



ONLINE

INTERNATIONAL LABOUR STANDARDS

# REPORTING ON THE VIOLENCE AND HARASSMENT CONVENTION, 2019 (No. 190)

3 – 21 MARCH 2025

 3 WEEKS, 6 HRS/WEEK

*Information Note*



International  
Labour  
Organization



International Training Centre

# BACKGROUND AND RATIONALE

Violence and harassment in the world of work are a threat to the dignity, security, health and well-being of everyone, affecting not only workers and employers, but also families, communities, economies and societies at large.

In June 2019, the International Labour Conference adopted two instruments that aim to put an end to violence and harassment in the world of work, namely the Violence and Harassment Convention, (No. 190), and Recommendation (No. 206).<sup>1</sup> The framework set out in these international instruments provides a clear roadmap for preventing and combating this phenomenon and for shaping a future of work based on dignity and respect for all.

Convention No. 190 is the first international treaty to recognise the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. It defines violence and harassment as “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm “. This instrument also defines gender-based violence and harassment as violence and harassment “directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment”.

As of January 2025, Convention No. 190 has already been ratified by 47 countries and is continuing to be ratified rapidly.<sup>2</sup>

Countries that have ratified it are under the obligation to report periodically on the measures taken to give effect to its provisions, in accordance with article 22 of the ILO Constitution. Employers’ and workers’ organizations may submit to their government comments on the reports concerning the application of Convention No. 190, or may submit comments on its application directly to the International Labour Office. Two bodies examine this information: the Committee of Experts on the Application of Conventions and Recommendations (CEACR) and the Conference Committee on the Application of Standards (CAS). Both Committees have recalled on numerous occasions that failures to fulfil reporting obligations hinder the functioning of the ILO supervisory system as a whole.

In order to meet the requests for assistance on reporting on Convention No. 190, the International Training Centre of the ILO (ITCILO), in collaboration with the International Labour Standards Department (NORMES), has conceived a new training to help drafting reports on the application, in law and in practice, of the instrument. The training is organized and implemented with the support of the ILO field Offices.

## WHO IS THE TARGET AUDIENCE?

- Government officials responsible for the production of reports on the application of Convention No. 190 due by ratifying Member States under article 22 of the ILO Constitution.
- Representatives of employers’ and workers’ organizations involved in consultations on reports on Convention No. 190 and in providing comments, as well as ILO staff providing assistance on reporting on the application of Convention No. 190 may also benefit from the course.

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1 Violence and Harassment Convention, 2019 (No. 190): [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:3999810:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:3999810:NO); Violence and Harassment Recommendation, 2019 (No. 206): [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100\\_INSTRUMENT\\_ID:4000085:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO:12100:P12100_INSTRUMENT_ID:4000085:NO)

2 Ratifications of the Violence and Harassment Convention, 2019 (No. 190): [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300\\_INSTRUMENT\\_ID:3999810:NO](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:11300:0::NO:11300:P11300_INSTRUMENT_ID:3999810:NO)

## WHY SHOULD I JOIN?

To strengthen national capacity to prepare and submit reports on the measures taken to give effect to the provisions of Convention No. 190. Reports containing complete and relevant information contribute to establishing a fruitful dialogue between the ILO supervisory bodies and the ratifying States and will subsequently help to enhance the effective application of the Convention.

## WHAT WILL I GAIN FROM THE COURSE?

- Understanding of the role and operation of reporting on ratified Conventions.
- Understanding of the scope of application and content of Convention No. 190.
- Knowledge of how to use the NORMLEX database for reporting on the application of Convention No. 190.
- Capacity to prepare or participate in the preparation of the reports on the application of Convention No. 190.

## HOW IS THE COURSE ORGANIZED?

- The course runs at a distance, via Internet, and is hosted on the ITCILO eCampus.
- Participation requires approximately 6 hours each week, which must be set aside as a part of normal work time.
- The course is based on live webinars, combined with a discussion forum, quizzes, e-coaching and a reporting assignment.
- An eLibrary on the ITCILO eCampus will compile relevant and downloadable resources.

## WHAT ARE THE LANGUAGES OF THE COURSE?

The course will be conducted in English and Spanish, with simultaneous interpretation.

## WHAT METHODS WILL BE USED?

- Interactive live sessions via Zoom and e-coaching.
- Videos and screencasts.
- Weekly multiple-choice quizzes.
- A discussion forum.
- Knowledge assessment at the start and at the end of the training.

## WHO ARE THE RESOURCE PERSONS?

- A CEACR member.
- Specialists from the International Labour Office and the ITCILO.

## HOW TO APPLY?

The deadline for submitting applications is 26 February 2025.

Candidates must submit the following documents:

- on-line application form duly completed, available at: <https://oarf2.itcilo.org/DST/A9718514/en>
- a letter from the sponsor indicating the financial support (or a letter from the applicant stating that participation costs are covered by him/herself), to be uploaded while filling in the on-line application. Incomplete applications will not be considered.

*As an Organization dedicated to promoting social justice and human rights at work, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, women are particularly encouraged to apply to ITCILO courses.*

## HOW MUCH DOES THE COURSE COST?

The total cost of participation is 645 Euros.

## HOW TO PAY FOR THE COURSE?

Tuition costs must be paid in advance before the beginning of the course by the participant or the sponsor through bank transfer or credit card.

Payments by bank transfer should be made to:

International Training Centre of the ILO Account No. 560002  
Bank: Intesa-Sanpaolo Ag. 523  
IBAN: IT96 G030 6909 2141 0000 0560 002 BIC: BCITITMM  
Address: Corso Unione Sovietica 409, 10135 Turin – Italy

Note: on the bank transfer form, the participant's name and the course code should be indicated.

For payments by credit card, please e-mail to [ils@itcilo.org](mailto:ils@itcilo.org).

For detailed information regarding payments, cancellations and refunds, please consult: <https://www.itcilo.org/applications-payments-cancellation>

## **WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES**

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

## **INFO**

### **FOR FURTHER INFORMATION PLEASE CONTACT**

**International Training Centre of the ILO**  
International Labour Standards, Rights at Work  
and Gender Equality (ILSGEN)  
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[www.itcilo.org](http://www.itcilo.org)

**COURSE CODE: A9718514**