

# Resolution on harassment and violence in the work place

Adopted by the USB Executive Committee on September 15 2020



**Union  
Syndicale  
Bruxelles**

The Convention 190 of the International Labour Organization deals with violence and harassment in the workplace. This convention, adopted by the International Labor Conference in June 2019, was ratified by a second state on the 25<sup>th</sup> of June 2020, making it applicable as of the 25<sup>th</sup> of June 2021. The Convention associated with Recommendation No. 206 affirms that everyone has the right to a world of work free of violence and harassment. It includes an international definition of violence and harassment in the workplace, including gender-based violence.

Public Services International (PSI), to which USB is affiliated through USF, stated on its website on the 30<sup>th</sup> of June 2020: *"PSI welcomes the explicit inclusion of the public sector in the protection offered by this Convention and Recommendation, as well as the inclusion of public sector workers and employers in the implementation mechanisms. We have been fighting for this for a long time, and the fact that this instrument, although not specific to public sector workers, includes them, is a milestone in our struggle."*

Considering that European and international conventions, directives, etc. are a basic foundation that international organizations must follow and, in the same way, as States transcribe them into their national legislation, USB urges the institutions of the European Union as well as EUROCONTROL and the European Schools to implement as soon as possible the recommendations when dealing with cases of violence and harassment at work, these resulting from the associated Convention 190 and ILO Recommendation No. 206. In addition, USB identifies updates to the Staff Regulations of these institutions and agencies, including the adoption of definitions, as a key demand in any negotiations to revise the Staff Regulations of these institutions and agencies. USB recommends that USF adopts a similar resolution to ensure that all of its Affiliate institutions do the same.

For the purpose of this Convention:

- the term **"violence and harassment"** in the world of work refers to 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, and includes gender-based violence and harassment;
- the term **"gender-based violence and harassment"** means 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.