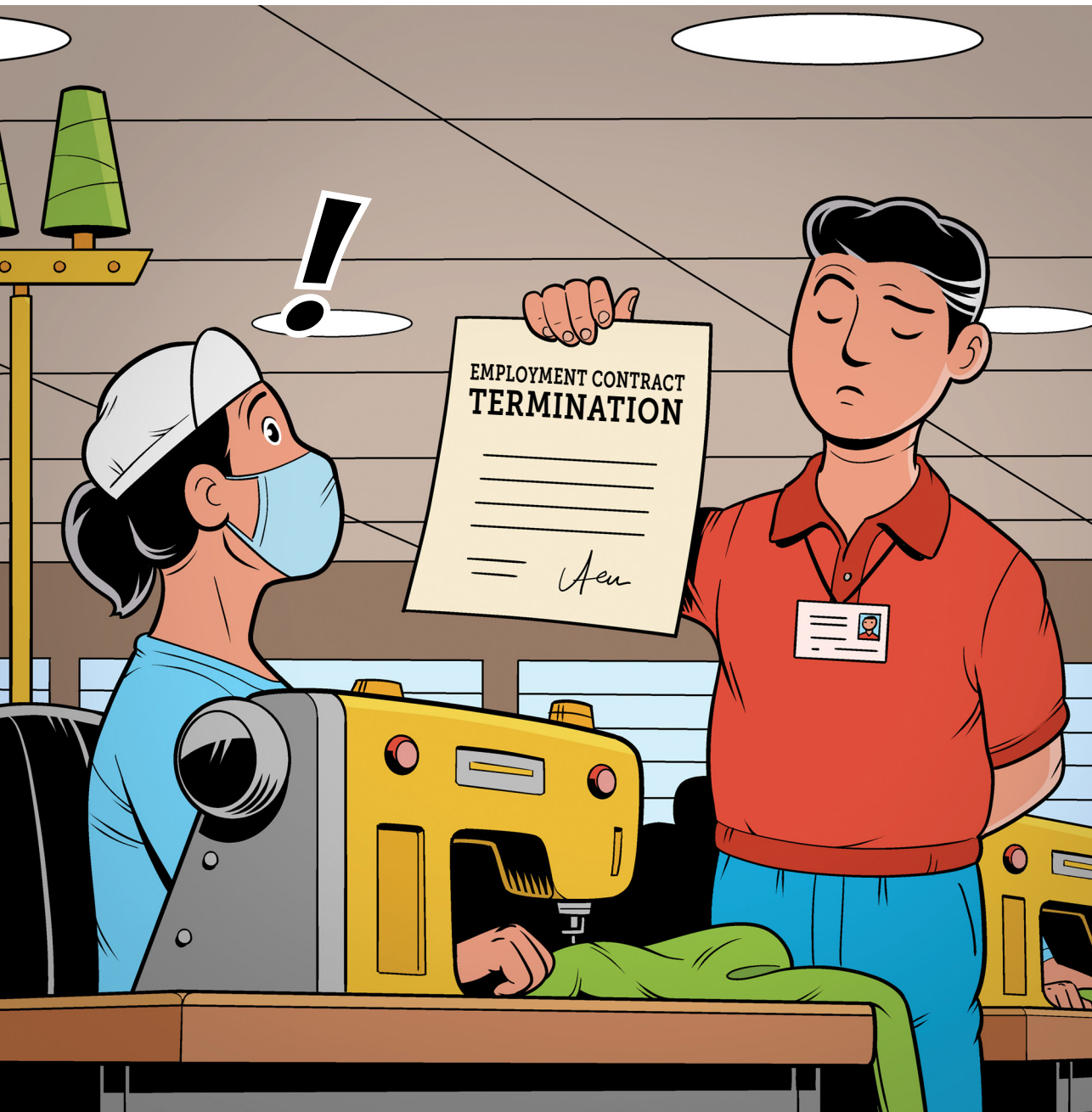


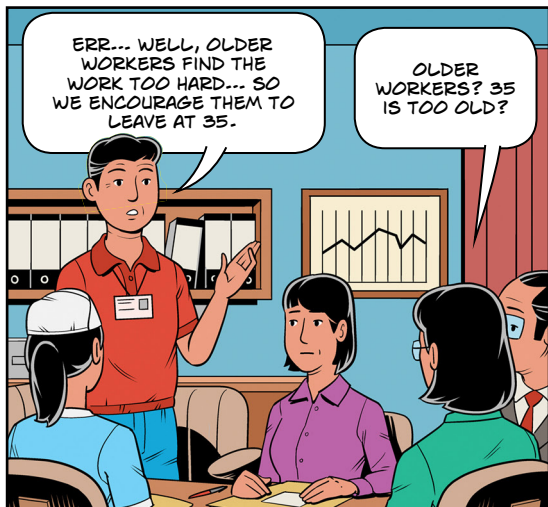
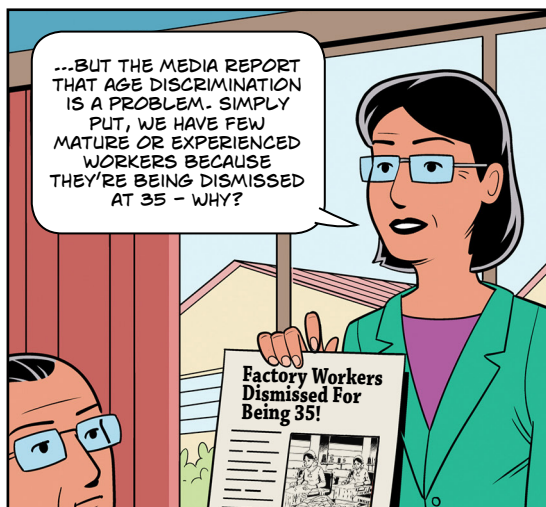
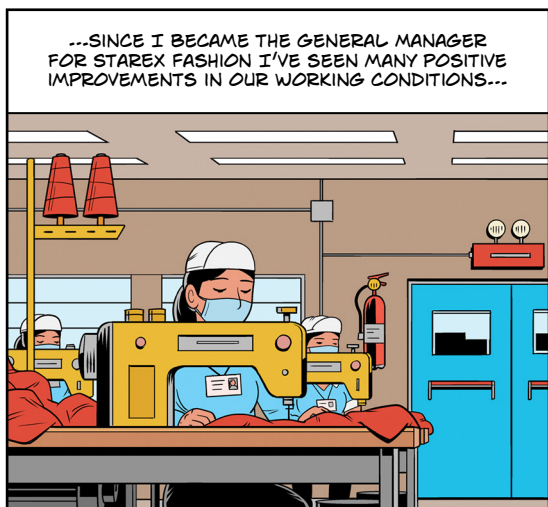
WE NEED TO HAVE A **CONVERSATION**

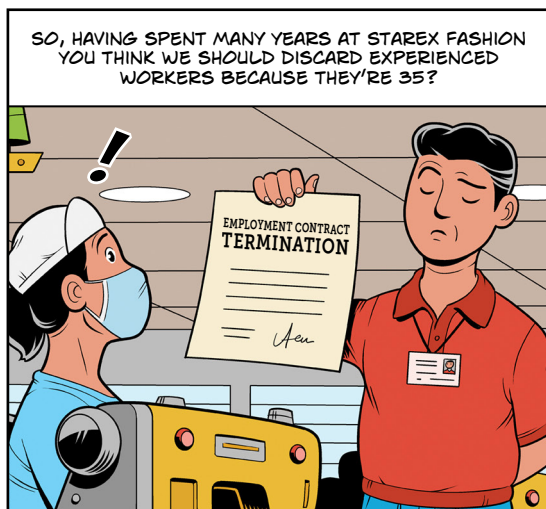
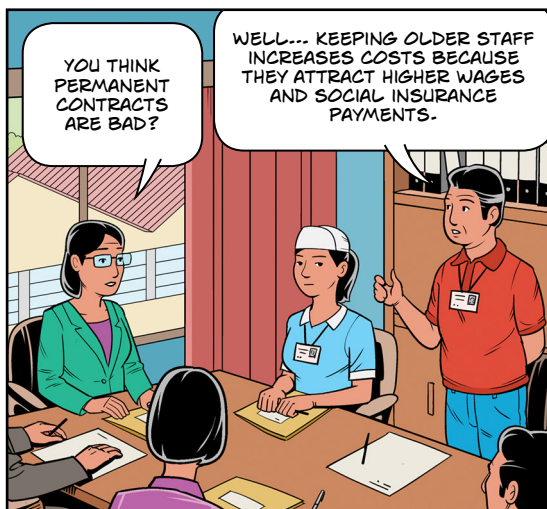
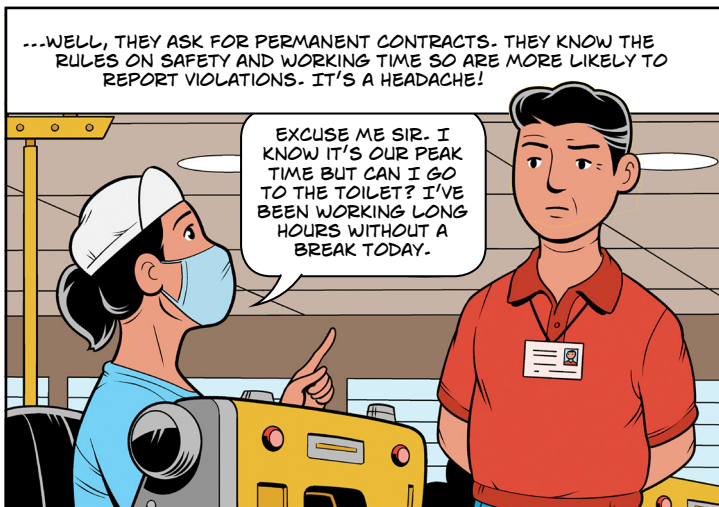


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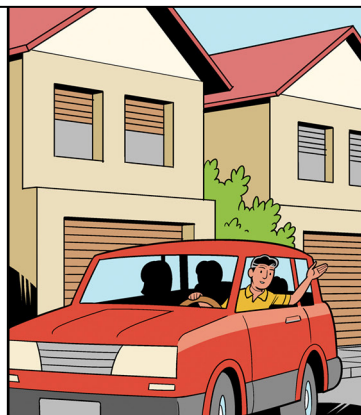
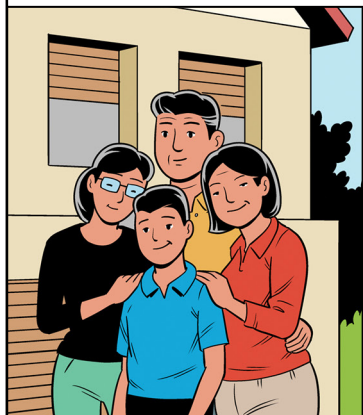


Inside front cover.





YES. I OWN MY OWN HOME AND MY CHILDREN GO TO SCHOOL. MY OLDEST CHILD STARTS UNIVERSITY SOON AND WE RECENTLY BOUGHT OUR FIRST CAR!



HOW OLD ARE YOU NOW MR HOANG?

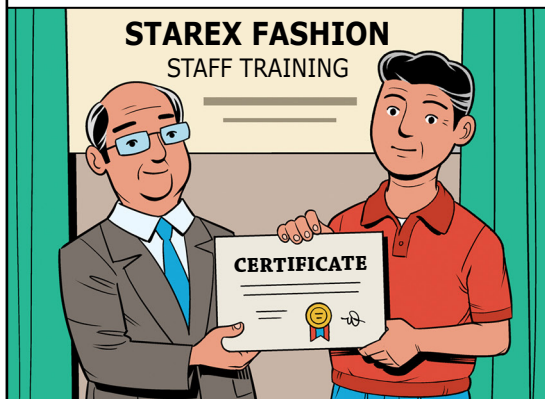
I'M...
ERR, 41
MADAM...

PERHAPS YOU HAVE STAYED HERE TOO LONG BY YOUR STANDARDS? BUT HAVE YOU VALUABLE EXPERIENCE TO SHARE MR HOANG?



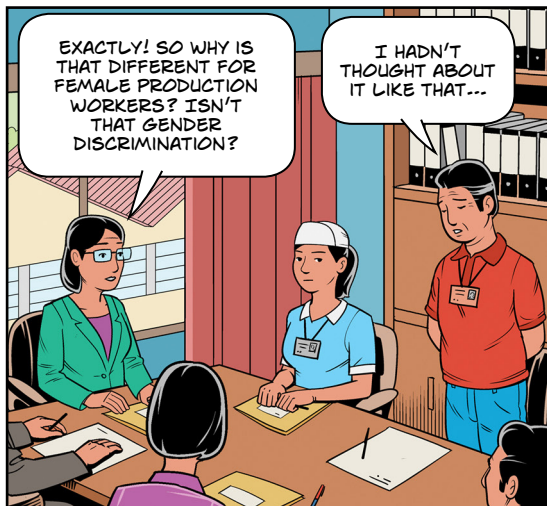
I HAVE YEARS OF KNOWLEDGE. I CAN SPOT PROBLEMS EARLY AND I KNOW THE SYSTEMS BECAUSE STAREX INVESTED IN MY TRAINING...

STAREX FASHION STAFF TRAINING

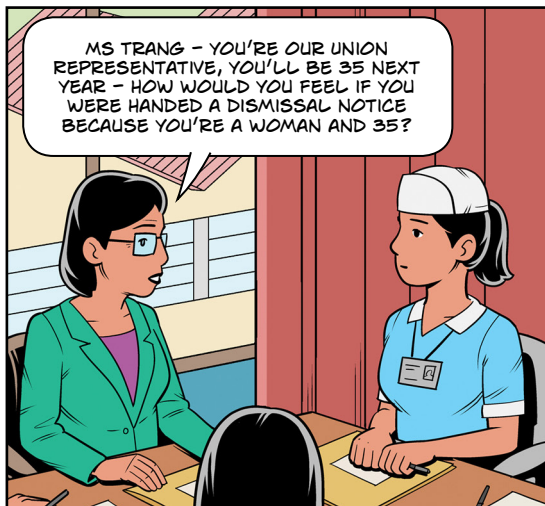


EXACTLY! SO WHY IS THAT DIFFERENT FOR FEMALE PRODUCTION WORKERS? ISN'T THAT GENDER DISCRIMINATION?

I HADN'T THOUGHT ABOUT IT LIKE THAT...



MS TRANG - YOU'RE OUR UNION REPRESENTATIVE, YOU'LL BE 35 NEXT YEAR - HOW WOULD YOU FEEL IF YOU WERE HANDED A DISMISSAL NOTICE BECAUSE YOU'RE A WOMAN AND 35?



I'VE WORKED HARD FOR 15 YEARS. I'VE IMPROVED MYSELF BY TAKING TRAINING COURSES AND NOW I'M A LINE SUPERVISOR. I'D BE DEVASTATED TO LOSE EVERYTHING I'VE WORKED FOR... HOW COULD THE FACTORY TAKE THAT AWAY?



SO, DO WE SEE WORKERS AS A CHEAP AND RECYCLABLE PART OF PRODUCTION, REPLACEABLE BY A CHEAPER, YOUNGER WORKFORCE?

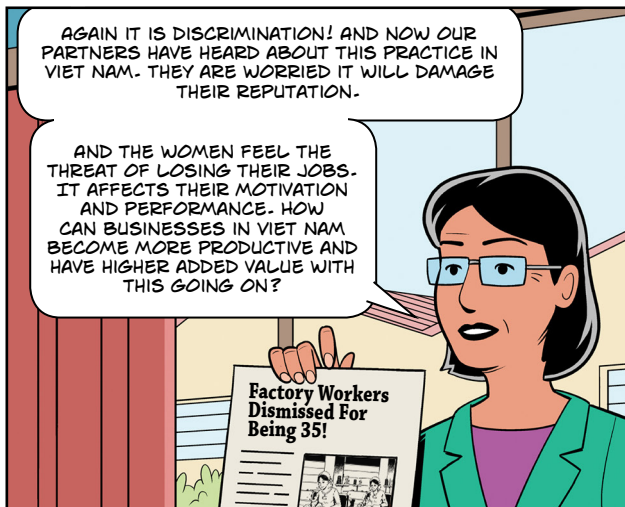


IF I LOST MY JOB I CAN ONLY GO BACK TO THE RICE FIELDS, WITH LOW INCOME, INSTABILITY AND NO SOCIAL INSURANCE.



AGAIN IT IS DISCRIMINATION! AND NOW OUR PARTNERS HAVE HEARD ABOUT THIS PRACTICE IN VIET NAM. THEY ARE WORRIED IT WILL DAMAGE THEIR REPUTATION.

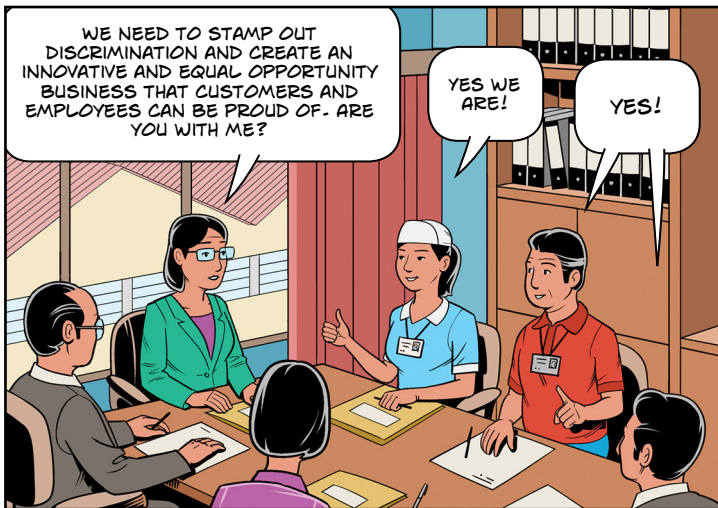
AND THE WOMEN FEEL THE THREAT OF LOSING THEIR JOBS. IT AFFECTS THEIR MOTIVATION AND PERFORMANCE. HOW CAN BUSINESSES IN VIET NAM BECOME MORE PRODUCTIVE AND HAVE HIGHER ADDED VALUE WITH THIS GOING ON?



WE NEED TO STAMP OUT DISCRIMINATION AND CREATE AN INNOVATIVE AND EQUAL OPPORTUNITY BUSINESS THAT CUSTOMERS AND EMPLOYEES CAN BE PROUD OF. ARE YOU WITH ME?

YES WE ARE!

YES!



THEN LET'S TAKE ACTION TO SHOW THAT WE DO NOT TOLERATE DISCRIMINATION. WE NEED TO HAVE THIS CONVERSATION!



Inside back cover.

A CALL FOR ACTION:

***WE CAN ALL ACT TO ENSURE WOMEN AND MEN
HAVE EQUAL OPPORTUNITIES TO WORK, TRAIN,
INNOVATE AND BE PRODUCTIVE THROUGHOUT
THEIR WORKING LIFE:***

- **EMPLOYERS, RAISE AWARENESS ABOUT THE IMPACTS OF UNJUST AND UNEQUAL TREATMENT IN YOUR BUSINESSES AND TAKE ACTION TO STAMP OUT DISCRIMINATION, SO THAT ALL EMPLOYEES CAN WORK WITHOUT FEAR.**
- **TRADE UNION OFFICERS AND WORKERS, SPEAK UP AGAINST DISCRIMINATION AND DISMISSALS THAT ARE IN BREACH OF THE LABOUR CODE AND ILO CONVENTIONS.**
- **EVERYONE, PROMOTE THE LABOUR LAW REVISIONS THAT MAKE CLEAR THE DUTIES OF EMPLOYERS TO PROTECT ALL WORKERS - MALE AND FEMALE - FROM DISCRIMINATION OF ALL FORMS.**

According to the International Labour Organization (ILO), many workers still suffer from discrimination in the world of work. This not only violates a most basic human right, but has wider social and economic consequences. Combating discrimination is an essential part of promoting decent work for all.

Script:
Nick Wood

Illustration & Layout:
Jose Encinas

For more information, contact:
The ILO Country Office for Viet Nam
48-50 Nguyen Thai Hoc Street, Hanoi
Tel: (84-24) 37340907
Email: hanoi@ilo.org
Website: www.ilo.org/hanoi
Facebook: www.facebook.com/Vietnam.ILO