

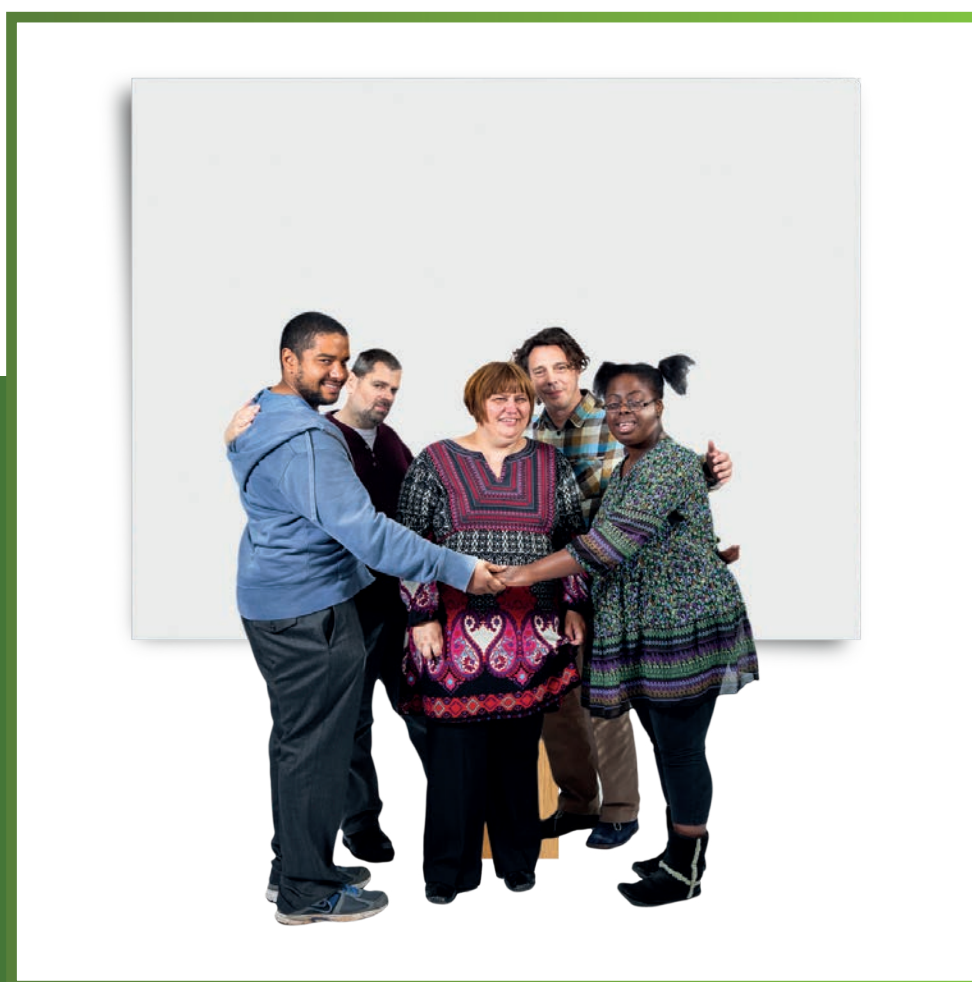
# Some world agreements about stopping violence and harassment at work



International  
Labour  
Organization



**Violence and harassment is when people are treated badly by other people**



An easy to read guide to the Convention and Recommendation Concerning the Elimination of Violence and Harassment in the World of Work



# About this guide



This is an easy to read guide to 2 agreements from the International Labour Organization (ILO).

The agreements are called the **Violence and Harassment Convention 2019 (No. 190)** and the **Violence and Harassment Recommendation 2019 (No. 206)**.

This guide tells you the main points in the agreements. It is not the actual agreements but it tells you the main things you need to know.

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# About the agreements



We are the **International Labour Organization (ILO)**.

Our work is to do with workers, employers, jobs and human rights.

Employers are people who give people jobs.



This document is about 2 new world agreements to stop people being treated badly at work.

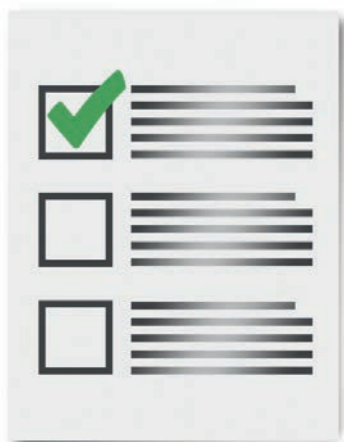


An agreement is a document that says what countries need to do.



Many countries, workers and employers made the agreements together.

# About the agreements



The agreements are called:

## 1. The Convention Concerning the Elimination of Violence and Harassment in the World of Work.

This says what countries must do if they promise to follow the agreement.

## 2. The Recommendation Concerning the Elimination of Violence and Harassment in the World of Work.

This has examples of things that countries should do to make the first agreement happen.



The agreements are about stopping people being hurt and treated badly by other people at work.



We call this **violence** and **harassment** at work.

Everyone has the right to be safe at work.

# About the agreements



When people are hurt or treated badly at work it can stop them doing well in life and getting their human rights.

Human rights are rights that everyone in the world has.

For example, the right to be safe.



The agreements say that violence and harassment at work is wrong and must stop.

Countries made the agreements to:



- Help stop all violence and harassment at work or to do with work
- Look at how people treat each other badly and how to stop it
- Help people work well together and treat each other fairly



Countries said the agreements were good at a meeting on 21 June 2019 in Switzerland.



# About the agreements



Some countries will promise to follow the agreements soon.

It is important that the agreements are easy for everyone to understand.

This is an easy to read guide to the agreements.



It tells you the main things in the agreements in easy words.

It does not tell you everything in the agreements.

You can see the whole agreements on this website. They are not in easy words:



**Convention:**

<https://tinyurl.com/Convention-on-violence>

**Recommendation:**

<https://tinyurl.com/Recommendation-on-Violence>

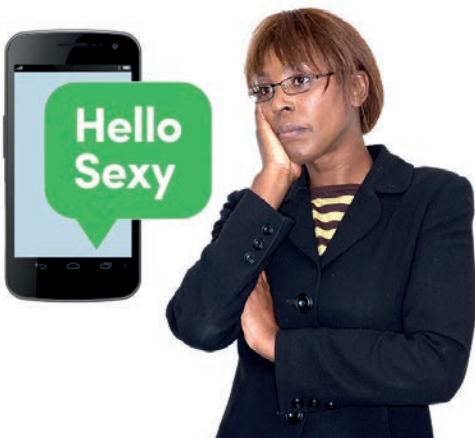
# The main things in the agreements

## What violence and harassment means

Violence and harassment is when someone does bad things to someone else.

For example, someone might:

- Hurt someone or say they will hurt them
- Say nasty things to them in person or by phone or email
- Say sexual things to them or do sexual things that they don't want





# The main things in the agreements



Sometimes people are hurt or treated badly because of their gender.

Gender is about many things.

For example, gender is about whether someone is a woman, a girl, a man, a boy or someone else.



Gender is also about what people think other people should be like.

For example, people may think that women and girls should behave in a certain way.



They may hurt women and girls if they think they are behaving in the wrong way.

This is called **gender-based violence and harassment**.



It can happen to anyone. But it happens more to women and girls.

The agreements say that stopping this violence is very important.

# Who the agreements will keep safe



Violence and harassment may happen to someone once or many times.

It can make them scared, upset and worried.

It can cause them health and money problems.

## Who the agreements will keep safe



The agreements are about stopping violence and harassment in the world of work.

This means violence and harassment that happens:

- At any work place
- In any kind of work
- In any place to do with work.  
For example:  
Any place at work  
At a work event or training  
On a work trip  
On the way to work



# Who the agreements will keep safe



Violence and harassment can also happen by phone, email or internet from someone to do with work.

The agreements will help keep many people safe.

For example:



- People who work for a company
- People who are training for a job



- People who have been told to leave their jobs
- People who help out but don't get paid for their work. They are called volunteers



- People who are trying to get a job
- People who are employers

# What countries must do to stop violence and harassment at work

## 1. The rights of workers

Countries that promise to follow the agreement must help everyone get their work rights.

For example, workers have the right to:

- Be safe at work
- Join together and stand up for their rights



## 2. Making a plan

Countries must have a plan about how to stop all violence and harassment at work.

Countries must work with workers and employers on this.





# What countries must do to stop violence and harassment at work



For example, they should find out when violence and harassment happens most at work and why.

It might be happening more in some jobs or to some people.

Then they should work to keep those people safe.

## Things that countries should do to make this part of the agreement happen

Countries should:

- Make sure people know about the right of workers to join together and change things.



For example, workers could join together with organizations to make better rules about stopping violence

- Support workers to join together in this way.



For example, by giving them information about how to work with organizations to change things

# What countries must do to stop violence and harassment at work



Countries should look at how to keep people safe who may be more at risk of violence and harassment.

For example:

- Women



- People who work at night or on their own



- People who come from other countries to work



- People who work in jobs that are not paid very much and might be unsafe



# What countries must do to stop violence and harassment at work



## 3. Laws and rules for the country

Countries will need good laws, rules and plans to:

- Say that all violence and harassment at work is wrong and against the law
- Stop violence and harassment at work
- Say that everyone has the right to be treated fairly at work and be safe.

This includes women and people who may be at more risk of violence and harassment



## Things that countries should do to make this part of the agreement happen

Laws and rules for the country should talk about violence and harassment and how to stop it. For example, laws and rules about:

- Work and being safe at work
- Health
- Treating everyone fairly
- Crime



# What countries must do to stop violence and harassment at work

## 4. Rules for organizations

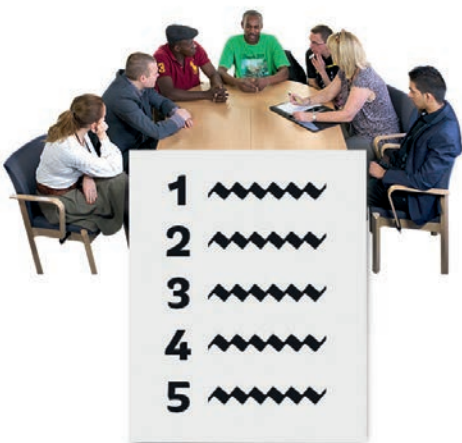
Employers must do what they can to stop violence and harassment at work.

There should be rules about how people who work are treated.



For example, employers should meet with workers to:

- Make a plan for their work place about violence and harassment and what to do about it
- Look at when violence and harassment might happen the most and how to stop it



# What countries must do to stop violence and harassment at work

Things that countries should do to make this part of the agreement happen



Workers should help to:

- Make the plan for their work place about violence and harassment
- Check how the plan is working



The plan should:

- Say that all violence and harassment is wrong and must stop
- Help set up projects to stop violence and harassment at work
- Say what rights workers and employers have and what they must do
- Say how to speak up about violence and harassment and what should be done about it



# What countries must do to stop violence and harassment at work



- Say that people can give information in private if something bad happens to them
- Say how people will be safe if they speak up



Work should be done to look at violence and harassment that happens because of:

- The way people work. For example, where they work, when they work and who they work with
- Other people that a person works with, like customers and the public
- The way people treat other people and think about them.



For example, some people may think that women do not have the same rights as men.

This is wrong.



# What countries must do to stop violence and harassment at work

## 5. Doing something about violence and harassment



Countries must check to make sure that:

- People follow the laws and rules about violence and harassment at work
- The laws and rules work well



Countries must make it easy for people to:

- Speak up about violence and harassment at work
- Get the help they need

For example, countries must make sure that:



- There are easy ways for people to complain about violence and harassment
- People are treated fairly when they speak up about violence and harassment

# What countries must do to stop violence and harassment at work



- People can speak up in a private and safe way
- People work to solve the problem



- People get support or money if violence and harassment happens to them at work.

The support should be right for them and what they need.



- People can stay away from work if they think they are in danger



# What countries must do to stop violence and harassment at work

**Things that countries should do to make this part of the agreement happen**

Workers should get good support if violence and harassment happens to them.

For example, they could get:

- The right to leave work and get some money because of what happened
- Support to go back to a job they had to leave
- Help to pay for going to court
- Money for the problems that violence and harassment caused.



For example, if they are ill and cannot work any more

# What countries must do to stop violence and harassment at work



Women and other people should get good support for gender-based violence and harassment.

For example:

- Courts that understand gender-based violence and harassment
- Information and advice that is easy to understand. For example, advice about the law
- Support to go back to work
- Support to cope and feel better
- Medical care
- Safe places to go for help



# What countries must do to stop violence and harassment at work



It can be harder for people to work if someone at home or in their family is violent to them.

Employers alone cannot solve the problem. But they can offer people support at work if this happens to them.

For example, employers can give people:



- Some time off work
- Different working hours
- Help to get other support and be safe



People should be stopped from being violent.

People who are violent should also get support to stop them being violent again.



Countries should share information about how to stop violence and harassment at work.

# What countries must do to stop violence and harassment at work



## 6. Information and training

There should be good information and training for workers, employers and the public about:



- Violence and harassment at work and how to stop it



- People's rights to do with violence and harassment
- What to do if violence and harassment happens to them or someone they know



The information and training should be easy to understand.

Countries should work with workers and employers on this.

# What countries must do to stop violence and harassment at work

**Things that countries should do to make this part of the agreement happen**



There should be information and training about violence and harassment for many people, such as:

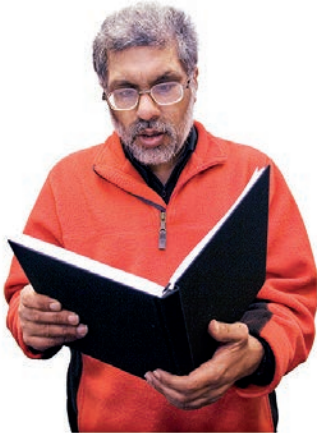
- People who check work places to make sure they are safe
- The police, judges and court staff
- People who give training
- People who write news stories





# What countries must do to stop violence and harassment at work

There should also be:



- Work to help stop violence and harassment happening in the first place
- Information about how to keep different groups of people who work safe
- Information for the public about violence and harassment and why it is wrong



The information should be easy for everyone to understand.



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