

Report

The National Seminar on the Status of the Ratification of ILO Convention No. 190 in Nepal

**The Malla Hotel
Kathmandu, Nepal
5-6 December 2024**



Background

In June 2019, the International Labour Organization (ILO) adopted the Violence and Harassment Convention, 2019 (No. 190), and its accompanying Recommendation (No. 206). These standards aim to address violence and harassment in the world of work, marking the first international framework to do so comprehensively. ILO Convention No. 190 (C190) underscores the right of everyone to a workplace free from violence and harassment and sets obligations for member states to implement measures to uphold this right. Despite the ratification of C190 by 45 countries globally (till the date national seminar held on 5-6 December, 2024), none in South Asia have yet adopted it. Nepal's journey toward ratification remains uncertain, hindered by political instability, insufficient legal mechanisms, and a lack of coordinated efforts among stakeholders.

To explore the status of ratification of C190 in Nepal and the efforts and activities from Trade Unions - the South Asian Regional Trade Union Council (SARTUC), in collaboration with FNV Mondiaal and the South Asia Gender Platform (SAGP), organized a two-day national seminar on December 5-6, 2024, in Kathmandu. The seminar aimed to address challenges, explore strategies, and foster collaboration among stakeholders to advance the ratification of C190 in Nepal.

Objectives:

- To establish Nepal's exact position and status on the ratification of ILO C190 for the prevention and elimination of violence and harassment in the world of work.

- To discuss the efforts and activities of national trade union centres to prevent gender-based violence in the workplace.
- To explore the realities, efforts, and campaigns of all the stakeholders - government, employers, trade unions, and CSOs for the ratification of ILO C190 in Nepal.
- To identify and develop strategies collectively to ratify ILO C190 in Nepal.

DAY - ONE

Opening Session

The seminar commenced with a warm welcome and opening remarks by **Brother Laxman Basnet**, General Secretary of SARTUC. He highlighted the importance of C190 ratification, linking it to broader labour rights and violence and harassment-free workplace. Further, he stressed the need for collective action and multi-stakeholder collaboration to address workplace violence and harassment. Moreover, all the trade unions have to come together for the advocacy and campaign for the ratification of C190 in Nepal and also look forward for the lobby advocacy to the respective Member of Parliament and involving political leaders. He highlighted the importance of ratification of the ILO convention in Nepal which will make Nepal pride for the ratification and historical landmark to become first nation to ratify convention in South Asia. Finally, he expressed that all trade unions and CSOs shall advocate and campaign for the ratification of ILO C190 in Nepal, where collective voice and actions are very important.



Participants introduced themselves and shared their expectations for the seminar. Key themes included understanding Nepal's position on C190, identifying challenges to ratification, and developing actionable strategies for progress.

Sister Nishi Kapahi, coordinator of SAGP/SARTUC, outlined the objectives and structure of the two-day seminar, where she started the national seminar with rounds of interesting quiz questions on ILO C190 with the participants. The quiz session was fruitful to start the seminar and move ahead for the two days.

Overview of ILO Convention No. 190

Ms. Bina Kunwar Thapa, Senior Programme Officer at ILO Nepal, delivered a comprehensive presentation. In her presentation, she, emphasised the importance of ratifying the C190 Violence and Harassment Convention, 2019, which aims to ensure a world of work free from violence and harassment. Moreover, she defined the scope of protection under C190, which covers not only formal employees but also apprentices, volunteers, jobseekers, and individuals in both public and private sectors. Additionally, she underlined the significant impact of gender-based violence and



and government and stakeholder support through the formation of tripartite committees and the creation of model codes of conduct.

harassment on individuals, families, and societies, noting that it excessively affects certain genders. Furthermore, she highlighted the need for comprehensive legal frameworks to define and prohibit violence in the workplace, along with prevention measures, effective reporting mechanisms, and gender-responsive training. Importantly, she also discussed Nepal's ongoing efforts to ratify C190, with a plan in place for 2025, though challenges such as low campaign engagement and a lack of integrated planning were acknowledged. She highlighted the opportunities for progress include increased awareness, training initiatives,

Trade Union Reports

In this session, presenters from three prominent trade unions - GEFONT, NTUC, and ANTUF - shared their union's policies for women's rights and the activities they were performing for the ratification of C190 in Nepal. Each presenter had fifteen minutes to present their union's activities, policies, and strategies for ratification of C190 in Nepal.

NTUC

Mr. Rajesh Palikhe, Vice President, NTUC, shared his presentation on efforts and activities from NTUC for the ratification of C190.

- ❖ He briefly expressed the structure and activities of NTUC - Provincial committees; 77 district committee; and 27 affiliated union;
- ❖ Data shows 1 in every 3 women face violence and harassment however, Labour inspection in Nepal is very poor;
- ❖ The constitution of Nepal has protected women which has further formulated directives, policies, code of conduct and committees to eradicate VAW, however, implementation is questionable;
- ❖ NTUC had participated in training organised by ILO on C190 in 2017 and NTUC with three persons' committee conducted training to high level women leaders on C190;
- ❖ Submitted memorandum (letter) to labour minister from NTUC for the ratification of C190;
- ❖ Conducted various awareness programmes at grassroots levels;
- ❖ Conducted promotion programmes from radio and televisions;
- ❖ High level lobby programme which consisted of members of parliament so, the C190 has been taken to the parliament, however, the changing of government has delayed the ratification process;
- ❖ Awareness programmes and campaigns in provincial level and conferences;



- ❖ Formation of training toolkits and booklet on C190;
- ❖ In every local level (753), NTUC has gender violence and harassment cell and NTUC has district women committees;
- ❖ NTUC has formed the policy on gender and violence at national level;

Way forward

- ❖ Identify group sector - places; occupations where the possibilities of violence is high;
- ❖ Focuses shall be in informal sector where it has less monitoring and engagement of uneducated workers and women;
- ❖ Forming of workplace policies, more focusing on grassroots at workplace levels;
- ❖ Rules and regulation for OSH shall be integrated with violence and harassment;
- ❖ Trainings to workers at ground levels and campaigns;
- ❖ Complaint mechanism and reporting shall be made stronger and accessible to workers;
- ❖ Labour inspection shall be increased and expanded to informal sector as well;
- ❖ Data and statistics shall be collected and maintained;
- ❖ Guidance and training;

ANTUF

Mr. Mr. Chandra Shekhar Adhikari from ANTUF, shared his presentation on efforts and activities from ANTUF for the ratification of C190.

- ❖ 16 days of activism against GBV in 2018, i was one of the male participants;
- ❖ programme on C190 for the home based and domestic workers, mostly to women participants;
- ❖ leadership level focusing to women's committee
- ❖ Pamphlets about the awareness with the phone number of ANTUF office, in case if someone had faced the violence and harassment;
- ❖ Continuation of 16 days of activism against GBV, including the issue of C190;
- ❖ We are discussing on the making of gender policy;
- ❖ Women's committee is working in this issue actively;

GEFONT

Ms. Beli Maiya Ghale, Secretary (OSH), GEFONT, shared her presentation on efforts and activities from GEFONT for the ratification of C190.

- ❖ She shared that GEFONT is working for gender since its establishment in 2046 B.S where the union has reached to 40 per cent from zero (0) in women leadership;
- ❖ To find out the problems of women workers in the male dominated work sectors then run women empowerment programme in initial days;

- ❖ That time we started with the at least 25 per cent of women participants in every programme and at least 25 per cent men participants in women's programme – to feel the situation of minority;
- ❖ Interaction with role model women and Gender equality programmes;
- ❖ Conducting campaigns and formation of code of conduct all over the country on the zero tolerance for violence against women at workplace;
- ❖ Workers concert for the eradication of violence against women;
- ❖ Gender Audit conducted by other trade unions, and following the recommendation received from the report;
- ❖ Discussion, orientations and interactions on the importance of women leadership in trade unions – not only in leadership but top to bottom;
- ❖ Study materials on gender and conducting ToT;
- ❖ Continuation of 16 days of activism against GBV, first union in Nepal to conduct;
- ❖ Consultations with various stakeholders – ministries, CSOs, and trade unions;
- ❖ Signing campaigns throughout the country to ratify C190 and submitting of demand letters and memorandum to related ministries and Prime Minister;
- ❖ Consultation with People's representative from local, federal and central levels;
- ❖ GEFONT women and Gender equality programmes;
- ❖ Campaign against GBV with slogan “Say NO – We are here, keep interest” (*Naai Bhanau – Haami Yehi Chau Chaso Raakha*);
- ❖ At least one session (C190) in every training programme;

Way Forward

- ❖ Don't tolerate violence, report it;
- ❖ Policy on the violence committee and unified pressure for implementation;
- ❖ Awareness to all the workers on the importance of ratification of C190;
- ❖ Collect the data of violence and harassment at workplace;
- ❖ Make labour audit compulsory.

Importance of Ratification

Sister Nishi Kapahi, Coordinator of SARTUC/SAGP, presented in her small presentation on the importance of ratifying ILO Convention C190, emphasising that it provides a critical opportunity for real change in addressing workplace violence and harassment. She pointed out that violence and harassment at workplace are still widely tolerated, and C190 offers a gender-sensitive approach to tackling the underlying inequalities, particularly in cases of gender-based violence and harassment. Ratification of C190 would demonstrate a commitment to protecting workers' health, dignity, and well-being while also reducing costs for employers. She stressed that it would also have a broader impact, aligning with the SDGs and fostering better compliance with international labour standards. Additionally, C190's ratification could set a global example, encouraging other states to follow suit and promote a safer, more dignified world of work.

Group Discussions and Presentations (Compiled)

Participants were divided into three (3) groups to deliberate on:

1. Challenges for Trade Unions and CSOs:
2. Strategies:
3. Way Forward:

Group representatives presented their discussions, highlighting innovative approaches and immediate priorities for lobbying in Nepali language (*Annex-III*). This section is translated from original discussion and points (*originally discussed and shared in Nepali language as it was national level programme thus, it was organised in local language*).

Challenges in C190 implementation

- ❖ Lack of proper information about C190;
- ❖ Unstable government;
- ❖ Lack of interest in the government;
- ❖ Similar policies in existing laws;
- ❖ Lack of uniformity in institutional understanding;
- ❖ Lack of data (no actual data of regional victims);
- ❖ No change in behaviour;
- ❖ Social tradition;
- ❖ Economic situation;

Way Forward

- ❖ There should be uniformity in institutional understanding of the concept of C190;
- ❖ Awareness programmes and data collection;
- ❖ Producing trainers on C190;
- ❖ Publicity (Press meet, Media and Social Media);
- ❖ Regular discussions and engagement with stakeholders;
- ❖ Continuous Delegation and joint pressure should be exerted on the government;
- ❖ Institutional policy should be formulated;
- ❖ Collect data and evidence through research;
- ❖ Conduct public awareness programmes and campaigns through new technologies and social media;
- ❖ Include the topic of C190 in all programmes and meetings of trade unions;

Strategic Plan

- ❖ Creating a mechanism for institutional uniformity (*through JTUCC in national level*) and work with related stakeholder organizations;
- ❖ Trainer production and awareness in all provinces;
- ❖ Press conferences throughout the year;

- ❖ Handing over memorandums, statements and campaigns throughout the year;
- ❖ Discussions with stakeholders, lobbying throughout the year;
- ❖ Institutional pressure throughout the year;
- ❖ Collecting data in all committees throughout the year;

DAY - TWO

Opening and Recap

Mr. Laxman Basnet opened the second day with welcoming remarks. A participant-led review of Day 1 reinforced the key takeaways and set the tone for continued discussions.

Understanding Violence and Harassment

Sister Nishi Kapahi, Coordinator of SARTUC/SAGP, delivered an insightful presentation on "*Violence & Harassment at the Workplace: A Curse of Our Times*," emphasising the urgent need to address these prevalent issues. She outlined various forms of violence in the workplace, including physical assault, psychological abuse, online harassment, sexual harassment, bullying, and economic violence. She highlighted the profound negative effects such behaviours have on individuals, such as mental health problems, physical health issues, decreased productivity, and social isolation. Furthermore, she emphasised the negative effects on individuals, including mental health issues, decreased productivity, and social isolation, as well as the burden on employers through increased absenteeism, legal costs, and reputation damage. Importantly, she advocated for the ratification of C190, which offers a comprehensive, gender-sensitive approach to tackling workplace violence. Moreover, she also stressed the role of unions and civil society in raising awareness and pushing for ratification. At last, she urged organizations to integrate violence and harassment prevention into Occupational Safety and Health policies to protect workers' rights and well-being and urged all the participants for collective efforts to create safer, inclusive work environments for all.



Parliamentary Perspective

Hon. Kantika Sejuwal, Member of Parliament, and Member, Parliamentary Committee - Industry, Commerce, Labour and Consumer Welfare Committee, provided valuable insights:

- ❖ Regular discussion on C190 in parliamentary committee;
- ❖ Our constitution is wonderful provisions to protect the women's rights but proper implementation of it to achieve SDGs;
- ❖ We have to conduct programmes in all the provinces and interact with more member of parliament;



- ❖ We, female MPs – position to speak for male and female - shall work actively on these issues, we need to be more active;
- ❖ Implementation of laws and policies is poor due to the unstable government and lack of cooperation between government and bureaucracy (administrative unit);
- ❖ Policy implementation is in the hand of government and bureaucracy so, they both have to work properly;
- ❖ I have worked in local level realised the implementation of policies is more important than forming of new laws. Moreover, laws and policies shall be made on the basis of need;
- ❖ Mostly, physical violence is considered as violence but there are mental, psychological, political and many other forms of violence are there where mostly, women are becoming the victims of violence and harassment;
- ❖ Around 85 per cent of women are impacted by domestic violence;
- ❖ Nowadays, social media is playing important role to expose the violence, however, women are facing violence and harassment through social media which shall be monitored;
- ❖ Media and government shall be responsible for the proper reporting of GBV;
- ❖ Our parliamentary committee will be working and discussing on the draft report on C190 and will seek feedback from trade unions and CSOs;
- ❖ We have to work together for the ratification of C190 in Nepal.

Before entering to the panel discussion, participants had shared their views on the status of women in trade unions and their views on the ratification of C190 in Nepal.

Sister Radhika Kunwikel, NTUC

- ❖ Women are deprived of rights and representation is very low in decision-making positions;
- ❖ women are not getting proper representation in leadership;
- ❖ Are facing multiple workloads—professional women have to look after household chores;
- ❖ Women are facing GBV at the workplace;
- ❖ also facing challenges and difficulties in the world of work;
- ❖ However, we have to raise our voice in public forums and advocate for women's rights in the world of work.

Sister Bishnu Lama, GEFONT

- ❖ The transport sector is a risky sector for women;
- ❖ The majority of workers are male in transport, where female workers are facing violence; and harassment at workplace from co-workers and traffic police as well;
- ❖ But we have entered into the sector by enhancing our skills;
- ❖ Government bodies have to make policies for the women working in male-dominated workplaces;
- ❖ The government can make a policy to encourage women drivers into government offices and the government sector.



SARTUC

Panel Discussion



The panel discussion was moderated by **Mr. Nilambar Badal**, independent researcher and expert on migration and gender. The panel discussion was held multilateral stakeholders' tripartite plus discussion in the ratification process of C190 in Nepal representing – government, employers, trade union, and CSO.



Moderator: Mr. Nilambar Badal, independent researcher and expert on migration and gender

1. **Government Representative: Mr. Gagan Singh Bist**, Under Secretary, Labour Relation Section, Ministry of Labour, Employment and Social Security, Government of Nepal
2. **Employers' Perspective: Mr. Hansa Ram Pandey**, Expert on employers' issues (Former senior policy advisor in FNCCI)
3. **Trade Union Perspective: Brother Yogendra Kunwar**, President, JTUCC/NTUC
4. **CSOs' Perspective: Ms. Sulochana Khanal**, Programme Manager, WOREC Nepal and representative of NNSM (CSO)

Mostly the issues in panel discussion were discussed on following topics - Situation of C190 in Nepal; the delaying of ratification; role of their respective institutions; and way forwards or recommendation from their side.

Ms. Sulochana Khanal, Programme Manager, WOREC Nepal and representative of NNSM (CSO)

- ❖ She spoke from the perspective of CSOs in Nepal, highlighting their work to protect workers' rights and advocate for safer workplaces.
- ❖ The Constitution of Nepal is praised for protecting citizens' rights without discrimination, supported by various acts based on it.
- ❖ The ratification of C190 is a key focus, with CSOs like WOREC, AMKAS, Maiti Nepal, ABC Nepal, and POURAKHI Nepal leading campaigns for workers' rights, gender-based violence (GBV), anti-trafficking, and informal sector workers' rights.

- ❖ C190 applies to all workers, not just women, aiming for a safer workplace by respecting workers' rights. However, women are particularly vulnerable to violence, harassment, and labour migration issues due to restrictions and undocumented status, especially in GCC countries.
- ❖ Informal sector workers are also more vulnerable to violence and harassment, prompting advocacy efforts from local to central levels.
- ❖ The government's efforts to ratify the convention are positive, but implementation remains challenging in case of Nepal. CSOs must collaborate with the government and other stakeholders to ensure effective action plans, stronger complaint mechanisms, and accessible justice for women workers.
- ❖ Organizations must align their policies with C190 to ensure a violence- and harassment-free workplace.
- ❖ From CSOs, we are committed to cooperate with the government and other stakeholders.

Brother Yogendra Kunwar, President, JTUCC/NTUC

- ❖ ILO Convention 190 has been discussed since its adoption in 2019 but has not yet progressed to the ratification process. However, Nepal's Constitution ensures gender equality and harassment-free workplaces.
- ❖ Trade unions, including JTUCC and NTUC, aim to create workplaces free from violence, harassment, and discrimination, with gender cells and women's committees in all unions. JTUCC which has 10 major trade unions, has recently passed a gender policy recently; through that, we are encouraging other unions to make such policies in their unions; those who do not have gender policy and those who do have policy need to review it.
- ❖ Nepal has ratified 11 ILO conventions till date; Nepal has ratified 7 out of 8 conventions (fundamental principles and rights at work -FPRW - now it has become 10 FPRW conventions, including C155 and C187). We are advocating and lobbying for the ratification of No. C87.
- ❖ 42 is an average number of conventions ratified by a nation, and in Asia the average is 25, but we have ratified only 11. However, we have 9 conventions in the pipeline, as by 2026 the country will be upgrading from least developed countries (LDCs).
- ❖ Nine (9) conventions, including protocol 29 (regarding forced labour), till December 2024: convention No. 87 (freedom of association) and C81 (labour inspection), that are directly connected to C190 as C81 promote inspection and monitoring.
- ❖ C190, C181, C183 (maternity protection), and C189 (domestic workers) are on pipeline for 2025; and C155 and C187 are for pipeline in 2026.
- ❖ GoN has a technical committee of tripartite, including the representation of JTUCC (*Mr. Mahendra Prasad Yadav*), and we have a team.
- ❖ JTUCC has formed a separate mechanism to ratify ILO standards that includes representatives from all trade unions, representatives from ILO, and experts, as implementation and reporting are more important than ratification.

- ❖ These are the permanent agendas of trade unions; thus, they work intensively to achieve such agendas.
- ❖ JTUCC has strength of network and workers collective voice.

Mr. Hansa Ram Pandey, Expert on employers' issues (Former senior policy advisor in FNCCI)

- ❖ I am not directly representing the private sector (employers); however, I have 28 years of experience working with employers, and I have directly worked with tripartite bodies in several discussions.
- ❖ The Labour Act recognizes workers' protection, however, implementation remains poor, and mind-set changes are necessary for effective enforcement.
- ❖ Women's involvement in the workforce is crucial, and their workplace challenges must be resolved. FNCCI and other employer organizations should be involved in discussions on C190 and related social issues, as these are often not prioritised by employers.
- ❖ Employers had both positive and negative ideas on the labour act.
- ❖ The works have been going on from the side of employers regarding the ratification of C190 - one example is the formation of the "Code of Conduct on Sexual Harassment in the Workplace." Another is the "interaction programmes regarding the awareness of the ratification of C190."
- ❖ FNCCI is working to form a model draft of a "Bylaw" on the Ratification of ILO C190 and its Challenges to employers - that can be helpful to circulate a positive message on C190 to employers. moreover, Business and Human Rights (BHR) is also circulating among employers
- ❖ Efforts have been going from the employers' side, but these are not sufficient, and importantly, the understanding of all stakeholders is not similar; therefore, it needs to be discussed intensively to fill the gaps.
- ❖ We have laws and policies, but implementation is very poor. 12 years since the last labour conference held in Nepal, we can take this issue to the labour conference and discuss intensively
- ❖ First and foremost, the government has to go ahead and lead the ratification process. The government must lead the ratification process, as it is the primary body to do so, with the country needing to ratify conventions like C87, C81, and P29 before 2026 to maintain GSP Plus trade benefits. High level comprehensive discussion involving the government ministries (Labour, Industry, Law, and Finance) are essential for moving forward.
- ❖ Uniformity of understanding and high-level discussions are necessary to prepare stakeholders for the implementation of C190, ensuring that it reflects a commitment to workers' rights, non-discrimination, and decent work.
- ❖ Women's involvement in workforce is progressive action and needs to resolve their challenges in workplace
- ❖ Awareness shall be there and common understanding is important for all the stakeholders for the ratification of C190

- ❖ Before upgrading from LDC in 2026, Nepal has to ratify the convention, as they will be seen by the rest of the world. As per the suggestion from the European Union, Nepal has to ratify C87, C81, and P29 immediately before 2026 to get the facility of GSP Plus in trade.
- ❖ Inside employers, there is confusion for the ratification of ILO conventions, so it shall be made common understanding among all the stakeholders
- ❖ Importantly, the implementation of article 6 and article 10 of C190 in Nepal shall be discussed and all the stakeholders shall be prepared for it
- ❖ This ratification is important for nation to reflect for the commitment for the rights of workers, non-discrimination, and decent work

Mr. Gagan Singh Bist, Under Secretary, Labour Relation Section, Ministry of Labour, Employment and Social Security, Government of Nepal

- ❖ The tripartite-plus discussions on C190 are crucial, regarding the ratification of ILO conventions, the Nepal government has to follow the "Guidelines for concluding international treaties and agreements 2075." A 3-year action plan for ratifying nine (9) ILO conventions, including C190, is in place, with the ratification process beginning with gap analysis of domestic laws and international standards.
- ❖ We are in the stage of gap analysis in the national laws and ILO convention, where we are also seeking support from ILO expert. After receiving the report, we will discuss it with the ILS committee, which comprises a tripartite discussion then ask for suggestions and feedback from other stakeholders
- ❖ The study reports (gap analysis) have been finalised by the experts for the ratification of C87, C81, and P29, and the study report is under discussion. I have been working as a member secretary of the ILS committee under the ministry. The gap analysis is important to know the provisions in domestic laws and implementation challenges in post-ratification of ILS
- ❖ We have to prepare the draft and send it to the ministry of law, but before sending the draft, we have to conduct consultation with various stakeholders, which is about to happen, and the feedback collection is open and transparent.
- ❖ We need to insert appropriate feedback into the draft and send it to the Ministry of Law, and after the finalisation from the Law Ministry, we will send it to the cabinet for approval for the ratification from Parliament.
- ❖ Last convention ratified by Nepal in 2007, and it became a long time. The process of ratification ILO conventions includes consultations with various stakeholders and the Ministry of Law before sending drafts to the cabinet for final approval. Once ratified, the convention will be registered with the ILO, and Nepal will submit a detailed implementation plan to the ILO for feedback.
- ❖ The Ministry of Law will register the ratified convention, and we will send it to the ILO office for registration. After the registration in ILO, we need to send a detailed report of plan to ILO and we have to work according to the feedback from the experts from ILO

- ❖ This convention has good ideas and will enhance the goodwill of country
- ❖ We have laws addressing gender-based violence but separately.
- ❖ The action plan has been approved to ratify C190 in 2025 and we are working accordingly
- ❖ The common understanding on C190 shall be important among all the stakeholders—government, employers, workers, and civil society as well. We have ratified the C144 (Tripartite Consultation), so coordination among tripartite bodies is important to reach any conclusion.
- ❖ These types of programmes are important as energizer to reach the goal of ratification.
- ❖ Government is facilitator where employers and workers are key stakeholders. There are limitations for government, thus, other stakeholders can work for advocacy, awareness, and campaigns for uniformity of understanding on C190.
- ❖ The representatives in ILS committee shall be proactive and powerful on decision making on behalf of their organisation
- ❖ Consultation and workshop will be conducting from the government side after finalising of the gap analysis report.

Closing and Vote of Thanks

In the closing remarks, **Mr. Laxaman Basnet**, General Secretary, SARTUC raised the common concern of C190 and this programme created a hope to all of all. He said that he had requested government representative to register the ratification of C190 before November 2025. Moreover, he highlighted that the government is planning to ratify the 9 conventions. He emphasised that the weaker section of the society needs the laws and policies as workers are the weakest in the entire system of the world of work. Importantly, he encouraged all to be active from their side for the ratification of C190 and take it forward from their individual and union/organisational levels. Finally, he thanked all the participants and panellist for the comprehensive discussion and active participation for two days.

Conclusion and Recommendations

The National Seminar on the Status of the Ratification of ILO Convention No. 190 in Nepal addressed the workplace violence and harassment and the obstacles Nepal faces in ratifying ILO Convention No. 190 from the tripartite plus perspective, gathering in a single platform to discuss on the status of ILO C190 in Nepal. Significant hindrances still exist, despite conversations from a range of stakeholders, including employers, trade unions, parliamentarian, and civil society organizations (CSOs), indicating a shared commitment to promoting safer workplaces and free from violence and harassment. These include a lack of concentrated efforts for successful policy implementation, political instability, and the requirement for a common understanding among all stakeholders. Nevertheless, the seminar demonstrated the increasing ratification momentum, particularly with the participation of trade unions and lawmakers.



The urgent need for a coordinated and cooperative strategy among the government, employers, trade unions, and CSOs to speed up the ratification process is one of the seminar's main recommendations. After completing the gap analysis between national legislation and ILO standards, the government must take the initiative and consult with all relevant stakeholders, including trade unions. Employers and trade unions must take a more active approach, especially when it comes to raising awareness and launching lobbying efforts. In order to guarantee that vulnerable workers benefit from a workplace free from harassment and violence, especially those who are working in the informal sector and migrant workers. The seminar's conclusion emphasised the need for continued dialogue and concerted action to ensure the ratification of C190 by November 2025, reflecting Nepal's commitment to international labour standards and workers' rights.

ANNEX-I
Agenda

DAY 01 – 05 DECEMBER 2024		
8:30 - 9:30	Breakfast	
9:30 - 10:00	Registration	
10:00 - 10:20	Welcome and Opening Remarks Opening and welcome address: Mr Laxman Basnet , General Secretary, SARTUC Introductions of participants and their expectations from the programme	
10:20 – 10:30	A brief sketch of the two-day programme	Ms Nishi Kapahi, SARTUC/SAGP
10:30 – 11:30	ILO Convention No. 190 <ul style="list-style-type: none"> Why to ratify C190 in Nepal? Opportunities or challenges How does C190 drive efforts to eliminate violence and harassment in the workplace Status on the ratification of C190 in Nepal 	Ms Bina Kunwar Thapa, Senior Programme Officer, ILO Nepal
11:30 – 11:45	Tea/Coffee Break	
11:45 – 12:30	What has been done so far from 2019 – 2024 <ul style="list-style-type: none"> Reports from the Unions (A trade union representative from each union who is working on C190 and its ratification in Nepal) 	(GEFONT, NTUC, and ANTUF)
12:30 – 13:00	Importance of Ratification	Ms Nishi Kapahi, SARTUC/SAGP
13:00 - 14:00	Lunch Break	
14:00 – 15:00	Lobbying for Ratification of ILO C.190 [Group Discussion] <ul style="list-style-type: none"> Challenges for the Trade Unions and CSOs Strategies for lobbying for ratification Way forward 	SARTUC/SAGP
15:00 – 15:40	Presentation (10 minutes each group)	Groups
15:40 – 16:00	Tea/Coffee Break	
16:00 – 16:45	Next Steps – Prepare for the High-Level Forum on 06.12.2024	Ms Nishi Kapahi, SARTUC/SAGP
16:45 – 17:00	Conclusion	Ms Nishi Kapahi, SARTUC/SAGP
End of Day 1		
DAY 02 – 06 DECEMBER 2024		
8:30 – 9:00	Breakfast	
9:00 – 9:15	Registration	

9:15 – 9:30	Welcome and Opening Remarks Mr Laxman Basnet , General Secretary, SARTUC	
9:30 – 9:45	Presentation of Group discussion on Day one - Lobbying for Ratification of ILO C.190	Participants’ representative
9:45 – 10:30	Violence and Harassment – A Curse of Our Times Why is it important to eliminate/end it How did we get ILO C.190	Ms Nishi Kapahi , SARTUC/SAGP
10:30-11:00	Parliamentary Perspective	Hon. Kantika Sejuwal , Member of Parliament, and Member, Parliamentary Committee - Industry, Commerce, Labour and Consumer Welfare Committee
11:00 – 11:15	Tea/Coffee Break	
11:15 – 13:00	Panel Discussion Ratification of C.190 in Nepal – Challenges and recommendations (Views from Government, employers, trade unions and CSOs) Panellists <div><div>1.</div><div>Government representative: Mr. Gagan Singh Bist, Under Secretary, Labour Relation Section, Ministry of Labour, Employment and Social Security, Government of Nepal</div></div> <div><div>2.</div><div>Expert on Employers’ perspective: Mr Hansa Ram Pandey, Former expert at FNCCI, Nepal</div></div> <div><div>3.</div><div>Workers’ representative: Brother Yogendra Kunwar, President of JTUCC</div></div> <div><div>4.</div><div>CSOs’ representative: Ms Sulochana Khanal, representative of National Network for Safer Migration (NNSM) and Program Manager of WOREC</div></div> Q&A	Moderator: Mr Nilambar Badal , Independent Researcher
13:00 -14:00	Lunch Break and End of the National Seminar	
End of the Day 2		

ANNEX-II
List of Participants

S.No	Name	Position	Affiliation/Union
1.	Hon. Kantika Sejuwal	Member , Parliamentary Committee - Industry, Commerce, Labour and Consumer Welfare Committee	Member of Parliament (MP)
2.	Mr. Gagan Singh Bist	Under Secretary, Labour Relation Section	Ministry of Labour, Employment and Social Security, Government of Nepal
3.	Mr Hansa Ram Pandey	Expert on Employers' issues	Former expert at FNCCI
4.	Brother Yogendra Kunwar	President	JTUCC/NTUC
5.	Ms Bina Kunwar Thapa	Senior Programme Officer	ILO Nepal
6.	Mr Nilambar Badal		Independent Researcher
7.	Mr. Chandra Shekhar Adhikari		ANTUF
8.	Mr. Krishna Regmi		
9.	Mr. Chij Kumar Dhakal		
10.	Mr. Sudarshan Timilsina		
11.	Ms. Beli Maiya Ghale	Secretary (OSH)	GEFONT
12.	Ms. Ranju Thapa		
13.	Ms. Yam Kumari Tangnami		
14.	Ms. Bishnu Lama		
15.	Mr. Rajesh Palikhe	Vice President	NTUC
16.	Ms. Rukmini Thapa (Archana)	Deputy General Secretary	
17.	Ms. Radhika Kunwikel –	Vice President	
18.	Ms. Sulochana Khanal	Programme Manager, WOREC	CSOs (NNSM)
19.	Mr. Nirmal kumar Upreti		
20.	Ms. Talsa Rana		
21.	Mr. Santosh Dhakal		
22.	Mr. Bike Shrestha, Member	SARTUC Youth Committee	SARTUC
23.	Ms. Sushila Ghimire, Member,	SARTUC Women's Committee	
24.	Ms Sweanta Lama	Executive Officer	
25.	Ms Nishi Kapahi,	Coordinator, SARTUC/SAGP	
26.	Mr Laxman Basnet	General Secretary	

ANNEX-II

Finding of Group Discussion (DAY ONE) in Nepali (original form)

C190 कार्यन्वयनमा चुनौतीहरु

- C190 सम्बन्धी जानकारी नहुनु
- अस्थिर सरकार
- सरकारलाई चासो नहुनु
- बिद्धमान कानुनमा समान देखिने खालका कानुन हुनु
- संस्थागत बुझाई एकरूपकता नहुनु
- तथ्याङ्क नहुनु (क्षेत्रगत पिडितको बास्तविक तथ्याङ्क नहुनु)
- व्यवहारमा परिवर्तन नहुनु
- सामाजिक परम्परा
- आर्थिक अवस्था

आगामि कार्यदिशा

- C190 को आवधारणाको बिषयमा संस्थागत बुझाईमा एकरूपता हुनुपर्नेछ
- सचेतना कार्यक्रम र तथ्याङ्क संकलन
- C190 सम्बन्धी प्रशिक्षक उत्पादन गर्ने
- प्रचार प्रसार (Press meet, Media and Social Media)
- सरोकारवालाहरूसँग नियमित छलफल
- निरन्तर बहस पौरवी (Delegation) र राज्यलाई संयुक्त रुपमा दवाब दिनुपर्ने छ ।
- संस्थागत निति बनाउन पर्ने
- अनुसन्धानको माध्यमबाट तथ्याङ्क तथा प्रमाण संकलन गर्ने ।
- नयाँ प्रविधि तथा सामाजिक संजाल मार्फत जनचेतना कार्यक्रम, अभियान संचालन गर्ने ।
- ट्रेड युनियनहरुको सम्पूर्ण कार्यक्रम तथा बैठकहरुमा C190 को बिषय समावेश गर्ने

रणनितिक योजना

क्र.सं	कार्यक्रम	बिवरण	अन्तिम मिति
१.	संस्थागत एकरूपकताका लागी संयन्त्र बनाउने (JTUCC)	सम्बन्धीत सरोकारवाला संस्थाहरु	पहिलो त्रैमासिक
२.	प्रशिक्षक उत्पादन तथा सचेतना	सबै प्रदेशमा १० जनाको संख्यामा	पहिलो त्रैमासिक
३.	पत्रकार सम्मेलन		बर्ष भरी
४.	ज्ञापनपत्र हस्तान्तरण, बिज्ञप्ती र अभियान		बर्ष भरी
५.	सरोकारवालाहरूसँग छलफल, लविङ्ग		बर्ष भरी
६.	संस्थागत दबाद		बर्ष भरी
७.	सबै कमिटीमा तथ्याङ्क संकलन गर्ने		बर्ष भरी

ANNEX-IV

Photos



