INTERNATIONAL LABOUR ORGANIZATION

Meeting of Experts on Violence against Women
and Men in the World of Work

MEVWM/2016/1

Geneva
3–6 October 2016

Points for discussion

1. Trends and impact of violence against women and men in the world of work

Some issues that the Experts may want to consider in addressing this point could include:

(i)   What groups of workers, enterprises, sectors and occupations are more exposed to violence than others?

(ii) What is the impact of violence in the world of work on workers, enterprises and beyond?

2. Understanding what is considered to be "violence against women and men in the world of work"

In addressing this point, the Experts may want to consider the following questions:

What are understood to be essential dimensions of "violence against women and men in the world of work" in terms of:

(i)   intention underpinning violent conduct?

(ii)   effect that violence can have on the person subject to violence?

(iii) forms of conduct that can constitute violence?

(iv)   frequency at which a certain conduct should occur to qualify as violence?

(v)   persons that can be involved in or be subject to violence?

(vi)   instances and settings in which violence can occur?

3. Risk factors for violence in the world of work

The Experts may want to consider the factors that are particularly prevalent in contributing to violence against women and men in the world of work, e. g.:

(i)   societal attitudes and "normalization" of violence;

(ii)   discrimination based on gender and other grounds;

(iii) workplace risks, including difficult or dangerous working conditions, poor human resources management, poor organization of work and inadequate use of contractual arrangements leading to decent work deficits;

(iv) informal employment.

4. Effective approaches to addressing violence against women and men in the world of work

In discussing this point, the Experts may want to examine which approaches may be adopted to address violence against women and men in the world of work in the most effective manner, e. g.:

(i) prevention of violence in the world of work;

(ii) protection of victims, including through compensation and rehabilitation;

(iii) enforcement and monitoring;

(iv) social dialogue between employers and workers and their representative organizations at different levels, including collective bargaining and other joint actions;

(v) cooperation between governments and the social partners at different levels (national, local);

(vi) enterprise policies and initiatives, including codes of practice, seeking to prevent or eliminate violence in the workplace.

5. Gaps that could be addressed by new ILO instrument(s)

What are the main gaps that exist in regulating violence against women and men in the world of work at the national and international levels?