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 the main barriers that prevent people from talking about it.

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

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

Physical violence and harassment

8.5% of respondents in employment have experienced physical violence and harassment at work in their working life.

Psychological violence and harassment

17.9% of respondents in employment have experienced psychological violence and harassment at work in their working life.

Sexual violence and harassment

6.3% of respondents in employment have experienced sexual violence and harassment at work in their working life.

Women were twice as likely as men to report experiencing physical violence and harassment.

Psychological violence and harassment were the most common forms of violence reported by both men and women.

Victims have experienced violence and harassment at work multiple times.

Women were particularly exposed to sexual violence and harassment.

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

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

Persons who have been victims of gender-based discrimination in their lifetime have also faced violence and harassment at work, compared to one in ten of those who have suffered discrimination based on other grounds.

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

No single form of violence and harassment at work is reported more than twice as frequently by women than by men.

Only slightly more than half of victims have reported experiencing violence and harassment.

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