# Practical examples of gender equality through social dialogue

## Viet Nam’s code of conduct on sexual harassment in the workplace

In Viet Nam the absence of legislation on sexual harassment at work prompted the tripartite partners to jointly agree measures to fill this gap by drawing up a code of conduct on sexual harassment in 2015.

The Ministry of Labour, the Viet Nam Chamber of Commerce and Industry and the Viet Nam General Confederation of Labour worked together, with assistance from the ILO, to draw up the code of conduct to provide guidance on preventing and addressing sexual harassment in the workplace.

The code recognizes that sexual harassment is a form of sex discrimination that results in high costs for companies. It gives practical guidance on implementing and monitoring policies on sexual harassment.

A pilot programme led to the implementation of workplace and company policies in 20 enterprises, which committed themselves to monitoring their implementation.

The code of practice has become a useful tool in the growing garment sector, which is predominantly staffed by women, and in which some leading companies now require factories to adopt policies to prevent violence and harassment at work.

## Collective bargaining for gender-neutral job evaluation in the water sector in Peru

The agreement by the Lambayeque water trade union (a member of the FENTAP national union) and the Public Water and Sanitation Board (EPSEL SA) to undertake a gender-neutral job evaluation followed from a labour court ruling requiring that the company and union review the existing discriminatory job classification system.

This case represents a good example of bipartite collective bargaining, leading to a joint union–employer job evaluation task force.

Task force members were trained in gender neutral job evaluation techniques; an occupational health risk assessment was also carried out; and a survey was conducted to collect information about the requirements of every job. On the basis of the information gathered in these ways, a new job classification system was agreed, giving higher value to the work traditionally carried out by women.

Over time, the salary scales are being gradually modified so that they are in keeping with the new classification system. Every year, a budget is assigned to pay for these upward adjustments.

## Supporting social dialogue for informal women transport workers in Uganda

The Amalgamated Transport and General Workers Union (ATGWU) is helping informal women transport workers and women working around transport hubs to organize to end violence and inequality at work.

Working through the ATGWU Informal Sector Women’s Committee, negotiations have been carried out to protect women’s safety and improve access to toilet and other facilities, as well as access to social protection.

There has been an increase in the union’s membership following the affiliation of associations of informal transport workers and its work in organizing and supporting GALIMA (an all-women association of survivors of HIV and AIDS in transport), as well as traders and home-based workers organized through the Tukolere Wamu Craft Development Association, among others.

The establishment of the ATGWU Informal Sector Women’s Committee has also led to local women’s committees being formed, helping women to understand their rights and encouraging them to report violations of rights and abuse.

In addition, education workshops and informal education work on the streets in major transport hubs and within the union have helped to change men’s attitudes and given women more confidence to report abuse