

**João Antonio Felicio**

President  
Président  
Präsident  
Presidente

**Sharan Burrow**

General Secretary  
Secrétaire générale  
Generalsekretärin  
Secretaria General

**To all affiliated organisations  
To all Global Union Federations and TUAC**

For information:

**To all General Council Members  
To all Women's Committee Members  
To all Youth Committee Members**

**EQ/CK/cs**

**17<sup>th</sup> September 2018**

**Brown Report “Ending violence and harassment in the world of work” (Report V(1))  
108th session (2019) of the International Labour Conference**

Dear Colleagues,

At the next International Labour Conference in June 2019, the Standard-Setting Committee on Violence and Harassment in the World of Work will meet for the second year. This Conference will also celebrate the 100th anniversary of the International Labour Organization.

Last June, the Committee held its first discussion and adopted [proposed Conclusions](#) for instruments in the form of a Convention and Recommendation. The objective of the second discussion is to finalise the negotiations and ensure that comprehensive instruments are adopted to end violence and harassment in the world of work.

The ITUC sees the proposed Conclusions as a satisfactory basis on which to start the second round of negotiations. The support of a majority of governments for the adoption of a Convention and Recommendation in June 2018 was most welcome, even though challenges remain.

In preparation towards next year's discussion, the ILO has prepared Report V(1) “Ending violence and harassment in the world of work” (the brown report), which invites governments to send comments to the ILO on the proposed text of a Convention and Recommendation. You can find Report V(1) here: [https://www.ilo.org/ilc/ILCSessions/108/reports/reports-to-the-conference/WCMS\\_637108/lang--en/index.htm](https://www.ilo.org/ilc/ILCSessions/108/reports/reports-to-the-conference/WCMS_637108/lang--en/index.htm).

We draw your attention to the fact that the deadline for sending comments is **8 November 2018** and that governments are supposed to consult “the most representative organisations of employers and workers” before sending their comments back to the ILO.

However, mindful of the fact that such consultation may not always take place, we also invite you to send your reply directly to the ILO at the following address: [VIOLENCEHARASSMENT@ilo.org](mailto:VIOLENCEHARASSMENT@ilo.org)

We kindly ask you to send a copy of your reply to the ITUC Equality Department and Geneva office at [equality@ituc-csi.org](mailto:equality@ituc-csi.org) and [genevaoffice@ituc-csi.org](mailto:genevaoffice@ituc-csi.org)

Attached you will find guidelines which will hopefully assist you when discussing Report V(1) with representatives of your government and in preparing your reply for the ILO. We also attach a lobbying kit, which we hope will be useful in these efforts.

Your support is absolutely necessary in order to make sure that governments keep up their level of ambition and that the legal strength of the proposed texts is not watered down. We therefore kindly ask you to get in touch with your respective government and report to us any concern they or you may have. This is crucial to help us prepare our arguments for the coming negotiations. We therefore kindly ask you to send any feedback on the consultation to [equality@ituc-csi.org](mailto:equality@ituc-csi.org).

Key areas of concern emerging from the first discussion include:

The definition of “violence and harassment”

The definition of “worker”

The scope of the world of work

The respective responsibilities of the actors in the world of work

The listing of specific categories of persons who may be particularly exposed to violence and harassment in the world of work

The flexibility of the instruments

Please note that in March the ILO will publish a second report (Report V (2A)) in which all the responses of the governments will be compiled. At around the same time, the final draft text of the Convention and Recommendation – to be discussed at the ILC 2019 – will also be released (Report V (2B)).

Let me finish by informing you that in the coming months you will receive a series of materials and documents that hopefully will be of assistance to your organisation in advocating for comprehensive ILO instruments, and in support of your efforts to end violence and harassment in the world of work.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'A. B...', written in a cursive style.

General Secretary