



# ILO Convention on ending violence and harassment in the world of work

The International Labour Organisation (ILO) initiated in 2015 the process of establishing a new international labour standard on violence and sexual harassment in the workplace. The ILO acknowledges that violence in the workplace is a threat to the dignity, security, health and well-being of people. It confirms that violence affects not only employees and employers but also their families, communities, economics and society as a whole.

The new standard was placed on the agenda for discussion at the 107th session of the International Labour Conference (ILC) in June 2018, where the majority agreed that there should be a Convention and a Recommendation, the strongest combination of ILO instruments available for ensuring legal accountability and providing guidance on how legal commitments can be implemented.

**In the period leading to the ILC 2019 on 10-21 June 2019 in Geneva where the final negotiations took place, CARE in Vietnam worked to raise awareness and support of the government, employers, and the worker representative organisation of Vietnam toward the adoption of a new ILO Convention on ending violence and harassment in the world of work.**

#### Participants

Garment factory workers  
Trade union officials  
Policy makers

#### Locations

All over Vietnam

#### Partners

Ministry of Labour, Invalids and Social Affairs  
(MOLISA)

#### Timeframe and donor

November 2018 – May 2019  
CARE USA Asia Regional Management Unit

## KEY ACHIEVEMENTS

**1** Key influencers from Vietnam's tripartite organisations (i.e. government, employer and worker representatives) collectively and publicly shared their support of the adoption of the ILO Convention through their remarks in a public consultation workshop.

**2** MOLISA acknowledged that the ongoing Labour Code revision in Vietnam has made deliberate efforts to be compatible with the content of the ILO Convention.

**3** All media coverage of the public consultation captured the broad scope of key concepts of the ILO Convention draft, thus raising public awareness on the matters.

**4** Messaging in support of the ILO Convention was incorporated in 3 public events and policy dialogues reaching approximately 400 garment factory workers, trade unions and National Assembly delegates.

**5** Successful synergy of global efforts to ensure buy-in from relevant stakeholders: ILO Convention 190 on ending violence and harassment in the world of work was adopted in Geneva at the 108th ILC in June 2019.



## KEY ACTIVITIES

- Gather evidence of sexual harassment in the workplace
- Prepare a policy brief of key issues under debate on the ILO Convention draft and country positions
- Incorporate messaging in support of the ILO Convention in related public campaigns on gender-based violence
- Organise a public consultation engaging 50 participants from tripartite organizations and related government agencies, Vietnam Women's Union, ILO Office in Vietnam, NGOs/CSOs and the media.