

Service de l'administration du travail, de l'inspection du travail et de la sécurité et santé au travail



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"Emotional Harassment and Conflicts at Work – Bad for Workers, Bad for Businesses"

# New ILO standards on violence and harassment at work

20 November 2019

20-21 November 2019 State labour inspectorate Republic of Latvia International Conference, Riga, Latvia Arsenio Fernández Specialist on Labour Inspection and Administration and OSH ILO-LABADMIN/OSH Branch





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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



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### 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





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## 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





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## **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





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## **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.







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## **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





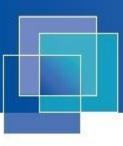


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### **ENFORCEMENT AND REMEDIES**

- 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



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### **GUIDANCE AND TRAINING**

Cross-cutting issue in policies on
✓ OSH

- ✓ Non-discrimination
- ✓ Migration
- > Tools for social partners
- Awareness-raising campaigns





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### 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