

Gender Links to Development *(sharing from Viet Nam)*

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Legal framework of Prevention of Sexual Harassment at Workplace

- ILO international labour standards
- Other international commitments
- Country Labour Code and other relevant law (i.e GE law)
- Implementing decrees and technical guideline
- HR due diligence
- Social audit
- Enterprise work rules and policy
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Prevention of Sexual Harassment at Workplace

- 1st time ever the Definition of Sexual Harassment at work-place was included in the endorsed Labour Code 2019 and implementing decrees
- For implementation, accordingly the MOLISA in collaboration with Social Partners and support from ILO proceeding:
 - Revising the current tripartite CoC
 - Developing the training materials
 - Piloting the material at the enterprise level
 - Finalising the materials
 - Conducting the training for different stakeholders
 - Digitalise the materials for easier and wider access by the respective audiences
- BW is mainstreaming PSH in their training for both workers and employers at garment industry
- Promoting the CB and SD among workers and employers for common understanding on the issue and commitment as part of mutual efforts on maintaining the enterprise sustainable development
- Improving the labour dispute settlement as a support system

Promotion of C.190

- With its importance, the C.190 was included in the ILS MoU for study and ratification in the period of 2026-2030
- The relevant communication materials related to gender equality, prevention of violence and sexual harassment, were produced and disseminated through MOLISA's website

http://boluatlaodong2019.molisa.gov.vn/lang_vn/chuyen_muc/an_pham/index

- Translated the relevant materials into Vietnamese and uploaded on ILO website for widely dissemination

https://www.ilo.org/hanoi/Informationresources/Publicinformation/Pressreleases/WCMS_808833/lang--vi/index.htm

- Referring the importance of C.190 as a newly ILO standards on GED whenever possible
- Incorporating/mainstreaming the C.190 in ILO programme and projects

Thank you