

Spotlight
Initiative



GENDER
EQUALITY
SEAL
PRIVATE SECTOR

TACKLING GBV IN THE WORKPLACE



THE CHALLENGE

BOTH GENDER-BASED VIOLENCE AND SEXUAL HARASSMENT HAVE A DEVASTATING EFFECT OVER THE VICTIMS

- Mental health issues
- High levels of stress and anxiety
- Drug and alcohol abuse
- Physical health effects
- Self-harming and Suicide



1 in 4 women

Do not report having been harassed to their employers



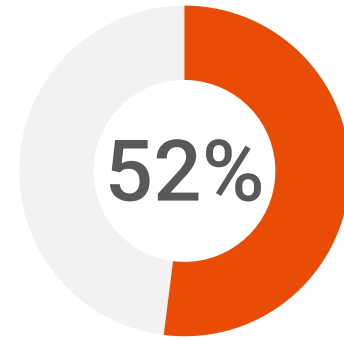
1 in 3 women

Have experienced intimate partner violence

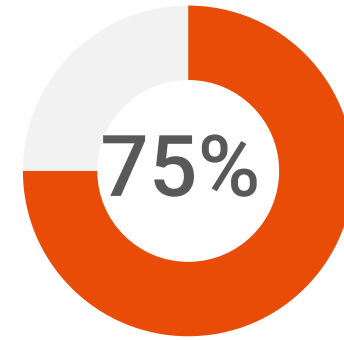


1 in 7 adults

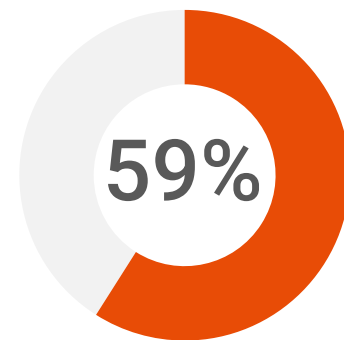
Adults in Asia-Pacific reported having been cyberbullied between Apr-May 2020



Of women workers report having experienced any form of harassment (2021)



Of women aged +18 years old have experienced sexual harassment (2020)



Of adults cyberbullied felt humiliated (2020)



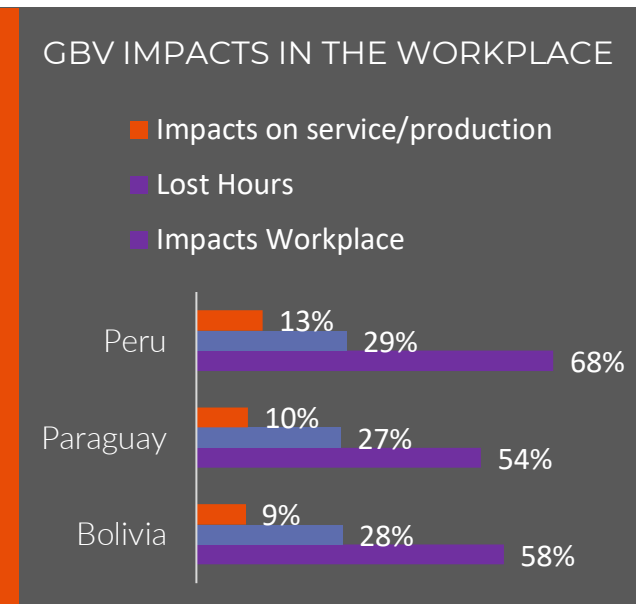
Close to 2 billion women
+18 years old have been sexually harassed globally

THE BUSINESS CASE



- Reduced motivation, performance and attachment
- Higher rates of turnover and absenteeism
- Negative impact on workplace relations and team working performance
- Negative impact on quality service provision
- Reduced productivity and capacity to carry out a job effectively
- Damage to company reputation

PROTECTING HUMAN RIGHTS INCLUDING WOMEN'S RIGHTS IS A MORAL IMPERATIVE CONSAGRATED BY THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT



U\$1.25 million
Is the annual cost of GBV attention




75K-250K
Average legal costs in the US for each labour discrimination case taken to court

Up to 70 million workdays

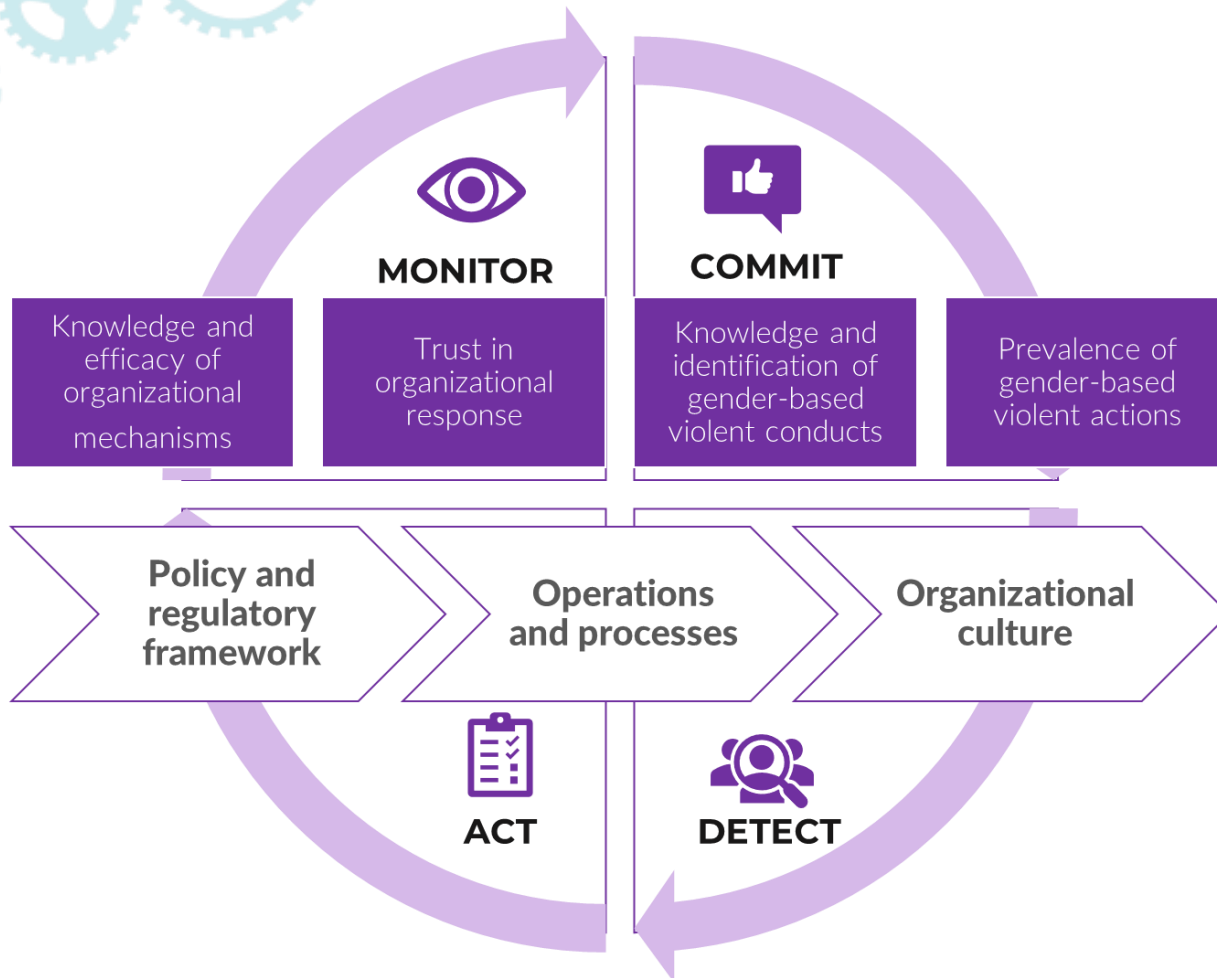
Are lost annually due to absenteeism triggered by sexual harassment and mobbing in the workplace



THE SOLUTION: A GBV MANAGEMENT MODEL



A GBV MANAGEMENT MODEL IS A FRAMEWORK OF REFERENCE FOR THE PREVENTION, DETECTION ATTENTION AND SANCTION OF GBV AND ITS FINAL GOAL IS TO ERADICATE ALL EXPRESSIONS OF GBV IN THE WORKPLACE



Express a solid commitment to the eradication of GBV in the workplace



Detect and quantify GBV risk, prevalence and efficacy of the organizational response to it



Move from commitment to action through the implementation of measures and actions aimed at preventing, detecting, attending and sanctioning GBV



Implement monitoring mechanisms to measure progress and identify needed corrective action

WE LEVERAGE DIGITAL TECHNOLOGIES TO DETECT GBV IN THE WORKPLACE



THE EQUALITY@WORK ONLINE PLATFORM COLLECTS AND PROCESS QUALITATIVE AND QUANTITATIVE INFORMATION TO ESTIMATE THE DEGREE OF EFFECTIVENESS OF GBV PREVENTION MECHANISMS AND THE PREVALENCE OF GBV IN THE WORKPLACE

KEM - KNOWLEDGE AND EFFICACY OF ORGANISATIONAL MECHANISMS

It seeks to identify the perception of the staff regarding the level of knowledge and effectiveness of the mechanisms of prevention, attention and referral of cases of organizational violence.



62%

TOR - TRUST IN ORGANISATIONAL RESPONSE

It seeks to determine the perception of the staff in matters of trust of the organizational mechanisms of prevention, attention and referral of cases of violence.



67%

KIA - KNOWLEDGE AND IDENTIFICATION OF VIOLENT ACTIONS

It seeks to identify the level of knowledge of the mechanisms of prevention, attention and referral of cases of organizational violence to different expressions of violent behavior, in particular acts of violence against women (VAW).



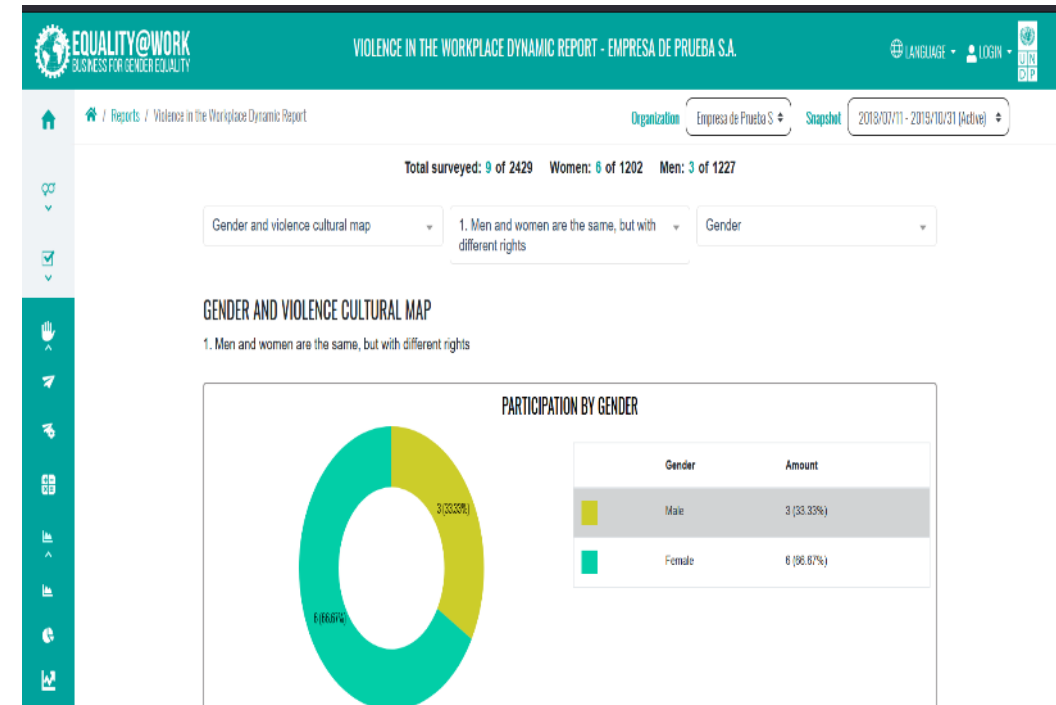
36%

PVA - PREVALENCE OF VIOLENT ACTIONS

It seeks to identify the prevalence of violent actions within the organization, particularly those related to the different expressions of workplace harassment and sexual harassment in the workplace.



54%



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TOOLBOX



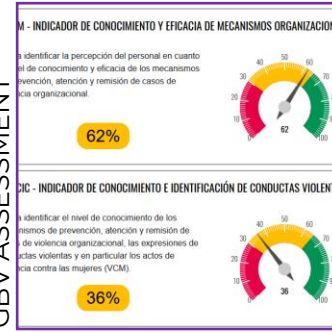
DIGITAL BUSINESS PRACTICES BANK



SAFE-O-METER



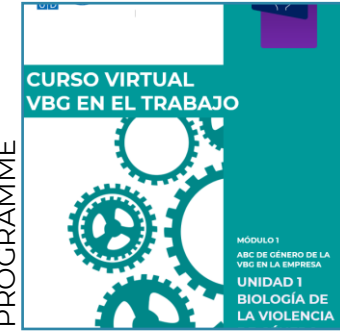
GBV ASSESSMENT



EMPLOYEE OPINION SURVEY



TRAINING PROGRAMME

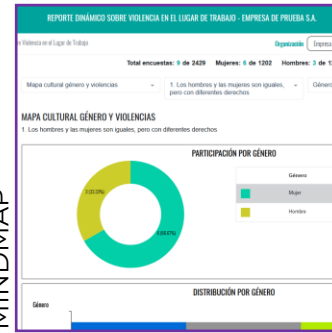


HOW TO GUIDE



POLICY SELF-ASSESSMENT

GENDER AND GBV MINDMAP



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www.undpbusinessforgenderequality.org



WHAT WE ACHIEVED WITH THE LAC PILOT



AVON



- 5 countries
- 12 companies from extractive, financial, services and infrastructure
- 10 GBV Assessments finalized
- Close to 1,800 employee surveys conducted
- +700 staff trained through +60 training sessions
- 10 GBV Action Plans adopted

1,794

SURVEYED
EMPLOYEES

688

1.106

731

STAFF TRAINED

373

358



OUTCOMES OF GBV ASSESSMENTS



OVI - ORGANISATIONAL VIOLENCE INDEX

The Organizational Violence Index is a composite index that ranges from 0 = to 100%, being 100% a gender sensitive company, with a high commitment to zero tolerance against Violence Against Women and an effectiveness of the organizational response to cases of violence.

55%

CONVENTIONS

- Positive value
- Intermediate value
- Negative value
- Not available

KEM - KNOWLEDGE AND EFFICACY OF ORGANISATIONAL MECHANISMS

It seeks to identify the perception of the staff regarding the level of knowledge and effectiveness of the mechanisms of prevention, attention and referral of cases of organizational violence.



72%

TOR - TRUST IN ORGANISATIONAL RESPONSE

It seeks to determine the perception of the staff in matters of trust of the organizational mechanisms of prevention, attention and referral of cases of violence.



76%

KIA - KNOWLEDGE AND IDENTIFICATION OF VIOLENT ACTIONS

It seeks to identify the level of knowledge of the mechanisms of prevention, attention and referral of cases of organizational violence to different expressions of violent behavior, in particular acts of violence against women (VAW).



26%

PVA - PREVALENCE OF VIOLENT ACTIONS

It seeks to identify the prevalence of violent actions within the organization, particularly those related to the different expressions of workplace harassment and sexual harassment in the workplace.



46%

ORGANIZATIONAL
GBV
MANAGEMENT

INDIVIDUAL
GBV
MANAGEMENT

THE INVITATION

- ✓ TACKLE GBV BY IMPLEMENTING A GBV MANAGEMENT SYSTEM
- ✓ COMMIT TO ERRADICATE GBV AT THE HIGHEST LEVEL
- ✓ DETECT VIOLENT CONDUCTS PREVALENT IN THE ORGANIZATION
- ✓ TAKE ACTION TO PREVENT, DETECT, ATTEND AND SANCTION GBV IN THE WORKPLACE
- ✓ IMPACT ALSO YOUR SUPPLY CHAIN
- ✓ ADOPT A GBV ACTION PLAN EMBEDDED TO THE CORPORATE STRATEGY
- ✓ MONITOR PROGRESS AND TAKE CORRECTIVE ACTION



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