

# Private Sector Pioneers Driving Gender Equality in Trade with Women's Empowerment Principles in AfCFTA

## Session 3: WEP 3

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Gender Equality means better business

## Women's Empowerment Principles (WEPs)

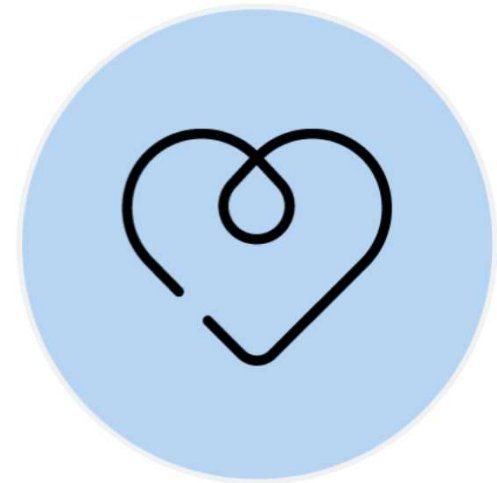
- A set of principles offering guidance on advancing gender equality and women's empowerment in the workplace, marketplace, and community.
- Roadmap for companies to follow to achieve the SDG 5
- UN Women offers resources and tools to support companies' WEPs implementation

<p><b>1</b>  PRINCIPLE</p> <p><b>High-level corporate leadership</b></p>	<p><b>2</b>  PRINCIPLE</p> <p><b>Treat all women and men fairly at work without discrimination</b></p>	<p><b>3</b>  PRINCIPLE</p> <p><b>Employee health, well-being and safety</b></p>
<p><b>4</b>  PRINCIPLE</p> <p><b>Education and training for career advancement</b></p>	<p><b>5</b>  PRINCIPLE</p> <p><b>Enterprise development, supply chain and marketing practices</b></p>	<p><b>6</b>  PRINCIPLE</p> <p><b>Community initiatives and advocacy</b></p>
<p><b>7</b>  PRINCIPLE</p> <p><b>Measurement and reporting</b></p>	<p><b>WOMEN'S EMPOWERMENT PRINCIPLES</b></p> 	

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## Principle 3

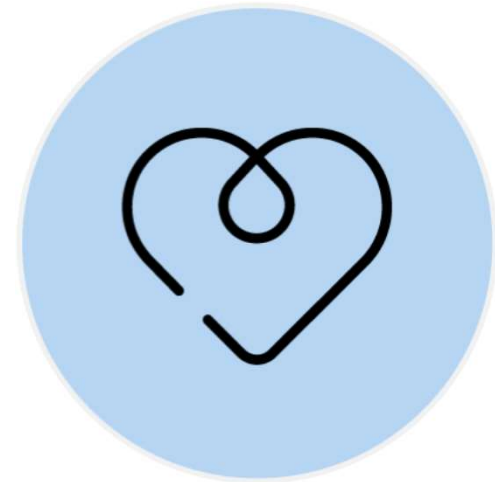
Ensure the health, safety and well-being of all women and men workers



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# What does it mean?

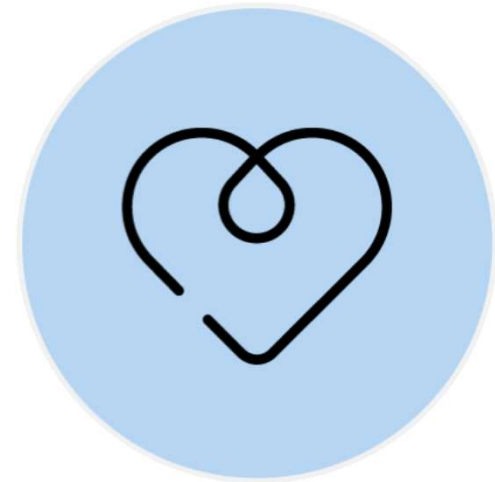
- This principle covers from employees' physical, mental health well-being to sexual harassment
- Providing safe working conditions and protect employees from hazardous materials and disclose potential risks
- Tackle sexual harassment at workplace and beyond



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## How do you do it?

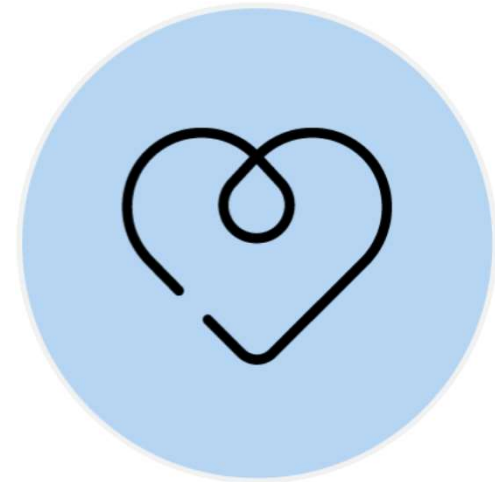
- Establish internal policies and procedures, including a confidential grievance system to prevent and address all forms of violence and sexual harassment at work.
- Train employees to recognize signs of violence against women, human trafficking, labour and sexual exploitation, and immediately address case of domestic violence.



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## How do you do it?

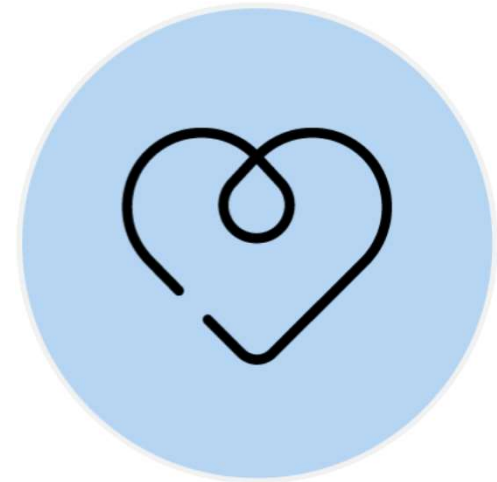
- Ensure employees' equal access to health insurance and tailor support to employees with special needs including people with disabilities and survivors of violence and harassment.
- Address safety and security issues, including traveling to/from work and business trips, in consultation with employees.



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## Examples

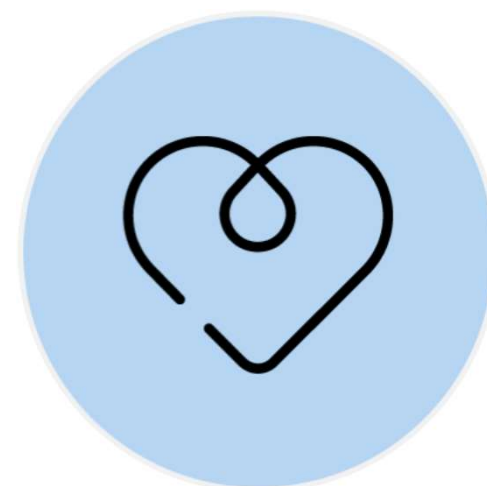
- Introduce policies to ensure work-life balance of employees
- Develop guidelines to raise awareness amongst employees on violence against women and girls
- Set up a protocols to prevent, identify and reference cases of violence and women in its workforce



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# WEPs Resources

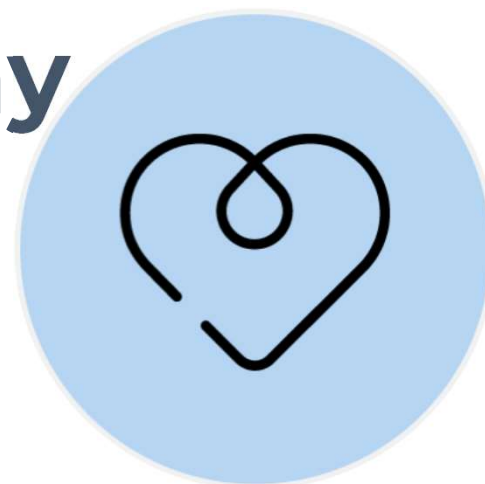
- [Gender-Based Violence and Harassment at Work Policy Template](#)
- [WEPs Action Card - Tackling Sexual Harassment in the World of Work](#)
- [Tackling Sexual Harassment in the World of Work](#)
- [Domestic Violence Policy Template](#)
- [Case study: Fighting Everyday Sexism and Domestic Violence in the Workplace](#)
- [Case study: A Holistic and Gender-Balanced Approach to Health and Well-Being](#)







**What is your company  
doing to create a  
safe working place?**

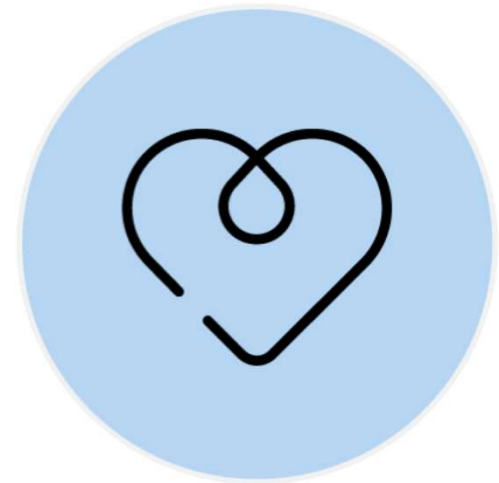


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# Zooming in- Sexual harassment

Q1.  
Sexual Harassment is rare.

Reality?  
Sexual harassment is extremely  
widespread.

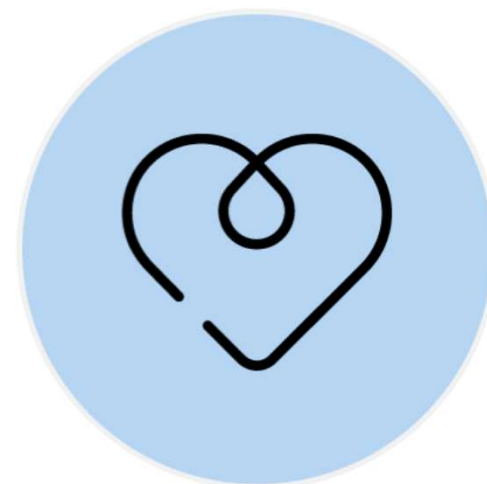


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## Zooming in- Sexual harassment

Q2.

If the harasser does not do it intentionally , then it does not constitute sexual harassment



Wrong.

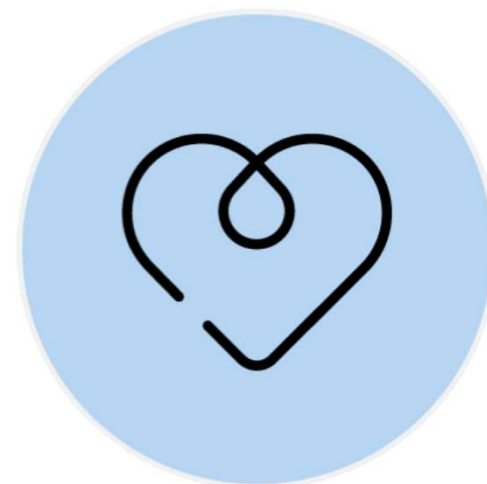
Sexual harassment has to be seen from the perspective of the victim, not the harasser.

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## Zooming in- Sexual harassment

Q3.

Women who are sexually harassed generally provoke it by the way she dresses and behaves.



Wrong.

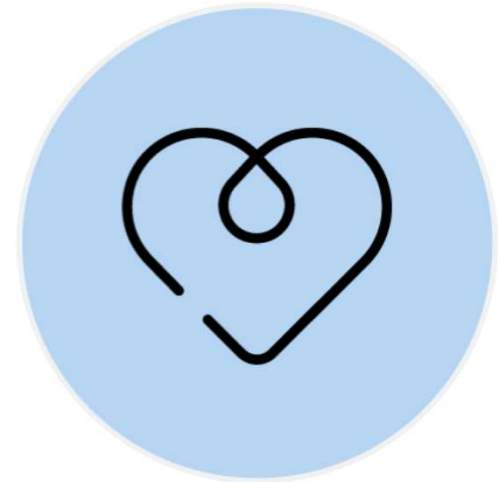
This partly arises from the stereotyped traditional view of “women are trouble” and is partly an excuse that harassers find for themselves

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## Zooming in- Sexual harassment

Q4.

If you ignore harassment, it will go away.

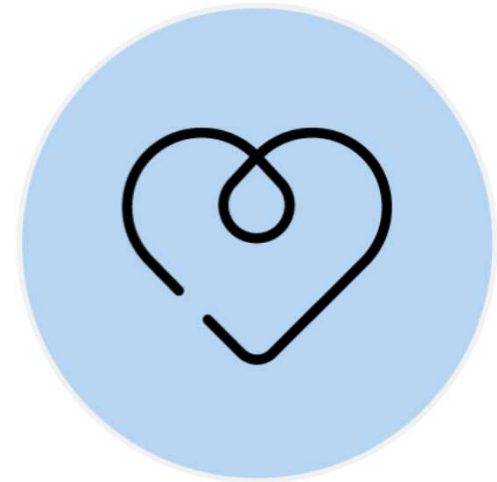


Wrong- it will not. Generally, harassers will not stop on their own.

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## Zooming in- Sexual harassment

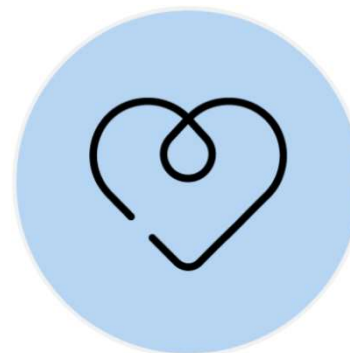
Q5. Victims of sexual harassment are all females, and it only happens between people of the opposite Sex.



Wrong- Men can also be victims; and sexual harassment also happens between people of the same sex.

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# Group Discussion



Based on what you just learned from the “Zooming- in” let’s get into 2 groups to discuss a case study.

## Instruction

- Moderator will share a story & Set of questions
- Please actively participate and share your view.



## Case study 1

Ayda works in a company where the majority of managers and staff are men. She is often expected to make coffee or prepare documents for meetings, although this is not part of her duties. Her male colleagues say that it's "a woman's job", and when she questions their statements, they claim that they are only joking. During lunches and coffee breaks, her colleagues sometimes speak negatively about women, saying that they would not like to have a wife that worked in a male-dominated profession and that women are best suited to be at home and cook anyway. It also happens that Ayda's colleagues make sexualized jokes about women in her presence, which makes her very uncomfortable. She is afraid to say anything as she thinks it would only make them question her presence in the workplace even more. Ayda has also heard rumors that some of the colleagues have been visiting strip clubs in relation to business trips. This has made her decline opportunities of business travel, which she thinks affects her career development negatively.





## Case study 2

Nala has applied for a promotion that has recently been advertised in her office, which she believes she has the right competences and experience for. Her manager tells her that “socializing” will be an important part of the new job. When she asks her manager what he means by “socializing”, he tells her that he expects her to go out for drinks with him in the evening and have sex with him. He tells her that if she does this, he will make sure that she gets the promotion. She tells her manager that she does not think that “socializing” is relevant to the job, and she tells him that if this is the case, she will have to reconsider applying for the promotion. After that, she is given a poor performance appraisal by her manager and loses the opportunity to apply for the promotion. Nala believes that she was denied the promotion and an increase in salary because she refused to give sexual favours.

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# Thank you!

See you next time with Principle 4.

