



► Experiences of violence and harassment at work: A global first survey

Summary of results

The ILO-Lloyd's Register Foundation-Gallup survey¹ 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.

- Violence and harassment at work is a widespread phenomenon around the world, with more than one in five (22.8 per cent or 743 million) persons in employment having experienced at least one form of violence and harassment at work during their working life. Among people who had experienced violence and harassment at work, about one-third (31.8 per cent) said they had experienced more than one form, with 6.3 per cent having faced all three forms in their working life:
 - Nearly one in ten (8.5 per cent or 277 million) persons in employment has 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 at work* was the most common form of violence and harassment reported by both men and women, with nearly one in five (17.9 per cent or 583 million) people in employment experiencing it in their working life.
 - One in fifteen (6.3 per cent or 205 million) people in employment has experienced *sexual violence and harassment at work* in their working life. Women were particularly exposed to sexual violence and harassment at work. The data around sexual violence and harassment demonstrate the largest gender difference by far (8.2 per cent of women compared to 5.0 per cent of men) among the three forms of violence and harassment.
- Violence and harassment at work is also a recurrent and persistent phenomenon. More than three in five victims of violence and harassment at work said it has happened to them multiple times, and for the majority of them, the last incident took place within the last five years.
- The risk of experiencing violence and harassment at work is particularly pronounced across certain demographic groups. Youth, migrant, and wage and salaried² women and men were more likely to face violence and harassment at work, and this can be particularly true among women. For instance, survey results show that young women were twice as likely as young men to have experienced sexual violence and harassment, and migrant women were almost twice as likely as non-migrant women to report sexual violence and harassment.
- Persons who have experienced discrimination at some point in their life on the basis of gender, disability status, nationality/ethnicity, skin colour and/or religion were more likely to have experienced violence and harassment at work than those who did not face such discrimination. Those facing gender-based discrimination have been particularly affected: nearly five in ten 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 not been discriminated against on the basis of gender.
- Talking about personal experiences of violence and harassment is still challenging. Only slightly more than half (54.4 per cent) of victims have shared their experience with someone, and often only after they have experienced more than one form of violence and harassment. People were also more likely to tell friends or family, rather than using other informal or formal channels.
- Multiple factors and barriers may prevent people from disclosing incidents of violence and harassment at work. Among survey respondents, "waste of time" and "fear for their reputation" were the most common barriers discouraging people from talking about their own experiences of violence and harassment at work.

¹ Lloyd's Register Foundation World Risk Poll 2021 [Data set].

² As opposed to self-employed.