</a>	25 Jun 2020	In Force	
<a href="#">Greece</a>	30 Aug 2021	Not in force	The Convention will enter into force for Greece on 30 Aug 2022.
<a href="#">Italy</a>	29 Oct 2021	Not in force	The Convention will enter into force for Italy on 29 Oct 2022.
<a href="#">Mauritius</a>	01 Jul 2021	Not in force	The Convention will enter into force for Mauritius on 01 Jul 2022.
<a href="#">Namibia</a>	09 Dec 2020	In Force	
<a href="#">Somalia</a>	08 Mar 2021	In Force	
<a href="#">South Africa</a>	29 Nov 2021	Not in force	The Convention will enter into force for South Africa on 29 Nov 2022.
<a href="#">United Kingdom of Great Britain and Northern Ireland</a>	07 Mar 2022	Not in force	The Convention will enter into force for United Kingdom of Great Britain and Northern Ireland on 07 Mar 2023.
<a href="#">Uruguay</a>	12 Jun 2020	In Force	

What can  
trade unions  
do to make  
the  
protections  
in C190 and  
R206 a  
reality?

Raise	Raise awareness and provide education to unión members and society at large
Campaign	Actively campaign for the ratification of C190 in each country
Build	Build alliances with other trade unions, national centers, NGO's
Develop	Develop structures to support the ratification
Include	Include language in colective bargaining and in regional and global agreements
Campaign	Campaign <a href="http://en.breakingthecircle.org/">http://en.breakingthecircle.org/</a>

# What can companies do to make the protections in C190 and R206 a reality?

01

Campaign  
<http://en.breakingthecircle.org/>

02

Raise awareness and provide education to all the workers at the company

03

Actively campaign to prevent violence

04

Include policies and procedures against all kind of violence

05

Include language in collective bargaining and in regional and global agreements

# ILO Convention 190



**IT CAN CHANGE LIVES**

Campaign for the ratification of C190  
and the elimination of violence and  
harassment in the world of work.

**#C190**  
**#ITCANCHANGELIVES**

# ARRÊTER LA PANDÉMIE DE VIOLENCE SEXISTE

RATIFIEZ LA  
**CONVENTION 190**  
DE L'OIT POUR  
AIDER À **METTRE**  
**FIN À LA VIOLENCE**  
**DOMESTIQUE!**

**#RATIFYILO190**  
**#16DAYS**





# STOP THE PANDEMIC OF GENDER-BASED VIOLENCE

UNAI  
equal  
opportunities  
global  
union

**01 DOMESTIC  
VIOLENCE**



**UP  
20%**





# Tool kit with the GUF's & ETUF's

Understand	Understand violence and harassment in the world of work
Raise	Raise awareness about ILO C190
Provide	Provide workers with elements to think about strategies for C190 ratification campaigns, to bargain and negotiate.
Promote	Promote the fight against any discriminations
Encourage	Encourage trade unions to use C190 and provide guidance and management of health and safety, education to members, campaigning
Raise	Raise awareness on the particular role of male trade unionists in stopping violence against women
Foster	Foster stronger unions with increasing membership (especially women workers' membership)



## LET'S CAMPAIGN

### FOR THE RATIFICATION OF C190!

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.

#### 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.

You can find more campaign materials here:

**UNI GLOBAL UNION** [www.breakingthecircle.org](http://www.breakingthecircle.org)  
**PSI** [www.publicservices.international/campaigns/stop-gender-based-violence-at-work?id=5676&lang=en](http://www.publicservices.international/campaigns/stop-gender-based-violence-at-work?id=5676&lang=en)  
**IUF** [www.iuf.org/show.php?lang=en&tid=82](http://www.iuf.org/show.php?lang=en&tid=82)  
**IDWF** [www.idwifed.org/en/campaigns/c190](http://www.idwifed.org/en/campaigns/c190)  
**INDUSTRIALL** [www.industrial-union.org/women-0](http://www.industrial-union.org/women-0)  
**IFJ** [www.ifj.org/what/gender-equality.html](http://www.ifj.org/what/gender-equality.html)



## ILO CONVENTION 190 ON VIOLENCE AND HARASSMENT IN THE WORLD OF WORK

### IT CAN CHANGE LIVES

**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.

**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.
- Convention 190 leaves no one behind.

#### 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.



# Thank you

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