



International
Labour
Organization



Strengthening Action against Violence and Harassment with Focus on Sexual Harassment in the World of Work in Nepal

▶ October / 2020

▶ At a glance



Partners

- ▶ Ministry of Labour, Employment and Social Security
- ▶ Ministry of Women, Children and Senior Citizen
- ▶ Ministry of Industry, Commerce and Supplies
- ▶ National Women Commission
- ▶ Employers' Organizations
- ▶ Trade Unions



Donor

Government of Japan



Duration

April 2020 – December 2021



Target beneficiaries

- ▶ Officials of the relevant government institutions at the federal, provincial and local levels
- ▶ Employers organizations and associations
- ▶ Trade unions



Geographical focus

Federal, Province and Local Levels in Nepal

▶ Project objectives

The development objective of the project is to contribute to the elimination of violence and harassment, especially sexual harassment in the world of work and promotion of gender equality.

The project's immediate objectives are:

- ▶ To strengthen the policy and regulatory environment to support the effective implementation of the Sexual Harassment Act in Nepal
- ▶ To strengthen the institutional capacity of relevant stakeholders in implementing the relevant laws and preventing and responding to gender-based violence in the world of work
- ▶ To strengthen collaboration and partnerships among relevant stakeholders to effectively prevent and address gender-based violence and promote gender equality and sound industrial relations in the world of work.



► Main activities

- Develop training materials and carry out training on action against violence and harassment in the world of work for the key stakeholders in Nepal
- Organize training workshops for government institutions, employers' and workers' organizations on action against violence and harassment in the world of work in line with C190/R206
- Facilitate the formation of a Technical Working Group consisting of representatives of government institutions, employers' and workers' organizations and other key stakeholders to guide the development of draft rules
- Support employers' and workers' organizations in raising awareness and strengthen their action on preventing and addressing violence and harassment in the world of work
- Provide technical assistance to draft rules for the sexual harassment law based on inputs from concerned stakeholders

- Support technical consultation meetings for developing draft rule
- Facilitate for drafting a Code of Conduct based on inputs from the Technical Working Group
- Organise tripartite consultation meetings to share the draft code of conduct
- Raise awareness on ILO Convention No 190 and Recommendation No 206

► Project outcomes



- Improved awareness and strengthened capacity of the key stakeholders to prevent and respond to violence and harassment in the world of work
- Rules drafted and adopted in line with international standards to support the implementation of the sexual harassment law.
- Model Code of Conduct on violence and harassment in the world of work drafted for adoption by government, employers' and workers' organizations, enterprises and other institutions.



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