

CHANGING ATTITUDES AND PROMOTING GENDER EQUALITY

All of us in the world of work - governments, employers and workers - have a role to play to provide and sustain a work culture based on mutual respect and dignity.

- ▶ The Convention is a meaningful tool to fight discrimination and inequality at the world of work.
- ▶ The Convention states that governments shall adopt **legislation ensuring the right to equality and non-discrimination in employment and occupation** for all, including women, migrants, people with disabilities and multiple and intersecting identities, whether race, ethnicity, indigenous status, sexual orientation and gender identity.
- ▶ Workplace risk assessments, as set out in the Convention, can also help to change attitudes, since they can take into account factors that increase the likelihood of gender-based violence and harassment (like gender, cultural and social norms).
- ▶ And C190 also includes, for the first time, **domestic violence as an element that affects employment**, as well as the health and safety of workers.

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.**
- ▶ **Violence affects both men and women, although women are disproportionately affected.**
- ▶ **It is called gender-based violence when it is directed at a person because of their sex or gender.**
- ▶ **One in three women and girls, irrespective of their economic status, experience violence in their lifetime.**

C190 AND TRADE UNIONS - THIS IS OUR TOOL AND WE SHOULD USE IT

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 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.

ILO
CONVENTION
190



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

LET'S USE IT NOW!

- ▶ **Promote non-discrimination and equality through campaigns and collective bargaining.**
- ▶ **Educate members** about what violence and harassment in the world of work is.
- ▶ **Raise awareness among members on C190 and its importance.** C190 is a life changing convention that will help millions of workers have safer working environments, helping eliminate all forms of violence and harassment, especially gender-based violence.
- ▶ **Include language in collective bargaining agreements** based on these instruments (C190/R206).
- ▶ **Work with employers** in making sure that **health and safety** policies include violence and harassment, and more specifically gender-based violence.
- ▶ **Support the work of global union federations in the negotiation of global framework agreements** to include language based on the instruments (C190/R206) to fight violence and harassment in the world of work.