



Statistics on work-related violence and harassment

Andonirina RAKOTONARIVO, *ILO Department of Statistics*

*18th Meeting of the Inter-agency and Expert Group on Gender Statistics
04 December 2024*

IL0 labour standards on Violence and Harassment in the World of Work

- ▶ **Convention N°190 on Violence and harassment** and **Recommendation N°206** adopted on 21 June 2019 by the International Labour Conference
- ▶ First global labour standards aimed at ending violence and harassment in the world of work
- ▶ Set the global mandate to end violence and harassment in the world of work



Recommendation R206:

- ▶ Calls on countries to
- ▶ *Make efforts to collect and publish statistics on violence and harassment in the world of work disaggregated by sex, form of violence and harassment, and sector of economic activity.*

The need for statistical standards on the topic

Review of data sources and data availability

- ▶ Available data not sufficient to understand the nature, extent or impact of work-related violence
 - *Limited to the workplace*
 - *Only some dimensions captured*
 - *Limited information on consequences, help-seeking behaviours, etc*
- ▶ No consistent approach for measurement, but some existing practices can inform the development of a statistical framework

Key issues to be addressed towards methodological guidance

- What are the relevant “**unacceptable behaviours**” to measure in work-related settings?
- When is violence related to work?
 - Location/perpetrator is related to work
 - When lines are blurred between workplaces, private places (worker’s home) and public places?
 - Use of ICT?
 - Other situations to consider?
- Ethics and safety measure?

Mandate from the 21st International Conference of Labour Statisticians to develop standards

A preliminary questionnaire developed by ILO for testing purposes

NATURE of violence :

Behaviour-specific questions
(Psychological; physical; sexual violence)

CONTEXT of violence :

Reference period
Frequency
Current job or not
Relationship with perpetrator
Location of incident
Work context

IMPACT and REPORTING:

Disclosure of experience
Help-seeking
Change after help-seeking
Impact on health
Impact on work

Cognitive testing

- ▶ **Jordan** : Dec 2022- Jan 2023
(IPSOS)
- ▶ **Côte d'Ivoire** : Oct 2023
(Research project in West Africa)

Pilot surveys

Conducted between March and April 2024.
Technical support provided by the ILO
Department of Statistics

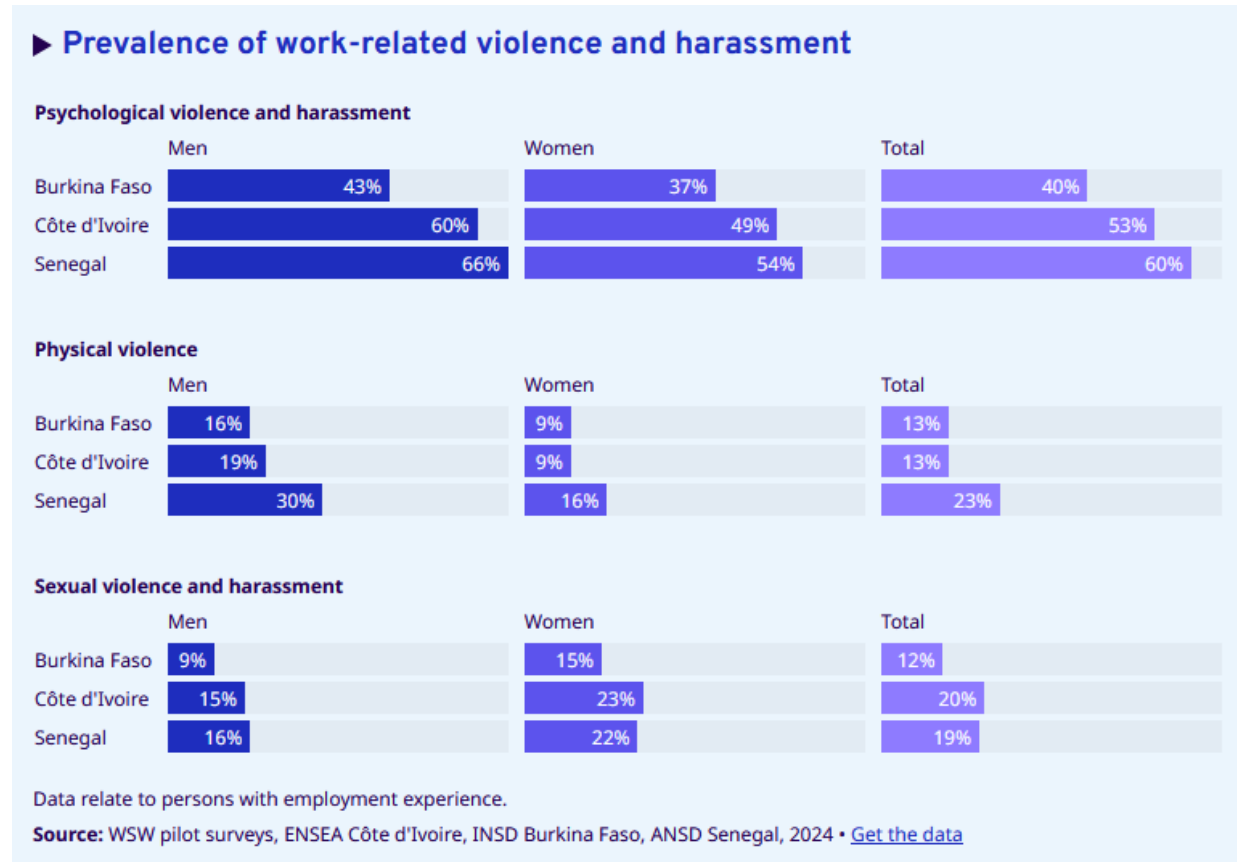
- ▶ **Côte d'Ivoire**
- ▶ **Burkina Faso**
- ▶ **Senegal**

Initial results from pilot surveys on ILOSTAT

<https://ilostat.ilo.org/blog/tackling-work-related-violence-and-harassment-what-data-from-three-pilot-surveys-in-west-africa-reveal/>

Burkina Faso, Côte d'Ivoire and Senegal

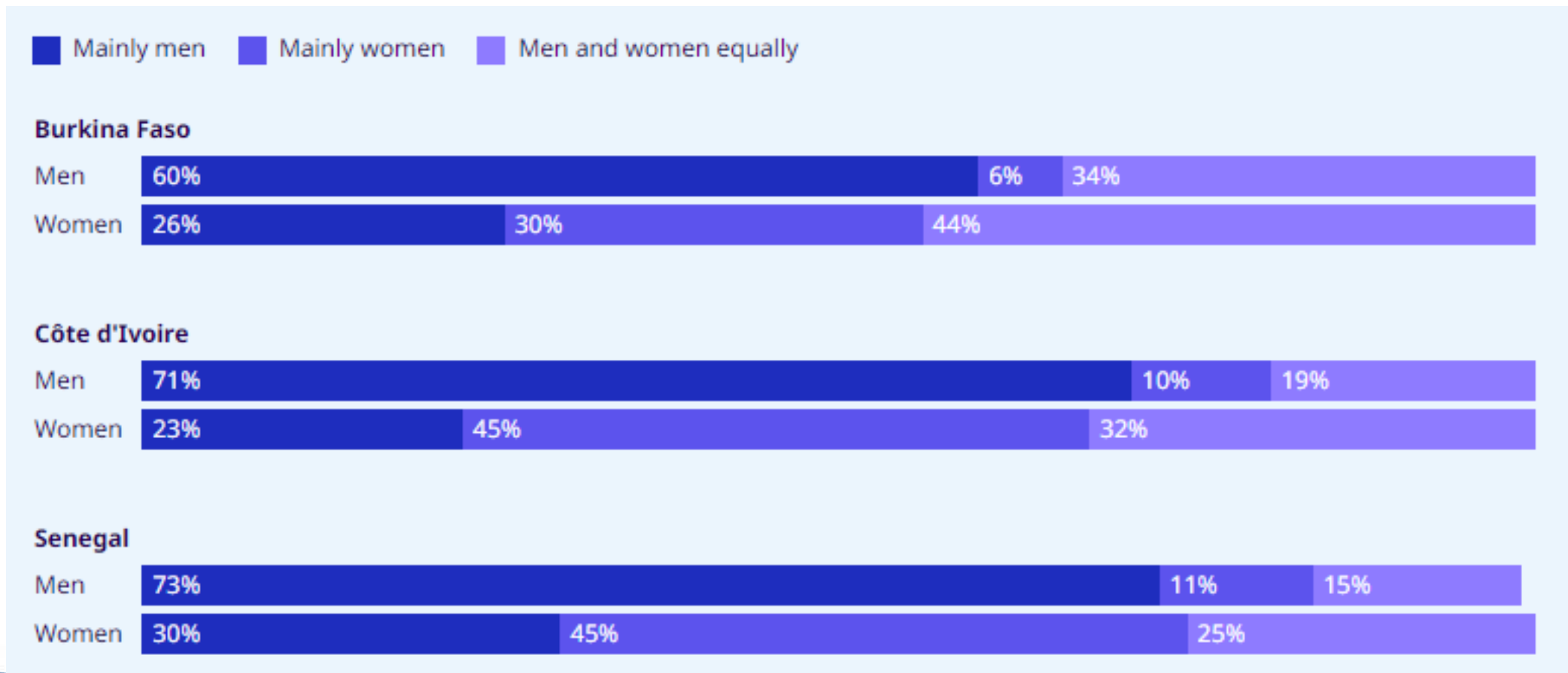
- Initial results reveal significant prevalence of violence and harassment at work.
- Psychological violence and harassment is the most common form.
- Women are particularly affected by sexual violence and harassment.
- These behaviours affect the mental and physical well-being of workers
- Clients/patients/pupils** are the main perpetrators



Information on the sex of perpetrators (1)

Psychological violence:

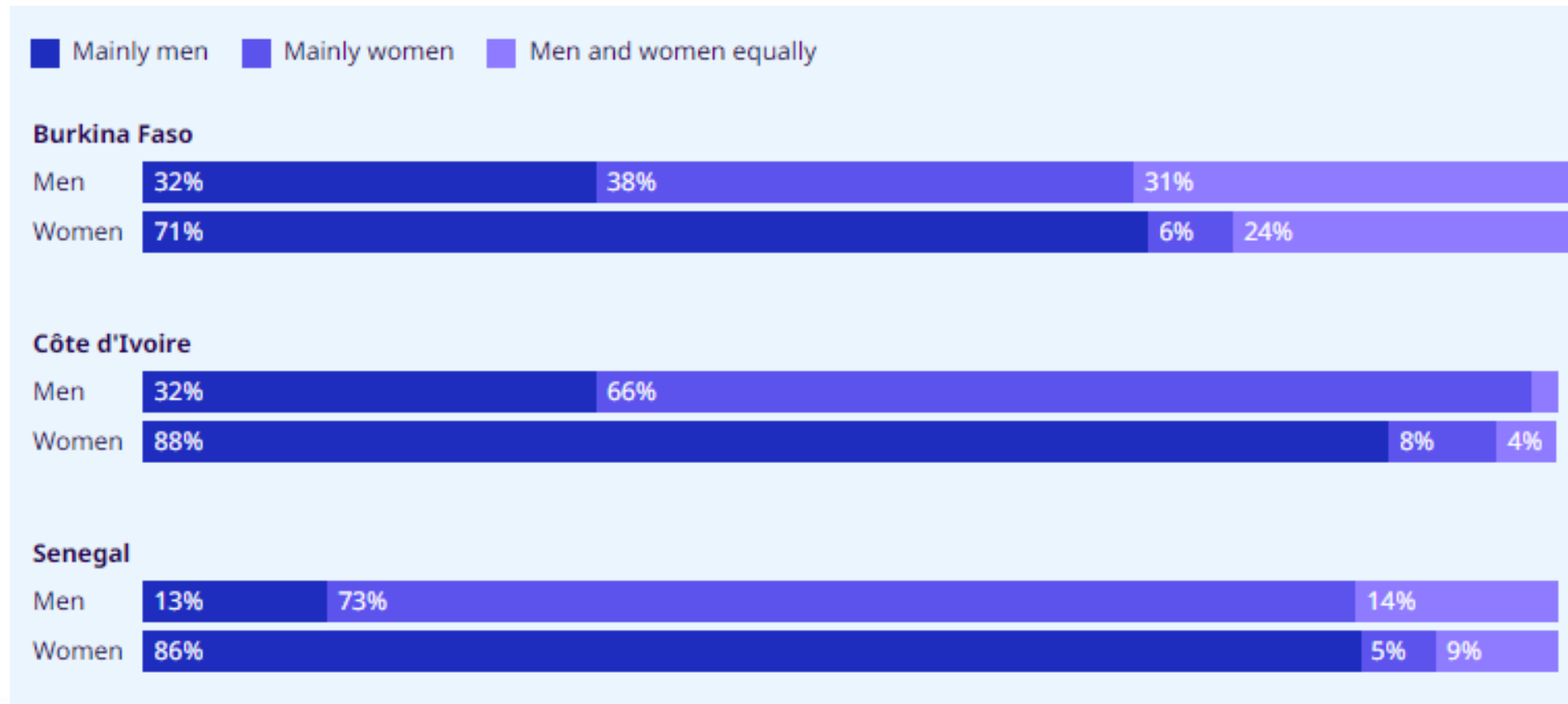
- Men are the main perpetrators against men
- Women are the main perpetrators against women



Information on the sex of perpetrators (2)

Sexual violence:

- Men are the main perpetrators against women
- Women are the main perpetrators against men



The way forward

A technical working group on measurement of WRVH will be established in 2025

- **Timeline:** mid-2025 to 2028
- **Objective:** prepare draft guidelines to be presented at the next International Conference of Labour Statisticians (ICLS) in 2028
- TWG to meet virtually during the period
- Existing ICLS document on key issues, initial feedback and findings from pilots to serve as basis for draft
- Written consultation
- Case studies and second round of pilots?
- Other activities to support the work

Please contact us if you are interested in participating to the technical working group: rakotonarivo@ilo.org