

## **“Emotional Harassment and Conflicts at Work – Bad for Workers, Bad for Businesses”**

# **New ILO standards on violence and harassment at work**

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## BACKGROUND

Addressing violence under previous ILO instruments: terms “violence”, “harassment” and “sexual harassment” explicitly mentioned in a few instruments related to specific occupations or groups. OSH instruments, while not explicitly mentioning violence, require certain measures to protect both the physical and mental health of workers.

Process: from ILO Governing Body 2015 to International Labour Conference 2019

## WORK OF THE ILO STANDARDS-SETTING COMMITTEE

Sensitive points:

- 1) The definition of “violence and harassment”
- 2) The scope of the “world of work”
- 3) Who would be protected under the instruments
- 4) The list of “vulnerable groups” or “groups in a situation of vulnerability”
- 5) Inclusion of domestic violence

## SOME GENERAL FEATURES OF C190

- Provides an internationally-agreed definition of “violence and harassment in the world of work”
- Effectiveness
- LGBTI community
- Pioneering: “world of work”, impact of domestic violence
- Integrated approach

## DEFINITIONS AND SCOPE

- “Violence and harassment”
- “Gender-based violence and harassment”
- Personal scope: “workers and other persons in the world of work”
- Sectorial scope: including informal economy
- Material scope: inclusions beyond workplace

## CORE PRINCIPLES

- Integrated and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work.
- Respect, promote and realize the fundamental principles and rights at work.
- Equality and non-discrimination in employment and occupation, including for women workers, as well as for vulnerable workers.

## PROTECTION AND PREVENTION

- List of particularly risky occupations and work arrangements
- Regulation and policy should take into account OSH Conventions
- Minimum content of the policy to be adopted
- Inclusion of violence prevention in management of OSH, including risks assessment

## ENFORCEMENT AND REMEDIES

- Access to appropriate and effective remedies
- Provide victims with effective complaint and dispute-resolution mechanisms
- Support, services and remedies for victims
- Mitigate impact of domestic violence
- Specialization and training for labour inspectors
- Other provisions



## GUIDANCE AND TRAINING

- Cross-cutting issue in policies on
  - ✓ OSH
  - ✓ Non-discrimination
  - ✓ Migration
- Tools for social partners
- Awareness-raising campaigns

## THE WAY FORWARD

- Promotion of the ratification of C190
- Invitation to governments to implement both C190 and R206
- Preparation of a comprehensive strategy for both ratification and implementation by
  - (a) technical assistance
  - (b) promote partnerships
  - (c) allocate resources