

ILO Convention 190

June 16, 2020

What is it?

- ILO Convention 190 is related to Violence and Harassment.
- It was adopted in June 2019
- This Convention **protects workers and other persons in the world of work, including employees as defined by national law and practice, as well as persons working irrespective of their contractual status**, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, job seekers and job applicants, and individuals exercising the authority, duties or responsibilities of an employer
- This Convention applies to all sectors, whether private or public, both in the formal and informal economy, and whether in urban or rural areas.
- The convention redefines “violence and harassment” as a range of unacceptable behaviors that could potentially harm the physical, psychological, sexual or economic wellbeing of the concerned person
- It calls for an inclusive and gender-responsive approach in the workplace and asks all employees to recognize the fundamental principles and rights at work, which promote a decent work environment for all, with no coercion or discrimination.

Is it binding?

- This Convention shall be **binding only upon those Members of the International Labour Organization whose ratifications have been registered** with the Director-General of the International Labour Office.
- A Member which has ratified this **Convention may denounce it after the expiration of ten years** from the date on

which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered

When will it come into force?

- It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.