



34. þing Landssambands ísl. verzlunarmanna

30.-31. október 2025

Resolution on the Safety of Employees

The Congress of the Commercial Federation of Iceland (LÍV) calls on the Icelandic authorities to immediately incorporate into national law the International Labour Organization's Convention No. 190 (C-190), adopted in 2019.

The ILO Convention No. 190 is the first international treaty addressing violence and harassment in the world of work, including acts committed by third parties such as customers. It was adopted at the ILO's Centenary Conference in June 2019 and entered into force on 25 June of the same year.

The LÍV Congress emphasises that no one should have to fear harm as a result of their work, and that everyone has the right to be treated with respect and fairness in the workplace. As the largest federation of workers in commerce and services in Iceland, LÍV urges the authorities to act without delay to address the serious situation concerning the safety of employees by enacting the ILO Convention No. 190 into Icelandic law.

A 2023 survey conducted by VR, the largest union within LÍV, revealed that over half (54%) of all VR members have experienced harassment or violence at work during their career. The rate was even higher among foreign members (60%) and highest among women aged 25–34, at 67%. These findings are alarming and demonstrate that workplace harassment and violence constitute a widespread and serious problem in Iceland.

The International Labour Organization defines harassment and violence as any behaviour that is unwelcome to the person experiencing it, and that has the purpose or effect of causing psychological, physical, economic, or sexual harm. Such behaviour can occur at the workplace, during work-related travel or events, through digital communication linked to work, or on the way to and from work. According to the ILO's definition, workplace harassment and violence cover a wide spectrum—from rude or insulting remarks to severe physical and sexual violence.

The situation has become so serious that the Commercial Federation of Iceland (LÍV), VR, and the Icelandic Federation of Trade and Services (SA's employer counterpart) have joined forces to take action.

The LÍV Congress urges the Icelandic government to immediately review and strengthen existing legislation to ensure the safety and protection of workers in



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commerce and services, including through the formal implementation of the ILO Convention No. 190.