



# Amman Center for Human Rights Studies statement

## The Ratification of the ILO Convention 190

### IN A NUTSHELL

The ILO Convention No.190 is the first international treaty to recognize the right of everyone to be able to work without the worry of violence and harassment, including gender-based violence in workplaces.

The convention was adopted in 2019 and came into force on 25 June 2021. Governments that ratify the convention will have to place the necessary laws and policies to prevent and address violence and harassment in the workplace.

Harassment and gender-based violence in the workplace is a human rights violation of women's physical, mental, and sexual integrity and dignity. Governments must take viable action to combat this issue.

ACHRS encourages the ratification of the ILO Convention 190 in Jordan and all over the Middle East as an opportunity for leaders to reshape gender equality in the region.

### Harassment and Gender-Based Violence in the Workplace

Violence and harassment can be defined as a range of unacceptable behaviours and practices, or threats, that leads to the in, psychological, sexual or economic harm of the victim. It is not simply physical abuse as violence and harassment can take the form of sexual and verbal harassment, emotional abuse, bullying, threats, stalking, and the deprivation of services and liberties.

One in three women and girls, irrespective of their economic status, experience violence in their lifetime. And perpetrators could be anyone from employees, managers and supervisors to peers, colleagues, and clients.

Although this violence affects both men and women, women are disproportionately affected. Thus, it is called gender-based violence when it is directed at a person due to their gender.

### LO Convention No. 190

C190 protects all workers regardless of their contractual status. It has a strong focus on gender-based violence as women are disproportionately affected by the issue of violence and harassment in the workplace. It is the first international standard that aims to put an end to violence and harassment in the world of work.

### Human Rights

Violence and harassment in the workplace are human rights violations, as well as threats to equal opportunities. It can affect a person's dignity, family, and social environment. In addition, it constitutes a violation of a person's physical, mental, and sexual health.

The Convention states that governments shall adopt legislation that ensures the human right to equality and non-discrimination in employment and occupation for all, including women, and all people regardless of their race, ethnicity, sexual orientation or gender identity.

### A Way Forward

The Amman Center for Human Rights Studies encourages the ratification of the ILO Convention 190 in Jordan and all over the Middle East.