

## Combatting violence and harassment in the workplace: Council invites EU countries to ratify ILO convention

The Council has adopted a decision inviting member states to ratify the International Labour Organization's convention on violence and harassment (ILO convention 190).

Violence and harassment in the workplace is a widespread and persistent phenomenon around the world: more than one in five people have experienced violence and harassment at work, whether physical, psychological or sexual, with women being particularly at risk.

The violence and harassment convention is the **first international instrument setting out minimum standards on tackling work-related harassment and violence**. This convention will help promote decent work for all, health and safety at work and gender equality, and will also help to combat discrimination.

With today's decision, the Council invites member states to ratify the parts of the convention that concern in particular the improvement of the working environment to protect workers' health and safety and safeguard equality between men and women in matters of employment.

### Next steps

The decision adopted today will enter into force following publication in the Official Journal of the European Union.

### Background

In 2019, the International Labour Conference adopted the International Labour Organization's convention concerning the elimination of violence and harassment in the world of work.

The convention provides a common **framework to prevent, remedy and eliminate violence and harassment** in the world of work, including gender-based violence and harassment.

For the first time in international law, the right of everyone to a world of work free from violence and harassment is specifically recognised, including the obligation to respect, promote and realise this right. The convention also provides the **first international definition of violence and harassment in the world of work**.

All member states have supported the objectives of this convention and have played a key role in its adoption in the ILO.

On 12 March 2024, the European Parliament gave its consent to the adoption of the Council Decision.

- [Council decision](#)