



# ► C190 Initiative

May 2023

## Creating momentum for the elimination of violence and harassment in the world of work

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### What is this initiative?

Ending all forms of gender-based violence and harassment, including sexual harassment is a priority for the International Labour Organization (ILO) and is operationalised through its unique tripartite structure – which includes governments, employers, and workers from 187 countries.

Since the resurgence of the #MeToo movement in 2017, employers, workers, and government officials in the United States have worked together to pass legislation and develop education and awareness, and training materials to prevent and address gender-based violence and harassment in the world of work including sexual harassment. And while some important changes have taken place, greater efforts are urgently needed to make this goal a reality.

In 2019, governments, along with worker and employer organizations came together at the ILO and adopted Convention 190, a legally binding global labor standard to eliminate violence and harassment in the world of work including gender-based violence and harassment.

The ILO is committed to supporting governments, businesses, and civil society through technical advice and research, to utilise the Convention 190 in creating momentum for efforts to prevent and address gender-based violence and harassment in the world of work in the U.S.

In 2022, the ILO Office for the United States and Canada launched an [initiative to raise awareness about ILO C190](#) by:

- Supporting efforts to integrate the elements of ILO C190 into [U.S. Government strategies](#), at the city, county, State and Federal levels to increase gender equity and to prevent and address gender-based violence in the world of work;
- Creating spaces where employers, local governments, and workers come together to share their processes for successfully implementing the principles of ILO C190 into legislation:
  1. City of New York [expanded anti-discrimination and harassment protections](#) to domestic workers;

2. [States of California](#) and [New York](#) adopted legislation to mandate training and education on sexual harassment in the world of work;
3. [Unite Here Local 1](#) conducted participatory research to increase awareness of the scope and incidents of sexual harassment experienced by hotel and casino employees which led to the adoption of collective bargaining agreement language and legislation in Chicago mandating panic buttons to increase safety and security for workers;
4. [SAG-AFTRA](#) advocated for intimacy coordinators for actors to ensure their safety and security in response to concerns about sexual harassment and violence and worker-led education and awareness efforts;
5. Janitors in Los Angeles successfully [advocated for worker-led ongoing education and awareness training by janitors for janitors](#) on sexual harassment and violence;
6. Introduction of the [National Domestic Workers Bill of Rights Act](#) supported by the [National Domestic Worker Alliance](#) to extend protections from sex discrimination and harassment in the world of work to domestic workers;
7. [State laws](#) adopted to amend the definition of sexual harassment to be inclusive of more forms of gender-based violence and harassment;
8. [#METOO Five Years Later: Progress & Pitfalls In State Workplace Anti-Harassment Laws](#)



Scan this QR Code to join the ILO USCA campaign to eliminate violence and harassment in the world of work!

Join us to engage in these discussions and contribute to efforts to integrate the approach contained in ILO C190 into legislation, policies, and interventions to prevent and address gender-based violence and harassment in the world of work.

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