



REPUBLIC OF NAMIBIA

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## MINISTRY OF LABOUR, INDUSTRIAL RELATIONS AND EMPLOYMENT CREATION

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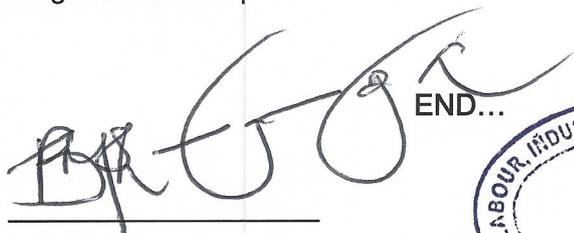
### MEDIA RELEASE

For **Immediate Release**; 17 February 2020 - Windhoek

### INTENTION TO RATIFY THE INTERNATIONAL LABOUR ORGANISATION CONVENTION 190- VIOLENCE AND HARASSMENT

1. Namibia declared her interest to ratify the International Labour Organisation (ILO) Convention 190 concerning the Elimination of Violence and Harassment in the World of Work. In preparing the ratification, the MLIREC as a leading Ministry hosts a Stakeholders' Sensitization Workshop, slated for the 27<sup>th</sup> February 2020, Windhoek Country Club.
2. The Convention was adopted in June 2019 at the Annual International Labour Conference. Its adoption means that the world of work, for the first time, has an international binding instrument aimed specifically at eliminating violence and harassment. The Convention protects workers and other persons in the world of work, including employees as defined by national laws and practices, as well as persons working irrespective of their contractual status, persons in training (including interns and apprentices), workers whose employment has been terminated, volunteers, jobseekers, customers and job applicants as well as individuals exercising the authority, duties or responsibilities of an employer.
3. The Convention also recognizes that violence and harassment in the world of work constitutes a human right violation and is also a threat to equal opportunities and thus is unacceptable and incompatible with decent work. It defines violence and harassment as behaviors, practices or threats that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm.
4. As a result, stakeholders will look at implications of the Convention and its Recommendations for action, identifying possible roles and needs of each stakeholder in the fight against violence and harassment at workplace in Namibia and identifying priority areas for technical support.
5. So far, the Ministry in collaboration with the ILO commissioned a Study on Violence and Harassment in the World of Work in Namibia in 2019. The overall objective of the Study was to contribute to the

formulation of policies and programs aimed at preventing and eliminating violence and harassment against women and men in the world of work in Namibia. The Report of the Study was validated and it will be launched during the Workshop.

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