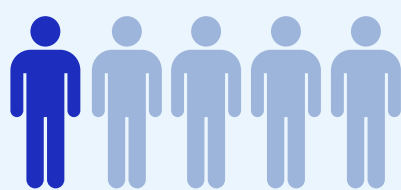


Experiences of violence and harassment at work

A GLOBAL FIRST SURVEY (2022)

The ILO-Lloyd's Register Foundation-Gallup survey is the first attempt to provide a global overview of people's own experiences of violence and harassment at work. The results provide a first glance at the magnitude and frequency of 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.

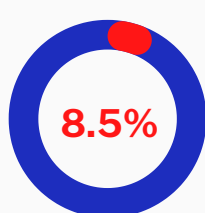
[Read more here](#)



> 1 IN 5

persons in employment have experienced at least one form of violence and harassment at work during their working life

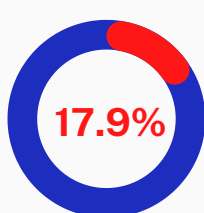
Physical violence and harassment



of respondents in employment have experienced physical violence and harassment at work in their working life

Men were more likely than women to report experiencing physical violence and harassment

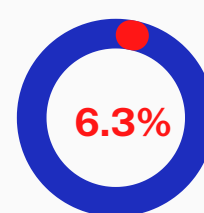
Psychological violence and harassment



of respondents in employment have experienced psychological violence and harassment in their working life

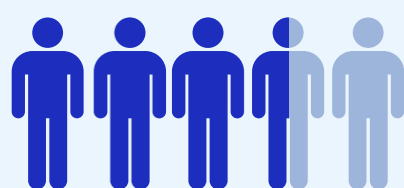
Psychological violence and harassment was the most common form of violence reported by both men and women

Sexual violence and harassment



of respondents in employment have experienced sexual violence and harassment in their working life

Women were particularly exposed to sexual violence and harassment



> 3 IN 5

victims have experienced violence and harassment at work multiple times

The risk of experiencing violence and harassment at work is particularly pronounced across certain demographic groups.

YOUTH

young women were twice as likely as young men to have experienced sexual violence and harassment at work

X2

WAGE AND SALARIED

women and men were more likely to face violence and harassment at work compared to those in self-employment

MIGRANTS

migrant women were almost twice as likely as non-migrant women to report sexual violence and harassment at work

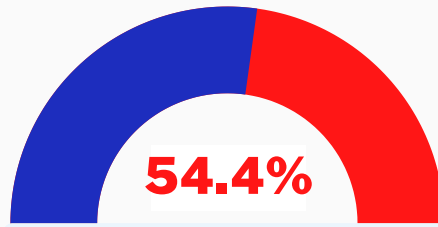
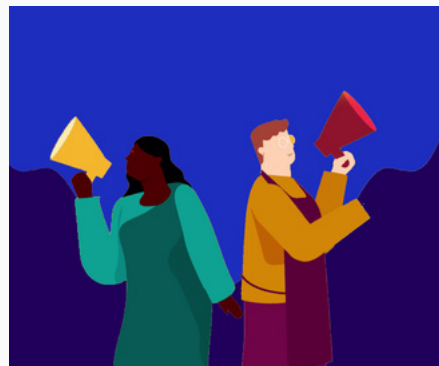
X2

Persons affected by discrimination during their life based on the following grounds, were more likely to have experienced violence and harassment at work

- NATIONALITY
- GENDER
- RELIGION
- DISABILITY STATUS
- SKIN COLOUR

5 IN 10

people who have been victims of gender-based discrimination in their life have also faced violence and harassment at work, compared to two in ten of those who have suffered discrimination based on other grounds



Only slightly more than half of victims have shared their experience with someone. They are more likely to tell friends or family, rather than using other informal or formal channels.

WASTE OF TIME

FEAR FOR THEIR REPUTATION

were the most common barriers discouraging people from talking about their own experiences of violence and harassment at work.

Key recommendations



01

More and better data



02

Increased awareness



03

Prevention measures



04

Tackle stigma and discrimination



05

Ensure access to justice



06

Strengthen support services