International Labour Organization

Foundation

GALLUP

Experiences of violence and harassment at work: A global first survey

#RATIFY C190

Copyright © International Labour Organization and Lloyd’s Register Foundation 2022

First published 2022

Publications of the International Labour Organization enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour 2vFH &+ *HQHYD 6ZLW]HUODQG RU E\ HPDLO to rights@ilo.org

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org WR tQG WKH UHSURGXFWLRQ ULJKWV RUJDQL

([SHULHQFHV RI YLROHQFH DQG KDUDVVPHQW DW ZRUN $ JOREDO bUVW VXUYH\ *H

,6%1 ZHE 3')

KWWSV GRL RUJ ,2$;

ZRUNSODFH YLROHQFH KDUDVVPHQW DW ZRUN VH[XDO KDUDVVPHQW

,/2 &DWDORJXLQJ LQ 3XEOLFDWLRQ 'DWD

$OVR DYDLODEOH LQ)UHQFK 'RQQ«HV G H[S«ULHQFH VXU OD YLROHQFH HW OH KD
ZHE 3') DQG LQ 6SDQLVK ([SHULHQFLDV GH YLROHQFLD \ DFRVR HQ H
ZHE 3')

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the ILO or Lloyd’s Register Foundation of the opinions expressed in them.

5HIHUHQFH WR QDPHV RI tUPV DQG FRPPHUFLDO SURGXFWV DQG SURFHVVHV GRHV
5HJLVWHU)RXQGDWLRQ DQG DQ\ IDLOXUH WR PHQWLRQ D SDUWLFXODU tUP FRPPH

,QIRUPDWLRQ RQ ,/2 SXEOLFDWLRQV DQG GZZZLOWRRSURSXEVQ FDQ EH IRXQG DW

Copyright © 2022 International Labour Organization. All rights reserved.

Preface

9LROHQFH DQG KDUDVVPHQW DW ZRUN FDXVHV KDUP WR LQGLYLGXDOV IDPLOLHV KHDOWK DQG ZHOOEHLQJ ,W DOVR H[DFHUEDWHV LQHTXDOLW\ LQ VRFLHWLHV DQG IRU DQG QR WROHUDQFH RI YLROHQFH DQG KDUDVVPHQW DW ZRUN DQ\ZKHUH 7R it better. We need to know which types of violence and harassment at work are more prevalent and where, and who is more H[SRVHG WR LW DQG ZK\ 8QWLO QRZ WKHUH ZHUH QR FRPSDUDEOH JOREDO DQG ,QWHUQDWLRQDO /DERXU 2UJDQL]DWLRQ MRLQHG IRUFHV ZLWK /OR\G V 5HJLVWHU H[SHULHQFHV RI YLROHQFH DQG KDUDVVPHQW DW ZRUN ZLWKLQ WKH /OR\G V 5 tHOGHG DV SDUW RI WKH *DOOXS :RUOG 3ROO

7KH UHVXOWV RI WKLV tUVW HYHU JOREDO SLFWXUH DUH LQIRUPDWLYH DQG UHYH VHQVH RI WKH PDJQLWXGH RI YLROHQFH DQG KDUDVVPHQW DW ZRUN LQFOXGLQJ L people from even talking about it, be it shame and guilt, or lack of trust in institutions, or – perhaps even worse – because such unacceptable behaviours are regarded as “normal”.

:H KRSH WKDW WKLV H[SORUDWRU\ JOREDO DFFRXQW ZLOO VKHG IXUWKHU OLJKW RQ DQG DQDO\VLV +DYLQJ D FOHDUHU SLFWXUH RI KRZ YLROHQFH DQG KDUDVVPHQW D HOLPLQDWLRQ DV FDOOHG IRU E\ WKH LQWHUQDWLRQDO FRPPXQLW\ ZKHQ DGRSWL DQG 5HFRPPHQGDWLRQ 1R &RQYHQWLRQ 1R LV JURXQG EUHDNLQJ LQ F KDUDVVPHQW DV ERWK DQ LVVXH RI HTXDOLW\ DQG RI RFFXSDWLRQDO VDIHW\ DQG ILLO’s tripartite constituency elevated the right to a healthy and safe working environment to a fundamental principle and right at work.

7KLV JOREDO VXUYH\ LV SDUW RI D EURDGHU HsRUW WR DFFHOHUDWH DFWLRQ WR WKH JOREDO FRPPXQLW\ KDV FRPPLWWHG WR WUDQVIRUPLQJ RXU ZRUOG E\ 7KLV EDVHG RQ HTXLW\ VXVWDLQDELOLW\ DQG UHVSHFW IRU ULJKWV

7KLV UHSRUW ZDV GHVLJQHG WR FDWDO\VH DFWLRQ (YHU\RQH KDV WKH ULJKW WR

Gilbert F. Houngbo
'LUHFWRU *HQHUDO
International Labour Organization

Ruth Boumphrey
&KLHI ([HFXWLYH
Lloyd’s Register Foundation

Jon Clifton
&KLHI ([HFXWLYH 2vFHU
*DOOXS

Table of Contents

- Preface 3
- /LVW RI tJXUHV 5
- $FNQRZOHGJHPHQWV 7
- 6XPPDU\ RI UHVXOWV 8
- ,QWURGXFWLRQ 9

  +RZ ZDV WKH VXUYH\ FRQGXFWHG"

- :KDW LV WKH VWDWH RI YLROHQFH DQG KDUDVVPHQW DW ZRUN 12

  9LROHQFH DQG KDUDVVPHQW DW ZRUN $Q RYHUYLHZ
  3K\VLFDO YLROHQFH DQG KDUDVVPHQW DW ZRUN
  3V\FKRORJLFDO YLROHQFH DQG KDUDVVPHQW DW ZRUN
  6H[XDO YLROHQFH DQG KDUDVVPHQW DW ZRUN

- :KR LV PRUH DW ULVN" 28

  <RXWK
  0LJUDQW ZRPHQ
  :RPHQ LQ ZDJH DQG VDODULHG ZRUN
  3HUVRQV DsHFWHG E\ GLVFULPLQDWLRQ

- :K\ LV LW VR GLvFXOW WR WDON DERXW YLROHQFH DQG KDUDVVPHQW 38

  :KR DQG WR ZKRP 'LVFORVLQJ H[SHULHQFHV RI YLROHQFH DQG KDUDVVPHQW
  %DUULHUV WR GLVFORVLQJ H[SHULHQFHV RI YLROHQFH DQGbKDUDVVPHQW

- &RQFOXVLRQ 46
- References 48
- Annexes 50

  $QQH[9LROHQFH DQG +DUDVVPHQW 4XHVWLRQQDLUH
  $QQH[,/2 UHVRXUFHV RQ &RQYHQWLRQ 1R DQG 5HFRPPHQGDWLRQ 1R

/LVW RI ¼JXUHV

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQFH ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS DQ 13

)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV H[SHULHQFHG YLROHQFH DQG KDUDVV E\ LQFRPH JURXS DQG E\ VH[14

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SK\VLFDO KDUDVVPHQW DW ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ VH[16

)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV RI SK\VLFDO YLROHQFH DQG KDUDVV VXFK EHKDYLRXUV E\ UHJLRQ E\ LQFRPH JURXS DQG E\ VH[18

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SV\FKRU KDUDVVPHQW DW ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ VH[20

)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV RI SV\FKRORJLFDO YLROHQFH DQG KD H[SHULHQFHG VXFK EHKDYLRXUV E\ UHJLRQ E\ LQFRPH JURXS DQG E\ 21

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG VH[XDO Y DW ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS 23

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SK\VLFDO VH[XDO YLROHQFH DQG KDUDVVPHQW DW ZRUN DQG ODVW WLPH H[SHU 24

)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV RI VH[XDO YLROHQFH DQG KDUDVVPHQ VXFK EHKDYLRXUV E\ UHJLRQ E\ LQFRPH JURXS DQG E\ VH[25

)LJXUH 2YHUODS DPRQJ H[SHULHQFHV RI GLsHUHQW IRUPV RI YLROHQFH DQG DPRQJ HPSOR\HG LQGLYLGXDOV ZKR UHSRUWHG HYHU H[SHULHQFLQJ D KDUDVVPHQW DW ZRUN 26

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQFH ZRUN ZLWKLQ WKH SDVW tYH \HDUV E\ UHJLRQ E\ LQFRPH JURXS E\ D 29

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW JOREDOO\ ZKR KDYH H[SHULHQFHG KDUDVVPHQW DW ZRUN ZLWKLQ WKH SDVW tYH \HDUV E\ W\SH RI YLROHQFH DQG E\ VH[30

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQFH ZRUN ZLWKLQ WKH SDVW tYH \HDUV E\ FRXQWU\ RI ELUWK E\ UHJLRQ VH[31

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH HYHU H[SHULHQFHG SK\ DQG RU VH[XDO YLROHQFH DQG KDUDVVPHQW DW ZRUN E\ W\SH RI YLF H[SHULHQFHG E\ FRXQWU\ RI ELUWK DQG E\ VH[32

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQFH ZRUN ZLWKLQ WKH SDVW tYH \HDUV E\ FRXQWU\ RI ELUWK E\ DJH DQ 33

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQFH ZRUN ZLWKLQ WKH SDVW tYH \HDUV E\ HPSOR\PHQW VWDWXV E\ UHJL E\ VH[34

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH HYHU H[SHULHQFHG YLR DW ZRUN E\ VH[DQG E\ H[SHULHQFHV RI GLVFULPLQDWLRQ OLIH 36

([SHULHQFHV RI YLROHQFH DQGbKDUDVVPHQW DW ZRUN ,$ JOREDO tUVW VXUYH\

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH HYHU H[SHULHQFHG YLR
DW ZRUN E\ VH[DQG E\ H[SHULHQFHV ZLWK GLVFULPLQDWLRQ EDVHG
FKDUDFWHULVWLFV 37

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
ZRUN ZLWKLQ WKH SDVW tYH \HDUV DQG WROG VRPHRQH E\ UHJLRQ E
VH[..... 39

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
ZRUN ZLWKLQ WKH SDVW tYH \HDUV DQG WROG VRPHRQH E\ W\SH RI Y
H[SHULHQFHG 40

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
ZRUN ZLWKLQ WKH SDVW tYH \HDUV DQG WROG VRPHRQH E\ ZKRP WKH
VH[..... 42

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
ZRUN ZLWKLQ WKH SDVW tYH \HDUV EXW GLG QRW UHSRUW LW E\ UHD
UHJLRQ DQG E\ VH[..... 44

)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
WKH SDVW tYH \HDUV EXW GLG QRW UHSRUW LW E\ UHDVRQ IRU QRW U
YLROHQFH DQG KDUDVVPHQW JOREDO UHVXOWV 45

$FNQRZOHGJHPHQWV

7KH UHSRUW LV WKH UHVXOW RI FROODERUDWLRQ EHWZHHQ WKH *HQGHU (TXDOL
RI :RUN DQG (TXDOLW\ 'HSDUWPHQW :25.48$/,7< RI WKH ,QWHUQDWLRQDO /DERU
)RU WKH ,/2 WKH PDLQ DXWKRUV DUH 9DOHQWLQD %HJKLQL 8PEHUWR &DWWDQHR
LQYDOXDEOH LQSXWV DQG GUDIWLQJ VXSSRUW 7KH ZRUN ZDV JXLGHG VXSSRUWH
*DOOXS WKH UHSRUW ZDV OHG E\ $QGUHZ 'XJDQ ZLWK DVVLVWDQFH IURP %HDWULF
DQG $QQH 6FKXOWH ZLWK +DLH\ 6SLOOPDQ DV GHVLJQHU 7KH UHSRUW EHQHtWV
$DURQ *UGQHU (G 0RUURZ DQG &DLWOLQ 9DXJKDQ /OR\G V 5HJLVWHU)RXQGDWLO

0XFK DSSUHFLDWLRQ JRHV WR WKH PDQ\ ,/2 FROOHDJXHV ERWK DW KHDGTXDUW
NQRZOHGJH DQG H[SHUWLVH ,Q DOSKDEHWLFDO RUGHU ZH ZRXOG OLNH WR WKD
$JWDV 6LPRQ %RHKPHU 0DULD -RV« &KDPRUUR -DH +HH &KDQJ 0ZLOD &KLJDJD
2OJDb*RPH] $\Db0DWVXXUD 'RURWKHD 6FKPLGW .ODX -RQL 6LPSVRQ (VWHEDQ 7U
&DWKHULQHb6DJHW DQG -XOLHQ 9DUOLQ 7KH UHSRUW KDV EHQHtWWHG IURP FRS\

7KLV SURGXFWLRQ KDV EHHQ SDUWLDOO\ tQDQFHG E\ WKH 6ZHGLVK ,QWHUQDWLR
)UHQFK *RYHUQPHQW

6XPPDU\ RI UHVXOWV

7KH ,/2 /OR\G V 5HJLVWHU)RXQGDWLRQ tUVW DWWHPSW WR SURYLGH D JOREDO SLFWXUH RI experiences of violence and harassment at work. The results SURYLGH D tUVW JODQFH DW WKH PDJQLWXGH RI violence and harassment at work, providing insights into the main forms of violence and harassment (that is, physical, psychological and sexual) and on the main barriers that prevent people from talking about it.

Violence and harassment at work is a widespread phenomenon around the world, ZLWK PRUH WKDQ RQH LQ SHU FHQW RU PLOOLRQ SHRSOH experienced at least one form of violence and harassment DW ZRUN GXULQJ WKHLU ZRUNLQJ OLIHWLPH experienced violence and harassment at work, about RQH WKLUG SHU FHQW VDLG WKH\ KDG H[SHULHQFHG PRUH WKDQ RQH IRUP ZLWK SHU FHQW KDYLQJ IDFHG DOO WKUHH IRUPV LQ WKHLU ZRUNLQJ OLIH

- 1HDUO\ RQH LQ WHQ SHU FHQW RI SHRSOH in employment has experienced physical violence and harassment at work in their working life. Men were more likely than women to report experiencing physical violence and harassment.
- Psychological violence and harassment was the most common form of violence and harassment reported by both men and women, with nearly RQH LQ tYH SHU FHQW RI SHRSOH LQ employment experiencing it in their working life.
- 2QH LQ tIWHHQ SHRSOH HPSOR\PHQW b KDV sexual violence and harassment at work in their working life. Women were particularly exposed to sexual violence and harassment at work. The data around sexual violence and harassment demonstrate the largest gender GLsHUHQFH E\ IDU SHU FHQW RI WRWDO SHRSOH WR SHU FHQW RI PHQ DPRQJ WKRVH H[SHULHQFLQJ violence and harassment.

Violence and harassment at work is also a recurrent and persistent phenomenon. 2QH RXW RI WKUHH LQ tYH SHRSOH violence and harassment at work said it has happened to them multiple times, and for the majority of them, the last LQFLGHQW WRRN SODFH ZLWKLQ WKH ODVW

The risk of experiencing violence and harassment at work is particularly pronounced across certain demographic groups. <RXWK PLJUDQW DQG ZRUNHUV DQG V and men were more likely to face violence and harassment at work, and this can be particular true among women. For instance, survey results show that young women were twice as likely as young men to have experienced sexual violence and harassment, and migrant workers were almost twice DV OLNHO\ DV QDWLRQDO ZRPHQ WR UHSRUW VH

Persons who have experienced discrimination at some point in their life on the basis of gender, disability status, nationality, ethnicity, skin colour and/or religion were more likely to have experienced violence and harassment at work than those who did not face such discrimination. 7KRVH IDFLQJ JHQGHU EDVHG G KDYH EHHQ SDUWLFXODUO\ DsHFWHG 1HDUO KDYH EHHQ YLFWLPV RI JHQGHU EDVHG GLV have also faced violence and harassment at work, compared to two in ten of those who have not been discriminated against on the basis of gender.

Talking about personal experiences of violence and harassment is still challenging. Only slightly more than half SHU FHQW RI YLFWLPV KDYH VKDUHG someone, and often only after they have experienced more than one form of violence and harassment. People were also more likely to tell friends or family, rather than using other informal or formal channels.

Multiple factors can prevent people from disclosing incidents of violence and harassment at work. $PRQJ VXUYH\ UHVSRQGHQWV ZDVWH RI WLPH reputation" were the most common barriers discouraging people from talking about their own experiences of violence and harassment at work.

/OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

$V RSSRVHG WR VHOI HPSOR\HG

,QWURGXFWLRQ

Violence and harassment in the world of work is a pervasive and harmful phenomenon, with profound and costly HsHFWV UDQJLQJ IURP VHYHUH SK\VLFDO DQG PHQWDO KHDOWK FRQVHTXHQFHV WR ORVW HDUQLQJV DQG GHWHULRUDWHG ERWWRP OLQH economic losses for workplaces and societies. To address this scourge, the International Labour Organization (ILO) adopted WKH 9LROHQFH DQG +DUDVVPHQW &RQYHQWLRQ DFFRPSDQ\LQJ 5HFRPPHQGDWLRQ 1R These instruments recognize the right of everyone to a world RI ZRUN IUHH IURP YLROHQFH DQG KDUDVVPHQW time, provided a common framework for the prevention and elimination of violence and harassment in the world of work, LQFOXGLQJ JHQGHU EDVHG YLROHQFH DQG KDUDVVPHQW

To build a world of work free from violence and harassment, VROLG DQG FRPSDUDEOH GDWD DUH FUXFLDO violence and harassment in the world of work are sporadic and scarce. Comparability of data is problematic because GLsHUHQW FRQFHSWV GHtQLWLRQV DQG PHWKRGV KDYH EHHQ XVHG 6WDWLVWLFV DUH RIWHQ FROOHFWHG industry or group and may not be disaggregated by sex. Underreporting of violence and harassment in the world of work is also a problem, due to fear of victimization and UHWDOLDWLRQ DV ZHOO DV WKH ODFN RI enforcement and monitoring systems in many countries.

7R tOO WKLV HYLGHQFH JDS DQG WR DGYDQFH KQRZOHGJH DQG action against violence and harassment in the world of work, the ILO has joined forces with Lloyd's Register Foundation DQG *DOOXS WR FDUU\ RXW WKH tUVW JOREDO H[SORUDWRU\ H[HUFLVH to measure people's own experiences of violence and harassment at work across the world. This survey aimed WR H[SORUH WKH SUHYDOHQFH DQG IUHTXHQF\ KDUDVVPHQW DW ZRUN LQFOXGLQJ LWV – be it physical, psychological or sexual – and respondents' H[SHULHQFHV ZLWK GLVFORVLQJ VXFK EHKDYLRXUV 7KH XOWLPDWH JRDO LV WR UDLVH DZDUHQHVV DQG JHQGHU UHVSRQVLYH and highly complex issue rooted in wider economic, societal and cultural contexts, including those surrounding the world of work and entrenched gender roles.

,QWHUYLHZV ZHUH FRQGXFWHG LQ LQGLYLGXDOV DJHG \HDUV RU ROGHU WHUULWRULHV XVLQJ SUREDELOLW\ EDVHG HQVXUH QDWLRQDOO\ UHSUHVHQWDWLYH WKH tQGLQJV RI WKLV UHSRUW IRFXV RQ WKH respondents who were in employment at the time of WKH LQWHUYLHZ b

7KH VXUYH\ LV OLNHO\ WR KDYH EHHQ LQ macroenvironmental factors (national politics, institutional norms, discriminatory traditions or cultural norms) and by microenvironmental factors (for instance, the location of the interview or the presence of others during the interview), as well as by individuals' willingness or reticence to reveal such and cultural sensitivities (see the next section and the details on the methodology). This and comparing results across regions. In addition, cultural such behaviours. Moreover, respondents' personal sensitivity may have also played a key role in deciding whether or not to disclose information on violence and harassment at work.

account of people's own experiences of violence and of this phenomenon at the global level as well as allowing for comparability of results across regions. This study paves on violence and harassment at work. Ultimately, stronger risk factors and root causes, and ensure that victims are not left alone in handling these unacceptable occurrences.

and their respective organizations, as well as advocates all around the world can use the results of this study to shape policy changes aimed at creating a world of work free from violence and harassment.

of the key factors associated with a higher risk of violence and harassment and to better address people's willingness to disclose such experiences and the barriers preventing them from doing so.

/OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

,Q WKH VXUYH\ DQG FRQVHTXHQWO\ WKLV UHSRUW WKH SKUDVH DW ZRUN LV V\QRQ\PRXV ZLWK LQ W

How was the survey conducted?

The survey on violence and harassment at work was GHVLJQHG DV D VXE PRGXOH RI WKH ZRUOG 3ROO)RXQGDWLRQ ZKLFK LQ WXUQ ZDV tHVWDEOLVKHG DV SDUW RI WKH *DOOXS :RUOG 3ROO *DOOXS FRQGXFWHG URXJKO\ FRXQWULHV DQG WHUULWRULHV GXULQJ regarding people's experiences on violence and harassment at work, as well as other risks ranging from climate change DQG GLVDVWHU UHVLOLHQFH WR WKH XVH RI SHUVRQDO GDWD 6LQFH WKH VXUYH\ ZDV FRQGXFWHG GXULQJ WKH &29,' SDQGHPLF PRVW LQWHUYLHZV ZHUH FRQGXFWHG E\ WHOHSKRQH ZLWK IDFH WR IDFH interviews conducted where possible (see 7HFKQLFDO RXWOLQH RI WKH FRXQWULHV LQWHUYLHZV ZHUH FRQGXFWHG E\ WHOHSKRQH RU LQ SHUVRQ LQ HLWKHU ODQGOLQH PRELOH RU VRPH FRPELQDWLRQ RI WKHVH LQ SHUVRQ LQ

In most countries and territories, the survey was conducted DPRQJ LQGLYLGXDOV XVLQJ D VWDQGDUG VHW RI TXHVWLRQV that had been translated into the major languages of the respective country.

$OO VDPSOHV FROOHFWHG ZHUH VXEMHFW WR TXDOLW\ FRQWUROV DQG UHSUHVHQWDWLYH RI WKH UHVLGHQW DGXOW SRSXODWLRQ DJHG DQG older to ensure nationally representative data.

The World Risk Poll was not asked exclusively to respondents who were currently in employment at the time of the LQWHUYLHZ +RZHYHU WKLV UHSRUW IRFXVHV H[FOXVLYHO\ RQ WKRVH survey respondents who were employed at the time of the interview, regardless of their employment status – be they VHOI HPSOR\HG RU HPSOR\HHV IXOO WLPH RU SDUW WLPH ,W VKRXOG DOVR EH QRWHG WKDW SHU FHQW RI VXUYH\ UHVSRQGHQWV RU LQGLFDWHG DW WKH EHJLQQLQJ RI WKH :RUOG 3ROO that they were employed, but then said that they had never worked when asked about experiences of violence and harassment at work, with women being more likely than men WR UHVSRQG WKLV ZD\ SHU FHQW YHUVXV SHU FHQW

This may indicate the respondents were unwilling or uncomfortable to discuss and disclose violence and harassment, especially in the context of work. These respondents were therefore removed from the overall VDPSOH DV WKH\ ZHUH DVNHG QR IXUWKHU TXHVWLRQV UHJDUGLQJ YLROHQFH DQG KDUDVVPHQW DW ZRUN VXE

2QFH WKH DERYH H[FOXVLRQV ZHUH PDGH IRU WKH VWXG\ FDPH WR LQGLYLGXDO employed at the time of the interview.

%HFDXVH LW ZLOO EH FRPPRQ WKDW WKRVH UH experiencing violence and harassment at work have been broadly divided into two groups based on when they last experienced violence and harassment at work, namely LQ WKH SDVW tYH \HDUV RU PRUH WKDQ sure when".

$OO HVWLPDWHV SUHVHQWHG LQ WKLV UHSRUW KDYH EHHQ FDOFXODWHG XVLQJ VXUYH\ ZHLJKWV used to ensure samples are nationally representative for each country and is intended to be used for generating estimates within a country. The weighting procedure consists of three PDMRU VWHSV

- First, the base or design weight is constructed to account for any disproportionality in the respondent selection process.
- 1H[W WKH EDVH ZHLJKWV DUH SRVW IRU QRQ UHVSRQVH DQG WR PDWFK sample totals to known target population totals REWDLQHG IURP FRXQWU\ OHYHO FH PDWFKHV QRQ UHVSRQVH DGMXVWPHQW and, where reliable data are available, education or socioeconomic status.
-)LQDOO\ DSSOU[LPDWH VWXG\ GHVLJQ RI HUURU DUH FDOFXODWHG 7KH GHV UHuHFWV WKH LQuXHQFH RI GDWD ZHL

7KH :RUOG 5LVN SROO FRYHUV D QXPEHU RI LPSRUWDQW WRSLFV DERXW VDIHW\ DQG ULVNV 7R O ZHEVLWH WWWSV ZUS OUIRXQGDWLRQ DW ZHOO DV WKH *DOOXS ZHEVLWH IRU PRUH LQIRUPDWLRQ JDOOXS ZRUOG SROO ZRUN DVS[

1RWDEOH H[FHSWLRQV LQFOXGH &KLQD DQG ,QGLD ZKHUH DW OHDVW LQWHUYLHZV ZHUH FRQGXFWHG GLG WKH VDPSOH VL]H WKDW LV WKH QXPEHU RI SHRSOH LQWHUYLHZHG GLG ERWK

*UDQWHG WKDW WKH *DOOXS :RUOG 3ROO VXUYH\ ZDV GHVLJQHG WR EH QDWLRQDOO\ UHSUHVHQWDWLY also constitute a representative sample.

5HVSRQGHQWV ZHUH DVNHG DERXW ZKHWKHU WKH\ KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW L 5HVSRQGHQWV ZKR KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN KDG IRXU SRVVLEOH DQVZH ODVW \HDU LL WZR WR ILYH \HDUV DJR LLL PRUH WKDQ ILYH \HDUV DJR DQG LY GR QRW NQRZ determined work closures or working from home arrangements in many countries, as well as to maximize the underlying sample size and ensure robustness of the estimates, those respondents who reported incidents of violence and harassment that occurred "in the last year" and "two to five years ago" were combined together, and those respondents who did not know when the incident occurred were grouped with the "more than five years ago" respondents.

$V WKH DQDO\VLV LQ WKLV UHSRUW IRFXVHV RQ WKH SURFHVV RI comparisons, the survey weights were scaled by the number RI HPSOR\HG SHRSOH DJHG DQG ROGHU ZLWKLQ HDFK FRXQWU\ of employed women and men for analysis disaggregated by sex). Population scaling adjusts the data to give greater weight to more populous countries when calculating FURVV FRXQWU\ VWDWLVWLFV

*LYHQ WKH DEVHQFH RI DQ HVWDEOLVKHG PHDVXUHPHQW IUDPHZRUN RQ ZRUN UHODWHG YLROHQFH DQG harassment – and the sensitivity of the topic – the survey encountered a few methodological challenges.

7R PLQLPL]H FXOWXUDO GLsHUHQFHV LQ UHVSRQVH DFURVV FXOWXUDO FRQWH[WV WKH VXUYH\ TXHVWLRQV were designed in a simple dichotomous ("yes" or "no") manner, using wordings that were cognitively tested in a diverse group of nations. The study explores the prevalence DQG IUHTXHQF\ RI WKH IROORZLQJ PDLQ IRUPV RI KDUDVVPHQW DW ZRUN

- 3K\VLFDO YLROHQFH DQG KDUDVVPHQW such as hitting, restraining or spitting
- 3V\FKRORJLFDO YLROHQFH DQG KDUDVVPHQW such as insults, threats, bullying or intimidation
- 6H[XDO KDUDVVPHQW DQG YLROHQFH such as unwanted sexual touching, comments, pictures, HPDLOV RU VH[XDO UHTXHVWV

+RZHYHU LW VKRXOG EH QRWHG WKDW LQ VRPH FRXQWULHV VRPH TXHVWLRQV ZHUH QRW tHOGHG RU ZHUH UHIRUPXODWHG JRU LQVWDQFH LQ &KLQD WKH TXHVWLRQV RQ H[SHULHQFH ZLWK physical violence and harassment were not asked and the TXHVWLRQ RQ SV\FKRORJLFDO YLROHQFH DQG KDUDVVPHQW ZDV VOLJKWO\ UHIRUPXODWHG 0RURFFR LQ ,UDT 6DXGL $UDELD DQG WKH 8QLWHG $UDE (PLUDWHV WKH TXHVWLRQV RQ VH[XDO YLROHQFH DQG KDUDVVPHQW ZHUH QRW DVNHG ZKLOH LQ 6OHULD &KLQD -RUGDQ Morocco and Pakistan, they were reformulated. In addition, QRQH RI WKH TXHVWLRQV UHODWHG WR ZKHWKHU RU LQGLYLGXDOV WDONHG about their experience with violence and harassment at work ZHUH DVNHG LQ &KLQD DQG DW OHDVW RQH RI WKHVH TXHVWLRQV ZDV UHPRYHG LQ 0\DQPDU 6DXGL $UDELD 7DMLNLVWDQ DQG WKH 8QLWHG $UDE (PLUDWHV 7KHVH H[FHSWLRQV VKRXOG EH NHSW LQ PLQG when considering the overall results of the survey.

The survey on violence and harassment at work employed D VHOI ODEHOOLQJ DSSURDFK PHDQLQJ WKDW WKH UHVSRQGHQWV were asked directly to assess whether they had experienced violence and harassment at work, and therefore an answer in WKH DvUPDWLYH PHDQV WKDW LW LV WKH UHVSRQGHQWV WKHPVHOYHV ZKR TXDOLI\ WKH H[SHULHQFHV DV FRQVWLWXWLQJ YLROHQFH and harassment.

7KH DGYDQWDJH RI WKLV DSSURDFK LV WKDW LW FDQ provide "synthetic information" about the issue asked, ZLWKRXW GHWDLOLQJ H[DFWO\ ZKDW FRQVWLWXWHV YLROHQFH RU VSHOOL behaviours that could constitute violence and harassment.

The disadvantage is that the approach is dependent on a respondent's interpretation as to what actions or behaviours fall under the broader concept, as well as being dependent on the respondent's willingness to acknowledge such incidents. 3UHYLRXV UHVHDUFK VXJJHVWV WKDW LV respondents to recognize their experiences as violence DQG KDUDVVPHQW DQG WKH GHtQLWLRQ RI WKHVH WHUPV FDQ GLIIHU VLJQLILFDQWO\ EHWZHHQ FRXQWULHV DQG FXOWXUHV ZKDW F and harassment in one country may be considered merely "bad" or "impolite" behaviour in others, as seen in the FRJQLWLYH WHVWLQJ FDUULHG RXW WR W See UN Women (2019). This subjectivity can only be controlled XVLQJ SUHFLVH DFW RU EHKDYLRXU EDVH QR URRP IRU LQWHUSUHWDWLRQ KRZHYHU LQFOXGH VXFK TXHVWLRQV LQ WKLV VXUYH limitations, but this will be implemented and considered in future LQQ work. These are important matters to consider when interpreting the results of this survey, as well as when comparing data across regions or demographic groups.

0RUHRYHU DV ZLWK DQ\ VHOI UHSRUWHG G sensitive or even taboo to discuss in many societies, the results DUH VXEMHFW WR FXOWXUDO LQuXHQFHV D varying levels of underreporting associated with discomfort or lack of familiarity with what constitutes unacceptable behaviour by employed people. The mode of interviewing – how an interview is conducted – can sometimes also have DQ HsHFW RQ KRZ LQGLYLGXDOV UHVSRQG In this regard, it is worth noting that the majority of these surveys were implemented using telephone interviewing in QLJKW RI &29,' UHVWULFWLRQV 7KHUHI in more than half of the countries were limited to men and ZRPHQ ZLWK DFFHVV WR ODQGOLQH DQG RU WKH *OOXS :RUOG 3OO KDV H[WHQVLYH H sensitive topics in ways that aim to minimize this type of HsHFW LW LV QRW SRVVLEOH WR HOLPLQD DQG DYRLGH

7KHVH SRSXODWLRQ EDVHG ZHLJKWV ZHUH FDOFXODWHG RQ D FRXQWU\ E\ FRXQWU\ EDVLV LQ WKH IRO ROGHU LQ DV UHSRUWHG E\ ,/267$7@ >:HLJKWHG VDPSOH VL]H RI DOO UHVSRQGHQWV ZKR VDLG WK

7KH TXHVWLRQ ZDV UHIRUPXODWHG DV IROORZV +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG DQ\ W\S HYHU EHHQ H[SRVHG WR XQZDQWHG YXOJDU FRPPHQWV SLFWXUHV HPDLOV RU UHTXHVWV ZKLOH DW Z

Copyright © 2022 International Labour Organization. All rights reserved.

1

What is the state of violence and KDUDVVPHQW DW ZRUN"

'DWD RQ YLROHQFH DQG KDUDVVPHQW LQ WKH ZRUOG RI ZRUN DUH IUDJPHQWDU\ VSRUDGLF DQG VFDUFH 0RUHRYHU FRPSDUDELOLW\ RI VXFK GDWD DFURVV FRXQWULHV DQG DFURVV WLPH LV SUREOHPDWLF EHFDXVH GLIIHUHQW PHWKRGV DUH XVHG 7KLV FKDSWHU SUHVHQWV QHZ JOREDO DQG UHJLRQDO HVWLPDWHV RI WKH SUHYDOHQFH RI YLROHQFH DQG KDUDVVPHQW LQ WKH ZRUOG RI ZRUN

1.1. Violence and harassment at work: An overview

*OREDOO\ PRUH WKDQ RQH LQ ¼YH SHUVRQV LQ H violence and harassment at work during their working life

,Q DFURVV WKH ZRUOG SHU FHQW RI DOO SHRSOH LQ HPSOR\PHQW KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN GXULQJ WKHLU ZRUNLQJ OLIH tJXUH SHU FHQW RI WKH ZRUOG¶V HPSOR\HG SRSXODWLRQ LQ WKH SDVW tYH \HDUV WKH ODVW RFFXUUHQFH ZDV LQ WKH tYH \HDUV SULRU WR FRPSOHWLQJ the survey.

7KLV LV HTXLYDOHQW WR SHU FHQW RI DOO PHQ DQG SHU FHQW RI DOO ZRPHQ LQ HPSOR\PHQW *OREDOO\ ZRPHQ DUH PRUH WKDQ WZLFH DV OLNHO\ WR KDYH H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN GXULQJ WKHLU ZRUNLQJ OLIH E\ SHU FHQW RI ZRPHQ FRPSDUHG WR SHU FHQW RI PHQ

7KH $PHULFDV UHJLVWHUHG WKH KLJKHVW SUHYDOHQFH DW SHU FHQW IROORZHG E\ $IULFD &HQWUDO $VLD SHU FHQW $VLD DQG WKH $UDE 6WDWHV SHU FHQW DQG (XURSH DQG &HQWUDO $VLD SHU FHQW 7KH $UDE 6WDWHV DQG WKH $PHULFDV ZHUH WKH RQO\ UHJLRQV ZKHUH ZRPHQ ZHUH PRUH OLNHO\ WKDQ PHQ WR KDYH H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH E\ SHU FHQWDJH SRLQWV DQG WKH $UDE SRLQWV &RQYHUVHO\ LQ $VLD DQG WKH (XURSHDQ 8QLRQ PHQ ZHUH PRUH OLNHO\ WKDQ ZRPHQ WR KDYH VXFK DQ H[SHULHQFH ERWK LQ WKHLU ZRUNLQJ OLIH DQG ZLWKLQ WKH SDVW tYH \HDUV E\ percentage points and 2.2 percentage points, respectively).

,Q DFURVV WKH ZRUOG SHU FHQW RI DOO PDOH HPSOR\HHV KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN GXULQJ WKHLU ZRUNLQJ OLIH tJXUH SHU FHQW RI WKH ZRUOG¶V HPSOR\HG PDOH SRSXODWLRQ LQ WKH SDVW tYH \HDUV :KHQ ORRNLQJ DW JHQGHU countries, women were more likely to experience violence and harassment in their working life (by SHUFHQWDJH SRLQWV RQ DYHUDJH WKDQ PHQ WR H[SHULHQFH YLROHQFH DQG KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH E\ SHU FHQW (XURSH DQG &HQWUDO $VLD SHU FHQW $VLD DQG WKH $UDE 6WDWHV SHU FHQW DQG WKH $PHULFDV SHU FHQW 7KH $UDE 6WDWHV DQG WKH $PHULFDV ZHUH WKH RQO\ UHJLRQV ZKHUH PHQ ZHUH PRUH OLNHO\ WKDQ ZRPHQ WR KDYH H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH E\ SHUFHQWDJH SRLQWV RQ DYHUDJH

,Q WKH KLJKHVW SUHYDOHQFH DQG ORZHVW SUHYDOHQFH countries the lowest prevalence, both over the entirety of WKHLU ZRUNLQJ OLIH DQG LQ WKH SDVW tYH \HDUV :KHQ ORRNLQJ DW JHQGHU GLsHUHQFHV LQ WKH $PHULFDV ZRPHQ DUH PRUH OLNHO\ WKDQ PHQ WR H[SHULHQFH YLROHQFH DQG KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH E\ SHUFHQWDJH SRLQWV RQ DYHUDJH DQG LQ WKH SDVW tYH \HDUV E\ SHUFHQWDJH SRLQWV RQ DYHUDJH 7KH $UDE 6WDWHV DQG (XURSH DQG &HQWUDO $VLD DUH WKH RQO\ UHJLRQV ZKHUH PHQ DUH PRUH OLNHO\ WKDQ ZRPHQ WR KDYH H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH E\ SHUFHQWDJH SRLQWV RQ DYHUDJH DQG LQ WKH SDVW tYH \HDUV E\ SHUFHQWDJH SRLQWV UHVSHFWLYHO\

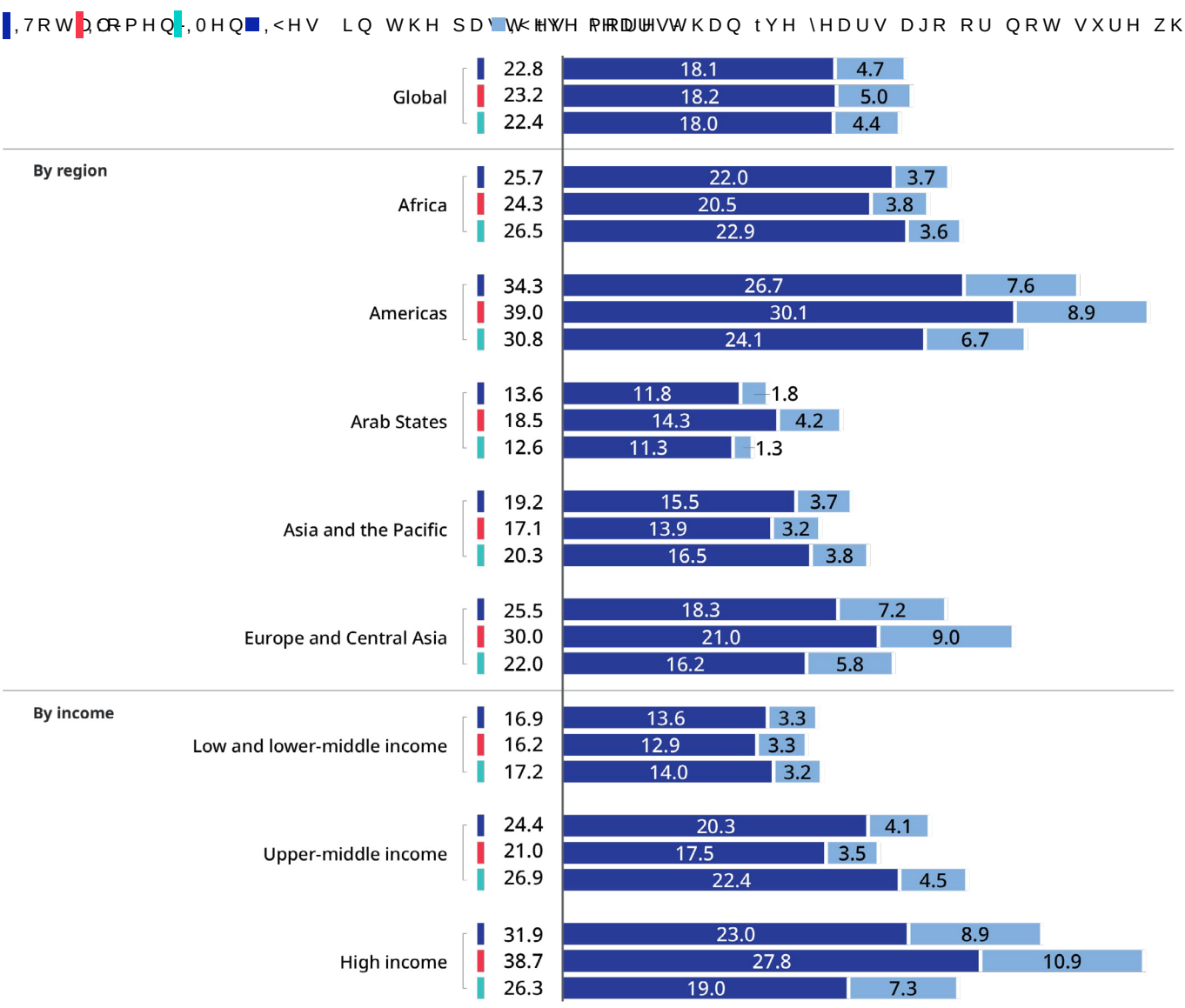
$OO FURVV FRXQWU\ SHUFHQWDJH HVWLPDWHV DUH FDOFXODWHG XVLQJ SRSXODWLRQ VFDOHG ZHLJKWV DV as to the number of persons in employment affected by violence and harassment at work are based off the total number of employed individuals globally in DV UHSRUWHG LQ WKH ,/2 V ,/267$7 GDWDEDVH

,Q VRPH FRXQWULHV VRPH TXHVWLRQV ZHUH FRPSOHWHO\ H[FOXGHG RU KDG WR EH VOLJKWO\ UHZR H[SHULHQFHV ZLWK SK\VLFDO YLROHQFH DQG KDUDVVPHQW ZHUH QRW DVNHG DQG LQ ,UDT 6DXGL $UD DQG KDUDVVPHQW ZHUH QRW DVNHG $GGLWLRQDOO\ LQ $OJHULD &KLQD -RUGDQ 0RURFFR DQG 3D reformulated to refer to “unwanted intimate physical contact”.

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG YLROHQF
ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS DQG E\ VH[

Survey question: +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG >SK\VLFDO SV\FKRORJLFDO
VXFK DV >KLWWLQJ UHVWUDLQLQJ RU VSLWWLQJ LQVXOWV WKUHDWV EXOO\LQJ
HPDLOV RU VH[XDO UHTXHVWV ZKLOH DW ZRUN@"



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU *OREDO UHJLRQDO DQG LQFRPH JURXS
RI LQGLYLGXDOV DJHG IRU HDFK FRXQWU\ 3HUFHQWDJH RI HPSOR\HG SRSXODWLRQ DQG QXPEH
SHU FHQW FRXQWULHV $PHULFDV bSHUbFHQW FRXQWULHV $UDE 6WDWHV SHU
FRXQWULHV (XURSH DQG &HQWUDO $VLD SHU FHQW FRXQWULHV ORZ DQG ORZHU PLGGOH
LQFRPH FRXQWULHV SHU FHQW bFRXQWULHV KLJK LQFRPH FRXQWULHV SHU FHQW FR

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

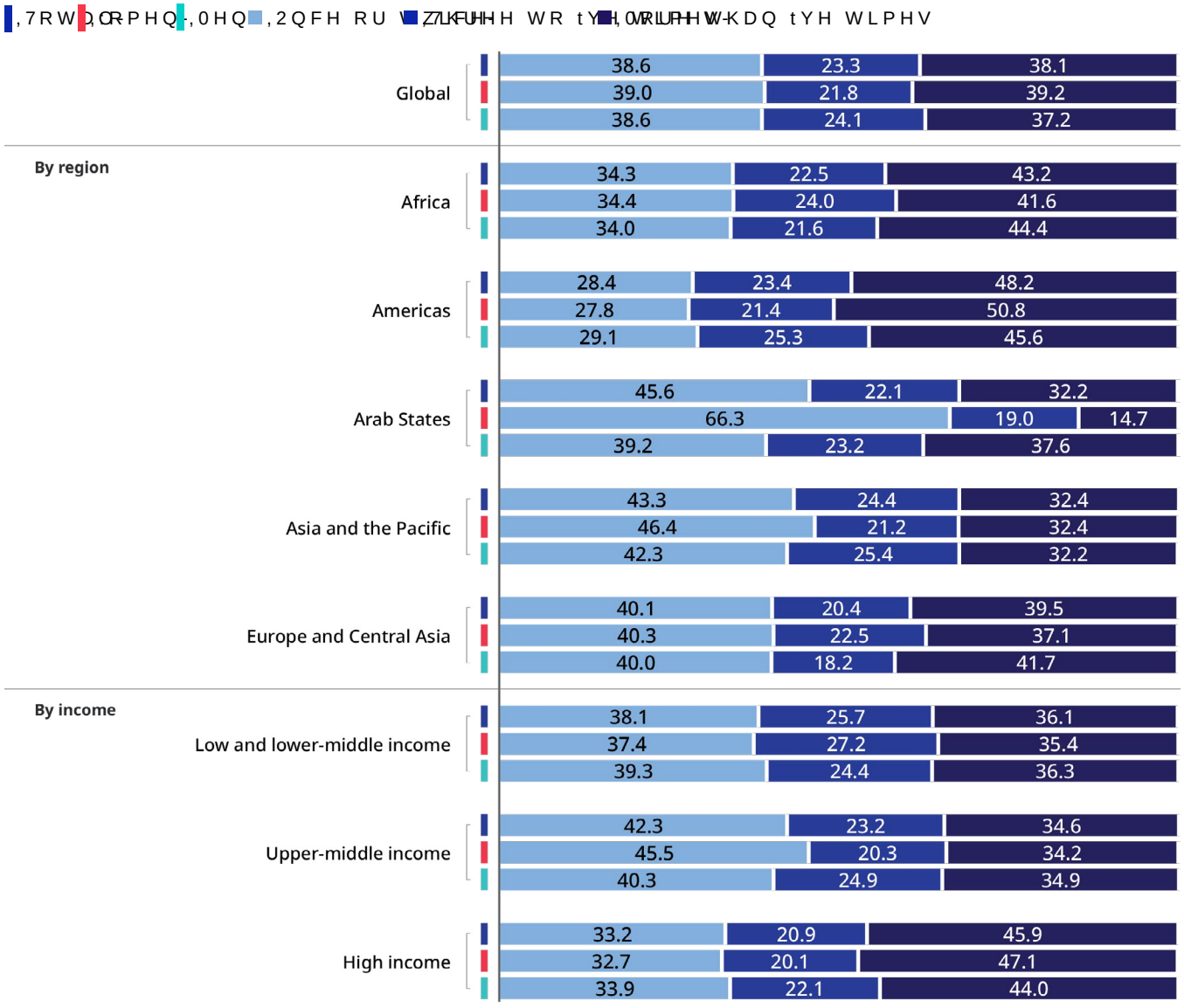
0RUH WKDQ WKUHH LQ ¼YH YLFWLPV KDYH H[SHULH ZRUN PXOWLSOH WLPHV

6XUYH\ UHVSRQGHQWV ZHUH DVNHG KRZ PDQ\ WLPHV WKH\ KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN experienced any form of violence and harassment – once or WZLFH WKUHH WR tYH WLPHV RU PRUH WKDQ tYH WLPHV ,W ZDV DOVR DVNHG KRZ PDQ\ WLPHV WKH\ KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW DW ZRUN violence and harassment more than three times during their ZRUNLQJ OLYHV tJXUH

DQG &HQWUDO $VLD DW SHU FHQW 2YHUDOO ZRPHQ YLFWLPV FRPSDUHG WR SHU FHQW RI PHQ KDG H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW more than three times in their working life.

▶)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV H[SHULHQFHG YLROHQFH DQG KDUDVVPHQW LQFRPH JURXS DQG E\ VH[

Survey question: +RZ PDQ\ WLPHV KDYH \RX H[SHULHQFHG >SK\VLFDO SV\FKRORJLFDO VH 2QFH RU WZLFH WKUHH WR tYH WLPHV RU PRUH WKDQ tYH WLPHV"



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU ZKR VDLG WKH\ KDYH H[SHULHQFHG DQ\ I were not sure how many times they experienced violence and harassment at work are excluded from these calculations. For global, regional and income JURXS FRYHUDJH VHH tJXUH

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

▶ 1.2. Physical violence and harassment at work

1HDUO\ RQH LQ WHQ SHUVRQV LQ HPSOR\PHQW KDV and harassment at work in their working life

Respondents were asked about their experience with physical violence and harassment at work, such as hitting, restraining RU VSLWWLQJ DV ZHOO DV WKH IUHTXHQF\ KRZ UHFHQWO\ WKH\ KDG RFFXUUHG :RUOGZLGH DERXW RQH LQ WHQ SHUVRQV LQ HPSOR\PHQW KDV H[SHULHQFHG SK\VLFDO YLROHQFH DQG KDUDVVPHQW DW ZRUN 7KH YDVW PDMRULW\ RI WKHVH LQFLGHQWV RFFXUUHG ZLWKLQ WKH SUHYLRXV tYH \HDUV recently exposed to this type of unacceptable behaviour. 'LVDJJUHJDWLRQ E\ VH[VKRZV WKDW SK\VLFDO YLROHQFH DQG harassment at work is more commonly faced by men than by ZRPHQ SHU FHQW DQG SHU FHQW)URP D UHJLRQDO SHUVSHFWLYH $IULFD DQG SUHYDOHQFH DW SHU FHQW IROORZHG E\ WKH $PHULFDV DW SHU FHQW $VLD DQG WKH 3DFLILF $UDE 6WDWHV DQG SHU FHQW DQG (XURSH DQG &HQWUDO $VLD DW SHU FHQW

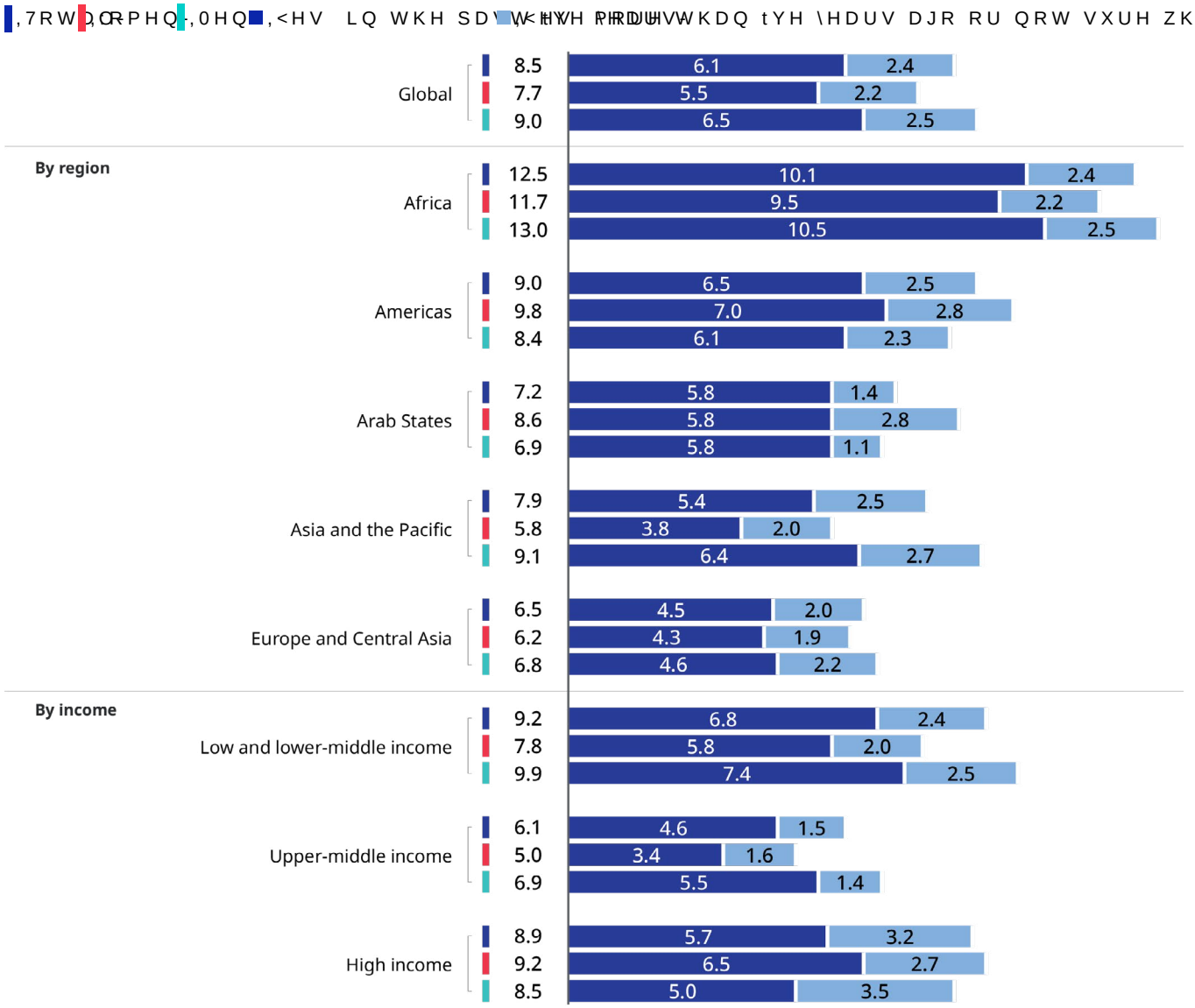
7R SXW WKLV LQ SHUVSHFWLYH SHUVRQV two times as likely to report experiencing physical violence RU KDUDVVPHQW DW ZRUN RYHU WKH SUHYLRXV tYH \HDUV WKDQ PHQ :KHQ FRQVLGHULQJ GLsHUHQFHV E\ VH[UHVSHFWLYHO\ 6LPLODU SDWWHUQV DUH REVHUYHG DFURVV DOO UHJLRQV H[FHSW LQ $VLD DQG WKH 3DFLILF ZKHUH PHQ DUH PRUH OLNHO\ WKDQ ZRPHQ WR KDYH H[SHULHQFHG SK\VLFDO YLROHQFH DQG KDUDVVPHQW DW ZRUN RYHUDOO WKH SUHYDOHQFH UDWHV DUH KLJKHVW LQ WKH $PHULFDV H[SHULHQFHG E\ RQH LQ WZHQW\ ZRUNHUV RYHU WKH SUHYLRXV tYH \HDUV)RU LQVWDQFH LQ $VLD DQG WKH 3DFLILF DQG $UDE 6WDWHV DQG (XURSH DQG &HQWUDO $VLD DW SHU FHQW DQG SHU FHQW UHVSHFWLYHO\ EHKDYLRXUV RYHU WKH FRXUVH RI WKHLU Z)LJXUH 3HUFHQWDJH RI SHRSOH ZKR UHSRUWHG H[SHULHQFLQJ SK\VLFDO YLROHQFH DQG RU KDUDVVPHQW DW ZRUN LQ WKH SUHYLRXV \HDUV E\ VH[DQG UHJLRQ DOWKRXJK WR D OHVVHU H[WHQW and harassment were more common among women than men.

3OHDVH QRWH WKDW WKH TXHVWLRQV DERXW SK\VLFDO YLROHQFH DQG KDUDVVPHQW ZHUH QRW DVNHG

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SK\VLFDO ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS DQ

Survey question: +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG SK\VLFDO YLROHQFH DQG UHVWUDLQLQJ RU VSLWWLQJ"



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU *OREDO DQG UHJLRQDO HVWLPDWHV DUH DJHG IRU HDFK FRXQWU\ 3HUFHQWDJH RI HPSOR\HG SRSXODWLRQ DQG QXPEHU RI FRXQWULHV FRXQWULHV $PHULFDV bSHUbFHQW bFRXQWULHV $UDE 6WDWHV SHU FHQW FRXQWU &HQWUDO $VLD SHU FHQW bFRXQWULHV ORZ DQG ORZHU PLGGOH LQFRPH FRXQWULHV S FHQW FRXQWULHV KLJK LQFRPH FRXQWULHV SHU FHQW FRXQWULHV 3K\VLFDO YLROHQF

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

*OREDOO\ PHQ ZHUH PRUH OLNHO\ WKDQ ZRPHQ W LQFLGHQWV RI SK\VLFDO YLROHQFH DQG KDUDVVPH

Physical violence and harassment was a recurrent event for WKH PDMRULW\ RI WKRVH ZKR KDYH H[SHULHQFHG LW SHU FHQW RI YLFWLPV ZRUOGZLGH VD\LQJ WKH\ KDG IDFHG LW WKUHH RU PRUH WLPHV LQ WKHLU ZRUNLQJ OLIH 6K\VLFDO YLROHQFH DQG KDUDVVPHQW LQ were more likely to say that they had faced physical violence DQG KDUDVVPHQW PXOWLSOH WLPHV ZRPHQ YLFWLPV SHU FHQW

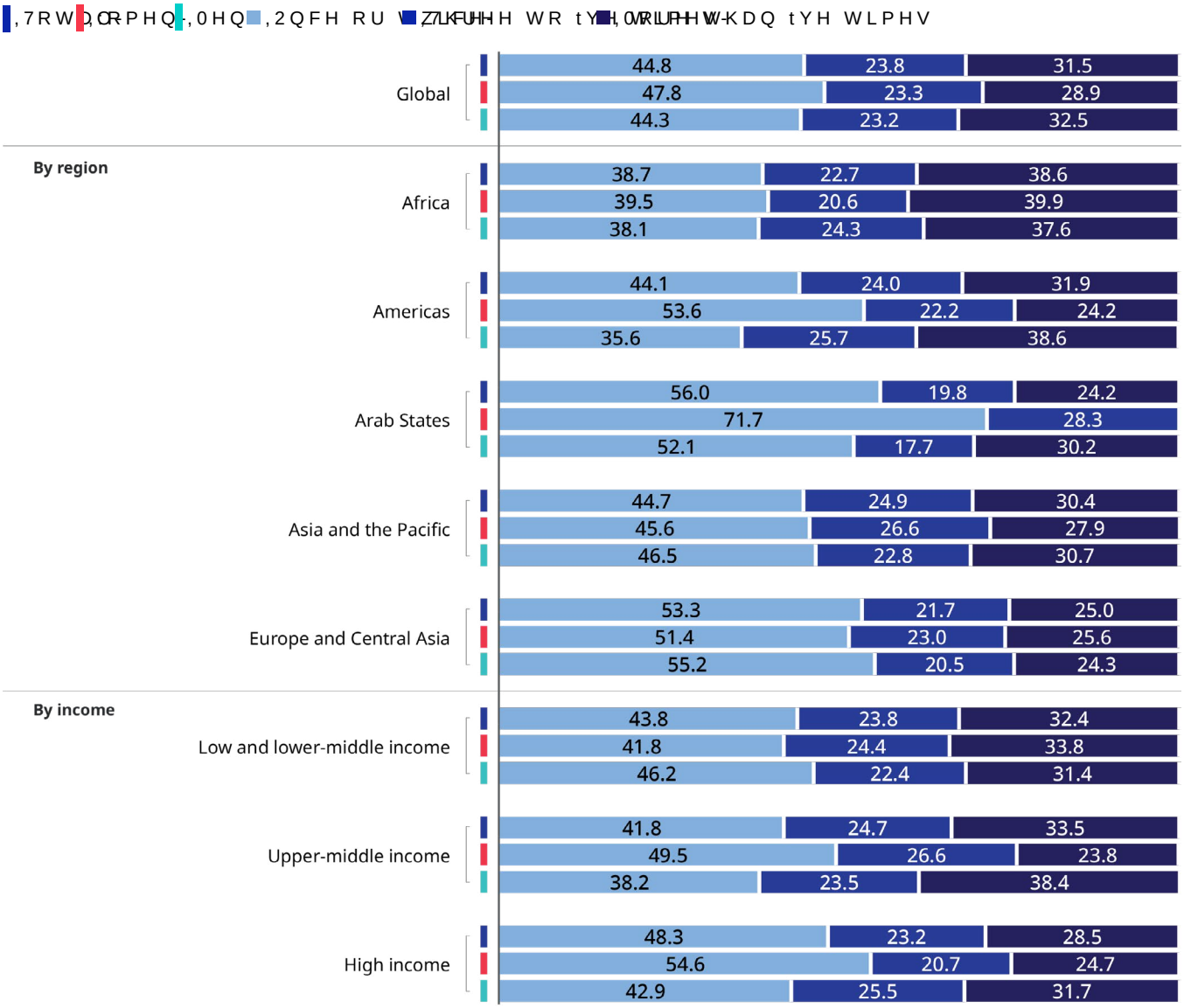
'LVDJJUHJDWLRQ E\ VH[VKRZV WKDW LQ victims to have experienced three or more episodes of VLPLODU SLFWXUH ZDV REVHUYHG LQ $VLD &HQWUDO $VLD ZRPHQ YLFWLPV ZHUH VO PHQ YLFWLPV WR KDYH KDG tYH RU PRUH DQG SHUFHQWDJH SRLQWV UHVSHFW

)URP D UHJLRQDO SHUVSHFWLYH $IULFD GLVSOD\HG WKH KLJKHVW IUHTXHQF\ ZLWK SHU FHQW RI YLFWLPV H[SHULHQFLQJ SK\VLFDO violence and harassment at work more than three times in WKHLU ZRUNLQJ OLIH IROORZHG E\ WKH $PHULFDV SHU FHQW $VLD DQG WKH 3DFLtF SHU FHQW (XURSH DQG &HQWUDO $VLD SHU FHQW DQG WKH $UDE 6WDWHV SHU FHQW

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV RI SK\VLFDO YLROHQFH DQG KDUDVVP EHKDYLRXUV E\ UHJLRQ E\ LQFRPH JURXS DQG E\ VH[

Survey question: +RZ PDQ\ WLPHV KDYH \RX H[SHULHQFHG >SK\VLFDO YLROHQFH DQG RU WR tYH WLPHV RU PRUH WKDQ tYH WLPHV"



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU ZKR VDLG WKH\ KDYH H[SHULHQFHG DQ\ IRUP they have experienced physical violence and harassment but were not sure how many times they experienced it are excluded from these calculations.
)RU JOREDO UHJLRQDO DQG LQFRPH JURXS FRYHUDJH VHH tJXUH

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

► 1.3. Psychological violence and harassment at work

1HDUO\ RQH LQ ¼YH SHRSOH LQ HPSOR\PHQW KDV violence and harassment at work in their working life

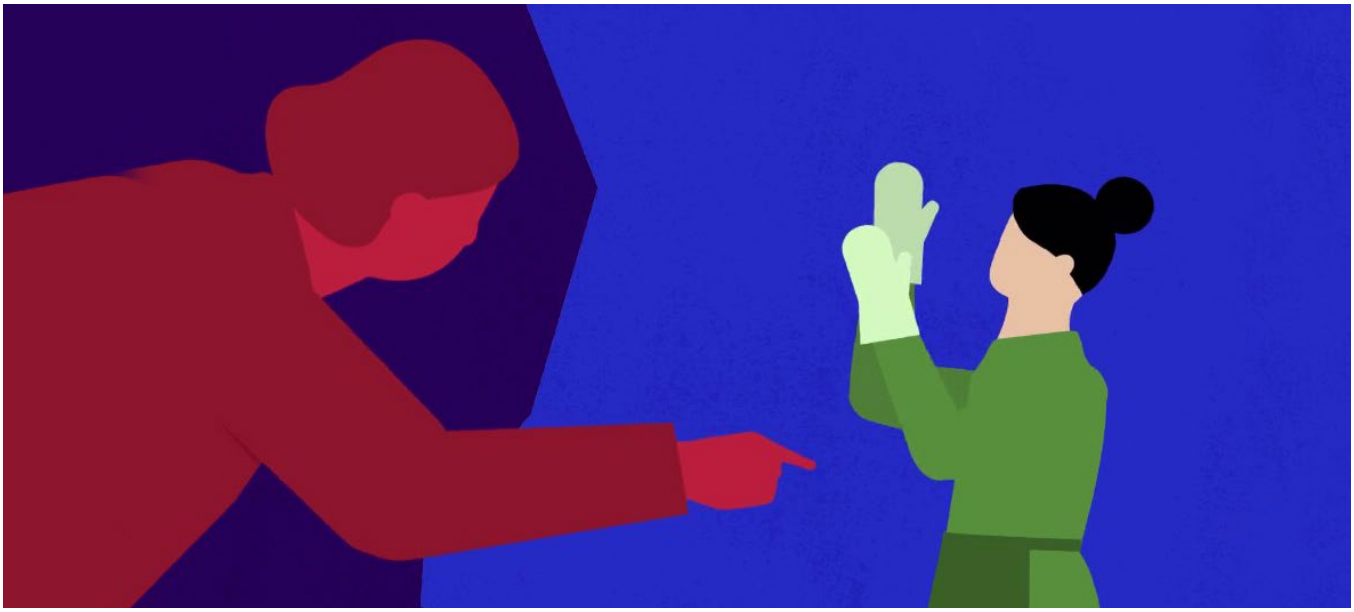
The survey also asked respondents about their experience with psychological violence and harassment at work, such as insults, threats, bullying or intimidation, as well as its IUHTXHQF\ DQG WKH ODVW* WR REWDLQ D UHOLDEOH HVWLPDWH RI WKH SUHYDOHQFH RI SHUVRQV RU DSSUR[LPDWHO\ employment have experienced such unacceptable behaviour LQ WKHLU ZRUNLQJ OLIH tJXUH)RU DOO RVW SHUVRQV RI YLFWLPV RU DSSUR[LPDWHO\ PLOOLRQ SHRSOH LQ HPSOR\PHQW regardless of sex, the last occurrence happened within the SDVW tYH \HDUV 2YHUDOO ZRPHQ UHJLVWHUHG KLJKHU SUHYDOHQFH WKDQ PHQ ERWK LQ WKHLU ZRUNLQJ OLIH DQG LQ WKH SDVW tYH \HDUV DOWKRXJK ZLWK PRGHVW GLsHUHQFHV E\ SHUFHQWDJH SRLQWV DQG SHUFHQWDJH SRLQWV UHVSHFWLYHO\

$W WKH UHJLRQDO OHYHO WKH $PHULFDV GLVSOD\HG WKH KLJKHVW prevalence of psychological violence and harassment in ZRUNLQJ OLIH SHU FHQW IROORZHG E\ $IULFD ZKLOH WKH $UDE 6WDWHV UHSRUWHG bSHU FHQW +RZHYHU SHU FHQW RI YLFWLPV LQ WKH $UDE 6WDWHV GHFODUHG WKDW WKHLU ODVW H[SHULHQFH RI SV\FKRORJLFDO YLROHQFH DQG KDUDVVPHQW KDSSHQHG ZLWKLQ WKH ODVW tYH \HDUV IROORZHG E\ SHU FHQW LQ $IULFD DQG SHU FHQW LQ $VLD DQG WKH 3DFLtF

,Q (XURSH DQG &HQWUDO $VLD SV\FKRORJLFDO YLROHQFH DQG KDUDVVPHQW KDV EHHQ D UHDOLW\ LQ ZRUNLQJ OLIH IRU SHU FHQW RI ZRPHQ FRPSDUHG WR SHU FHQW RI PHQ ;RPHQ ZHUH PRUH OLNHO\ WKDQ PHQ WR H[SHULHQFH LW LQ WKH $UDE 6WDWHV SHU FHQW YHUVXV SHU FHQW DQG WKH $PHULFDV SHU FHQW YHUVXV SHU FHQW

&RQYHUVHO\ LQ $IULFD PHQ UHSRUWHG psychological violence and harassment compared to women SHU FHQW YHUVXV SHU FHQW DQG 3DFLtF SHU FHQW YHUVXV PLOOLRQ SHRSOH LQ (PSOR\HG LQGLYLGXDOV LQ KLJK LQFRPH FR likely to say they have experienced psychological violence DQG KDUDVVPHQW ERWK WKURXJKRXW WKHL PHQW DQG LQ WKH SDVW tYH \HDUV SH

Women's and men's experiences with this form of violence and harassment vary according to country income group. While women in both high income countries and low and ORZHU PLGGOH LQFRPH FRXQWULHV UHSRU WKHLU ZRUNLQJ OLIH WKDQ PHQ E\ SHU SHUFHQWDJH SRLQW WKH GLIIHUHQFH LV VPDOOHU LQ KLJK LQFRPH FRXQWULHV WKDQ LQ ORZHU PLGGOH LQFRPH FRXQWULHV countries registered higher prevalence in their working life FRPSDUHG WR ZRPHQ E\ SHUFHQWDJH S WKH ORZHVW SUHYDOHQFH The prevalence of psychological violence and harassment in WKH $PHULFDV LV HVWLPDWHG WKH SUHY R RI ZRUNLQJ OLIH DOWKRXJK WKH JHQGHU ZLWKLQ WKH $PHULFDV LV VPDOOHU WKDQ LQ $VLD to have experienced psychological violence and harassment LQ KLJK LQFRPH FRXQWULHV DQG ORZ DQG FRXQWULHV E\ DQG SHUFHQWDJH S ZKLOH LQ XSSHU PLGGOH LQFRPH FRXQWU JHQGHU SHUFHQWDJH SRLQWV



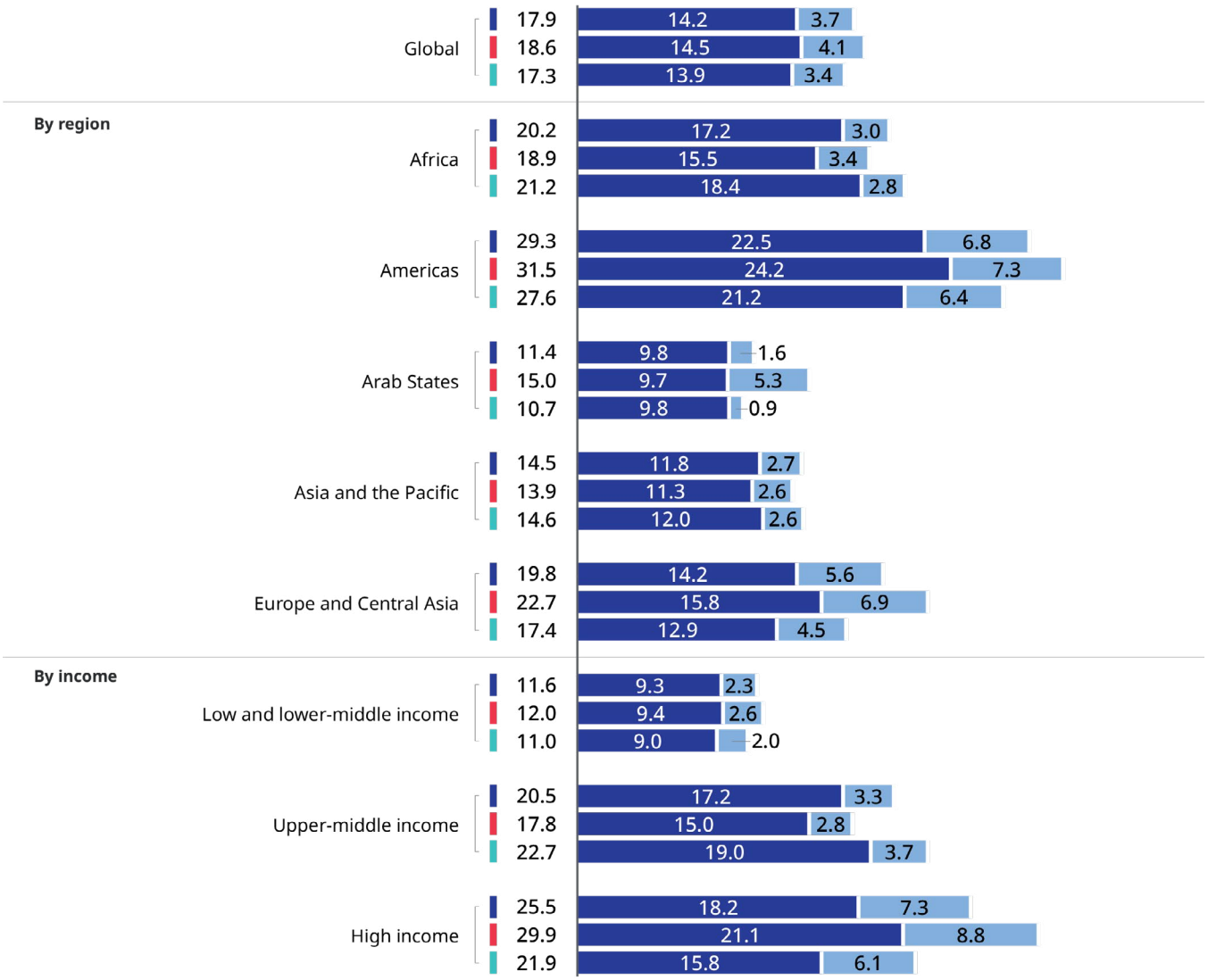
,Q &KLQD WKH TXHVWLRQ ZRUGLQJ UHDG DV IROORZV +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG VRPHWKLQJ WR \RX WKDW ZDV KXUWIXO RU WKUHDWHQLQJ"

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SV\FKRORJLFDO YLROHQFH DW ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS

Survey question: +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG SV\FKRORJLFDO YLROHQFH EXOO\LQJ RU LQWLPLGDWLRQ DW ZRUN"

,7RWDO ,0HQ ,:RPHQ ,<HV LQ WKH SDVW \HDU ,<HV PRUH WKDQ RQFH EXW QRW LQ WKH SDVW \HDU



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU *OREDO UHJLRQDO DQG LQFRPH JURXS RI LQGLYLGXDOV DJHG IRU HDFK FRXQWU\ 3HUFHQWDJH RI HPSOR\HG SRSXODWLRQ DQG QXPEHU SHU FHQW FRXQWULHV $PHULFDV bSHU FHQW FRXQWULHV $UDE 6WDWHV SHU FRXQWULHV (XURSH DQG &HQWUDO $VLD SHU FHQW FRXQWULHV ORZ DQG ORZHU PLGGOH LQFRPH FRXQWULHV SHU FHQW FRXQWULHV KLJK LQFRPH FRXQWULHV SHU FHQW FR

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

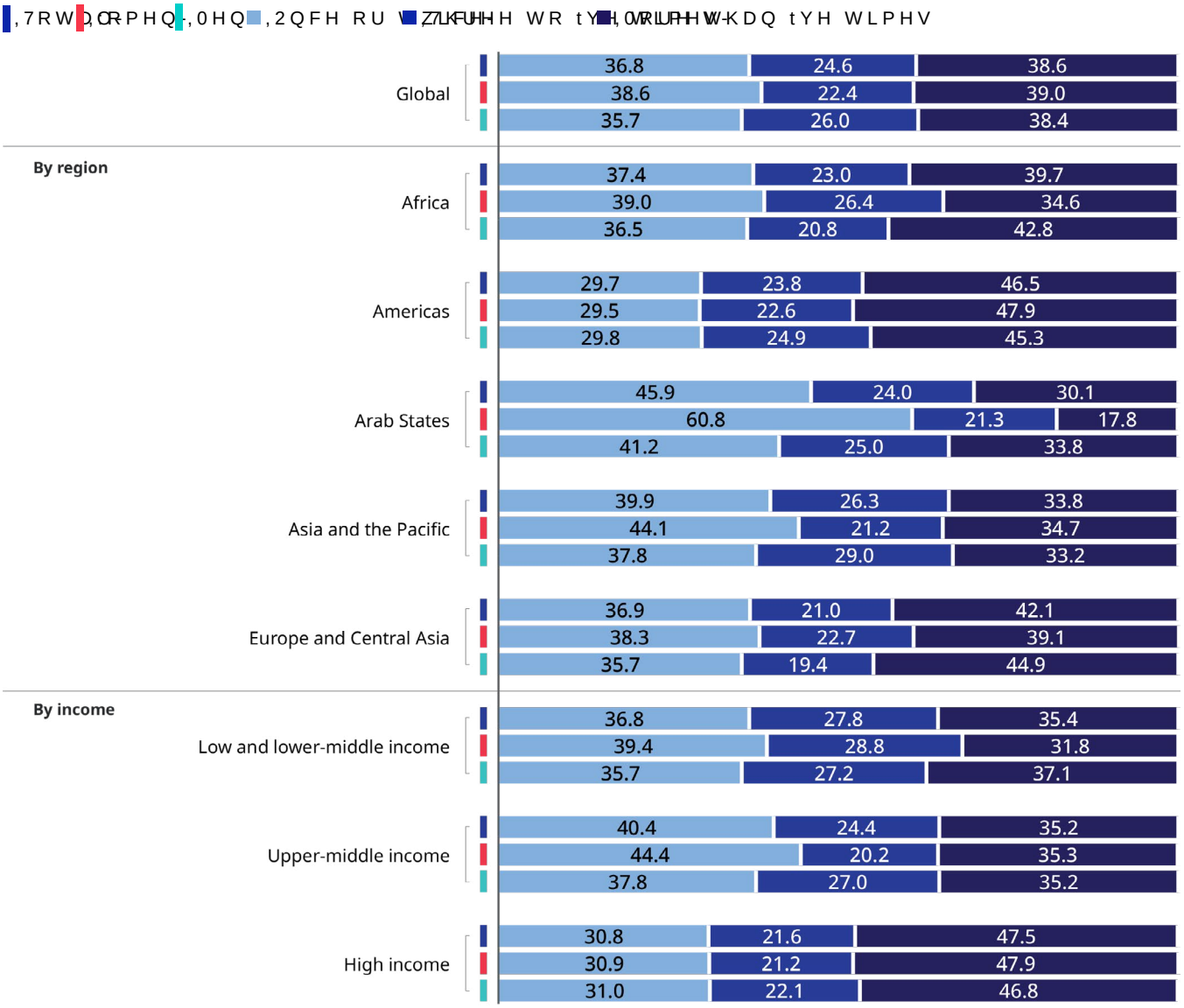
0RUH WKDQ WKUHH LQ ¼YH YLFWLPV KDYH H[SHULH KDUDVVPHQW PXOWLSOH WLPHV

*ORREDOO\ PRUH WKDQ WKUHH LQ tYH SHRSOH ZKR have experienced psychological violence and harassment at work indicated that this had happened to them three or PRUH WLPHV SHU FHQW ZLWK PHQ DQG ZRPHQ WR KDYH IDFHG UHFXUUHQW HSLVRGHV RI DOPRVW WZR LQ tYH YLFWLPV SHU FHQW RI PHQ DQG SHU FHQW RI ZRPHQ UHSRUWHG PRUH WKDQ tYH WLPHV RYHU WKH FRXUVH RI WKHLU FDUHHUV

These results were relatively consistent across regions and income groups, with the exception that almost half of victims LQ WKH $PHULFDV VDLQJ LW KDG KDSSH psychological violence and harassment was higher for men WKDQ ZRPHQ LQ DOPRVW DOO UHJLRQV H[FHSW LQ $VLD DQG WKH 3

▶)LJXUH)UHTXHQF\ ZLWK ZKLFK YLFWLPV RI SV\FKRORJLFDO YLROHQFH DQG KD VXFK EHKDYLRXUV E\ UHJLRQ E\ LQFRPH JURXS DQG E\ VH[

Survey question: +RZ PDQ\ WLPHV KDYH \RX H[SHULHQFHG >SV\FKRORJLFDO YLROHQFH DQ WKUHH WR tYH WLPHV RU PRUH WKDQ tYH WLPHV"



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU ZKR VDLG WKH\ KDYH H[SHULHQFHG DQ\ I said they have experienced psychological violence and harassment but were not sure how many times they experienced it are excluded from these FDOFXODWLRQV)RU JOREDO UHJLRQDO DQG LQFRPH JURXS FRYHUDJH VHH tJXUH

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

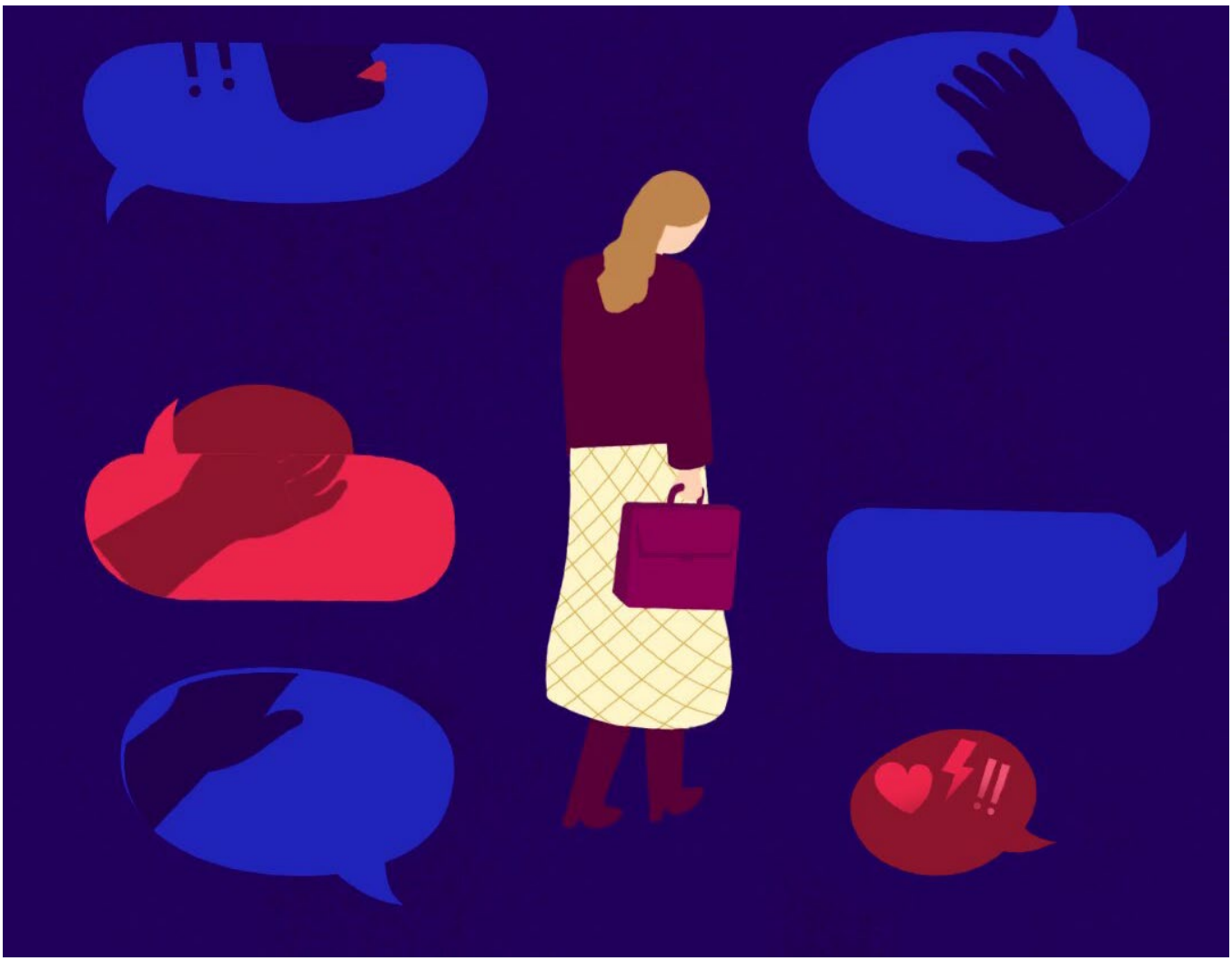
Copyright © 2022 International Labour Organization. All rights reserved.

6H[XDO YLROHQFH DQG KDUDVVPHQW

2QH LQ SHRSOH LQ HPSOR\PHQW KDV H[SHULHQF
harassment at work in their working life

In addition to physical and psychological violence and harassment, respondents were asked about their experiences with sexual violence and harassment at work, such as unwanted sexual touching, comments, pictures, HPDLOV RU VH[XDO UHTXHVWV

*OREDOO\ SHU FHQW RU DSSUR[LPDWH in employment had experienced sexual violence and KDUDVVPHQW LQ WKHLU ZRUNLQJ OLIH VH PRUH WKDQ WZR WKLUGV SHU FHQW I ZLWKLQ WKH ODVW tYH \HDUV PHDQLQJ DSSUR[LPDWHO\ PLOOLRQ SHRSOH LQ H were recently exposed to this scourge.



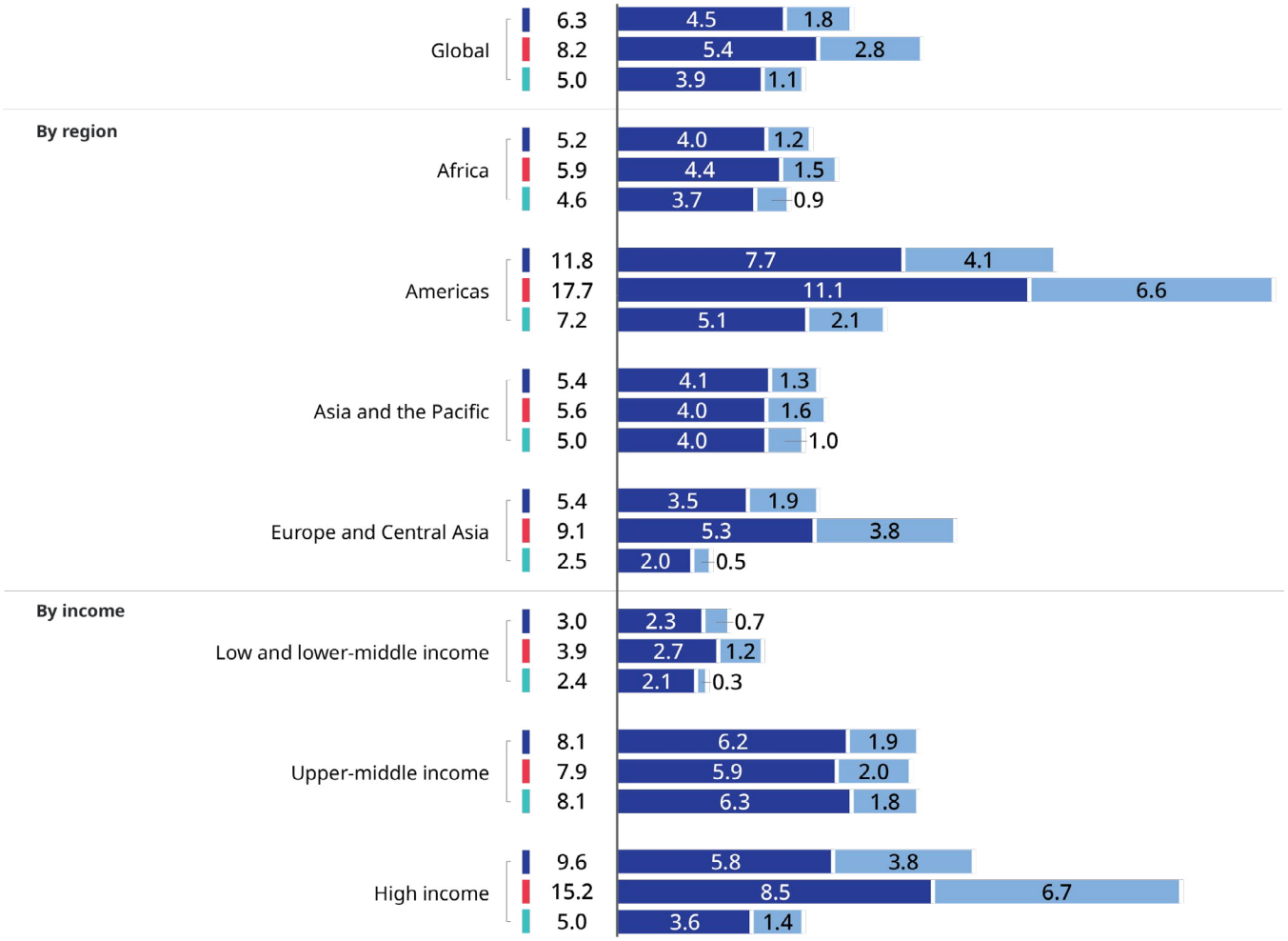
,Q $OJHULD &KLQD 3DNLVWDQ -RUGDQ DQG 0RURFFR WKLV TXHVWLRQ ZDV DVNHG LQ D VOLJKWO\ GLIIHUHQ HYHU H[SHULHQFHG DQ\ W\SH RI XQZDQWHG LQWLPDWH SK\VLFDO FRQWDFW DW ZRUN DQG RU KDYH \RX HYH RU UHTXHVWV ZKLOH DW ZRUN FUHDWLQJ D KRVWLOH ZRUNLQJ HQYLURQPHQW" ,Q ,UDT 6DXGL $UDEL VH[XDO YLROHQFH DQG KDUDVVPHQW ZHUH QRW DVNHG 7KHUHIRUH WKH UHJLRQDO UHVXOWV IRU +RZHYHU IRU WKRVH $UDE 6WDWHV FRXQWULHV ZKHUH WKHUH DUH GDWD DYDLODEOH IRU WKLV TXHVWLRQ income group results.

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG VH[XDO Y ZRUN DQG ODVW WLPH H[SHULHQFHG E\ UHJLRQ E\ LQFRPH JURXS DQ

Survey question: +DYH \RX SHUVRQDOO\ HYHU H[SHULHQFHG DQ\ W\SH RI VH[XDO YLRO XQZDQWHG VH[XDO WRXFKLQJ FRPPHQWV SLFWXUHV HPDLOV RU VH[XDO UHTXHVW

,7RWDO ,0HQ ,<HV LQ WKH SDVW \HDU ,KDYH QHYHU H[SHULHQFHG WKDW tYH \HDUV DJR RU QRW VXUH ZKHQ



Note: $PRQJ DOO HPSOR\HG SHUVRQV \HDUV DQG ROGHU *OREDO UHJLRQDO DQG LQFRPH JURXS RI LQGLYLGXDOV DJHG IRU HDFK FRXQWU\ 3HUFHQWDJH RI HPSOR\HG SRSXODWLRQ DQG QXPEHU SHU FHQW FRXQWULHV $PHULFDV SHU FHQW FRXQWULHV $VLD DQG WKH 3DFLtF SH FRXQWULHV ORZ DQG ORZHU PLGGOH LQFRPH FRXQWULHV SHU FHQW FRXQWULHV XSS LQFRPH FRXQWULHV SHU FHQW FRXQWULHV

Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

Copyright © 2022 International Labour Organization. All rights reserved.

▶)LJXUH 6KDUH RI SHUVRQV LQ HPSOR\PHQW ZKR KDYH H[SHULHQFHG SK\VLFDO YLROHQFH DQG KDUDVVPHQW DW ZRUN DQG ODVW WLPH H[SHULHQFHG

Survey question: $SSUR[LPDWHO\ ZKHQ ZDV WKH ODVW WLPH WKLV KDSSHQHG WR \RX ZDV L RU PRUH WKDQ tYH \HDUV DJR"

,7RWDO ,QPHQ ,0HQ ,<HV LQ WKH SDVW tYH \HDUV RU OHVV WKDQ tYH \HDUV DJR RU QRW VXUH ZKHQ

Note: *OREDO HVWLPDWHV DUH ZHLJKWHG E\ WKH RYHUDOO HPSOR\HG SRSXODWLRQ RI LQGLYLGXDOV
Source: /OR\G V 5HJLVWHU)RXQGDWLRQ :RUOG 5LVN 3ROO >'DWD VHW@

2YHUDOO SHU FHQW RI ZRPHQ LQ WKH ODVW WHQ \HDUV experienced sexual violence and harassment over the course RI WKHLU ZRUNLQJ OLIH FRPSDUHG WR and harassment at work among the three forms of violence DQG KDUDVVPHQW VHH tJXUH

7KH $PHULFDV UHJLVWHUHG WKH KLJKHVW violence and harassment over the course of working life at SHU FHQW FRPSDUHG WR VOLJKWO\ PRUH WKDQ SHU FHQW RQ DYHUDJH LQ DOO RWKHU UHJLRQV tJXUH ,Q RWKHU ZRUGV SHRSOH LQ WKH $PHULFDV ZHUH ZLFH experienced sexual violence and harassment than those living in other regions. Looking only at those who have experienced sexual violence and harassment within the past tYH \HDUV WKLV tJXUH ZDV KLJKHVW LQ WKH $PHULFDV SHU FHQW IROORZHG E\ $VLD DQG WKH 3DFLtF SHU FHQW DQG (XURSH DQG &HQWUDO $VLD

Overall, in all regions, women reported higher exposure to sexual violence and harassment at work than men, both WKURXJKRXW WKHLU ZRUNLQJ OLIH DQG LQ WKH SDVW tYH \HDUV WKURXJK UDWHV YDU\ E\ UHJLRQ ,Q LQ WHQ ZRPHQ SHU FHQW UHSRUWHG VRPH NLQG RI behaviour in their working life, compared to less than one LQ WHQ PHQ SHU FHQW 6L]DEOH GLIIHUHQFHV UHJLRQV WRR women being subjected to sexual violence and harassment in WKHLU ZRUNLQJ OLIH FRPSDUHG WR $VLD DQG WKH 3DFLtF IROORZ ZLWK PRGHVW GLIIHUHQFHV ZRPHQ DQG PHQ SHU FHQWDJH SRLQWV DQG SHUFHQWDJH points, respectively).

Regarding country income level, data show that UHVSRQGHQWV LQ KLJK LQFRPH FRXQWULHV EHWZHHQ SHU FHQW DQG SHU FHQW UHVSHFWLYHO\ KDYH KDG KLJKHU SUHYDOHQFH RI VH[XDO YLROHQFH DQG KDUDVVPHQW DW ZRUN RYHU WKH FRXUVH RI WKHLU ZRUNLQJ OLIH FRPSDUHG WR WKRVH LQ PLGGOH DQG ORZ LQFRPH FRXQWULHV +RZHYHU LW LV DOVR LQWHUHVWLQJ WR QRWH WKDW ZKLOH WZR LQFRPH JURXSV PD\ KDYH ORZHU UDWHV RI VH[XDO YLROHQFH DQG KDUDVVPHQW RYHU WKH FRXUVH RI ZRUNLQJ OLIH WKH\ KDYH KLJKHU VKDUHV RI YLFWLPV UHSRUWLQJ WKDW VXFK LQFLGHQWV ODVW RQ DYHUDJH ORQJHU WKDQ RQH \HDU 2YHUDOO ZRPHQ ZHUH PRUH H[SRVHG WR VH[XDO YLROHQFH DQG KDUDVVPHQW GXULQJ WKHLU ZRUNLQJ OLIH FRPSDUHG WR PHQ LQ ERWK KLJK LQFRPH FRXQWULHV DQG LQ FRXQWULHV E\ SHUFHQWDJH SRLQWV UHVSHFWLYHO\ ,Q WKH $PHULFDV QHDUO\ WZR ILIWKV RI ZRPHQ UHSRUWHG VRPH NLQG RI KDUDVVPHQW GXULQJ WKHLU ZRUNLQJ OLIH FRPSDUHG WR RQH ILIWK RI PHQ $IULFD DQG (XURSH DQG &HQWUDO $VLD ZLWK VPDOOHU GLIIHUHQFHV EHWZHHQ ZRPHQ DQG PHQ SHUFHQWDJH SRLQWV UHVSHFWLYHO\ , RYHUDOO SURJUHVV LQ FRXQWULHV VH[XDO YLROHQFH DQG KDUDVVPHQW RYHU WKH FRXUVH RI ZRUNLQJ OLIH ZDV UHSRUWHG PRUH E\ PHQ WKDQ ZRPHQ DOWKRXJK WR D VPDOOHU H[WHQW E\ SHUFHQWDJH

Copyright © 2022 International Labour Organization. All rights reserved.