Gender Mainstreaming Workshop
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دورة تدريبية
برنامج بناء التحالفات للتقدّم والتنمية والاستثمار المحلي (بلدي – كاب)

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Why gender equality & women empowerment matter

Why gender equality & women empowerment matter

- More than 100 years after the declaration of International Women's Day in Europe by working women struggling to achieve equal rights in the workplace, while others fought for the right to vote

- After more than a century of fighting to achieve gender equality and women's human rights, and the many legal, social, and economic changes that took place worldwide

Why gender equality & women empowerment matter

- In 1927, the Supreme Court of Canada ruled the legal definition of person did not apply to women.

- In his 1929 decision, Lord Sankey, who believed the word 'persons' should include females (Why should it not?"), concluded, sadly, that women are not inferior, but appear to be so only because the majority are denied education and opportunity (Mary Wollestonecraft)

Why gender equality & women empowerment matter

Despite great (yet uneven) progress worldwide, and closing of gender gap in education.

Across the globe by almost every measure, women lag well behind men:

- Even though women do 66 per cent of the work and produce half of the food, UNICEF reports that they earn only 10 per cent of the global income and own just one per cent of the property (feminization of poverty)

Why gender equality & women empowerment matter

- Nowhere in the world do women account for even a third of the national parliamentarians and, in most regions, including Canada and the US, it is considerably less. In Lebanon, the average is 2 to 3%, one of the lowest in the world.

Why gender equality matters

- At the end of 2010, fulltime working women earned only 71.3 per cent of men's average fulltime income. In the late 1980s, women earned 77 cents for every $1 a man earned.

- Not only women do not yet share the workplace with men in many countries, there is still no equal pay for equal work (no pay equity)

Why gender equality matters

- Worldwide, women continue to be significantly under-represented at the highest levels of both governments and corporations. That's despite recent evidence that institutions with higher levels of female participation are better managed and more profitable.

- There's the resurgence of religious fundamentalism, which has reopened debates about everything from Shariah law to working mothers to polygamy (Lybia, Egypt, etc.)

Why gender equality matters

- There's the explosion in pornography, sex tourism and human trafficking that's resulted from greater access to the Internet, with women and girls being the main victims.

Getting to know each other: the burning question

- Write the single burning question that has always bothered you about the main topic of today's workshop

Do you want a boy or a girl?

- Imagine each one of you will give birth to a child in 5 mn from now: what would you choose the sex of the child to be and why? (list the qualities/characteristics associated with boys or girls on a piece of paper)

- Discuss the choices

Some Useful Concepts: Sex vs Gender

Sex	Gender
• Universal	Varies from place to place
• Does not change over time	Changes over time
• Can not be changed	Can be modified
• Is determined by physiology	Is socially constructed
• One is born with it	It is learned
• Is perceived as an anatomical difference	Is perceived through behaviors, and ideas
• Is designated by nature (at conception)	Is assigned by society (from birth to death)
• A set of physical and biological characteristics	A set of cultural, social, and psychological characteristics

Concepts: Sex vs. Gender

- **Indicate whether the statement is based on sex (S) or gender (G)**

- Women give birth to babies, men don't
- Little girls are gentle, boys are tough
- Women can breastfeed babies ،men can bottle-feed babies
- Most building-site workers in Jordan are men
- Men's voices break at puberty ،women's do not
- According to United Nations statistics ،women do 67 percent of the world's work ،yet their earnings for it amount to only 10 percent of the world's income.
- Boxing is for men
- Women menstruate

Concepts: Sex Vs Gender

Vote with your feet

(agree on the left, disagree on the right, you can switch if you change your mind)

- Men will feel threatened if too many women are in leadership positions.
- Women naturally make better parents.
- The Lebanese government should prioritize policies that support job creation for men because they are the principle bread winners of the family.
- Women are less corrupt than men.
- There is no such thing as marital rape

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Gender concepts: Defining Sex & Gender

Sex

- Refers to the physical/biological differences between males and females
- Determined by biology
- Does not change (without surgical intervention).

Gender

- Refers to the social differences between males and females
- Determined by social factors—history ، culture ، tradition ، societal norms ، religion
- Involves the socialization for boys and girls ، men and women that determines roles ، responsibilities ، opportunities ، privileges ، limitations ، and expectations that are different in different cultures.

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Gender Concepts: Defining Gender Equality

Equality **does not mean** that women and men **will become the same**, but that women´s and men´s rights, responsibilities and opportunities will not depend on whether they are born male or female.

Equality between women and men is seen both as a human rights (social justice) issue and as a precondition for, and indicator of, sustainable, people-centered development

Gender Concepts: Defining Gender Equality

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys.

"Gender equality requires equal enjoyment [and equal access] by women and men of socially-valued goods, opportunities, resources and rewards."
(http://web.unfpa.org/gender/resources3.htm#2)

When there is gender inequality, it is women that are more likely to be disadvantaged and marginalized

Gender Concepts: Gender Equality

Gender inequality means men suffer too, though in different ways:

1. Great social pressure to provide for family:
   greater suicide rate among unemployed men

2. Societal norms also deny them opportunities of being more
   nurturing towards their children and wife (problem lately
   addressed by work/life balance policies for all)

It remains true that women have the greater share of disadvantages.

Gender Concepts: Gender Equality

Although men suffer too when there is gender equality, when there is gender inequality, it is women that are more likely to be disadvantaged and marginalized

Consequently, gender equality is the concern of all

and

changes must be brought about for both men and women

What is the difference between Gender Equality & Gender Equity?

OR

Is there a difference between Gender Equality & Gender Equity?

Gender Concepts: Gender Equity

Gender equality, as defined above, does not often result in equal outcomes for men and women.
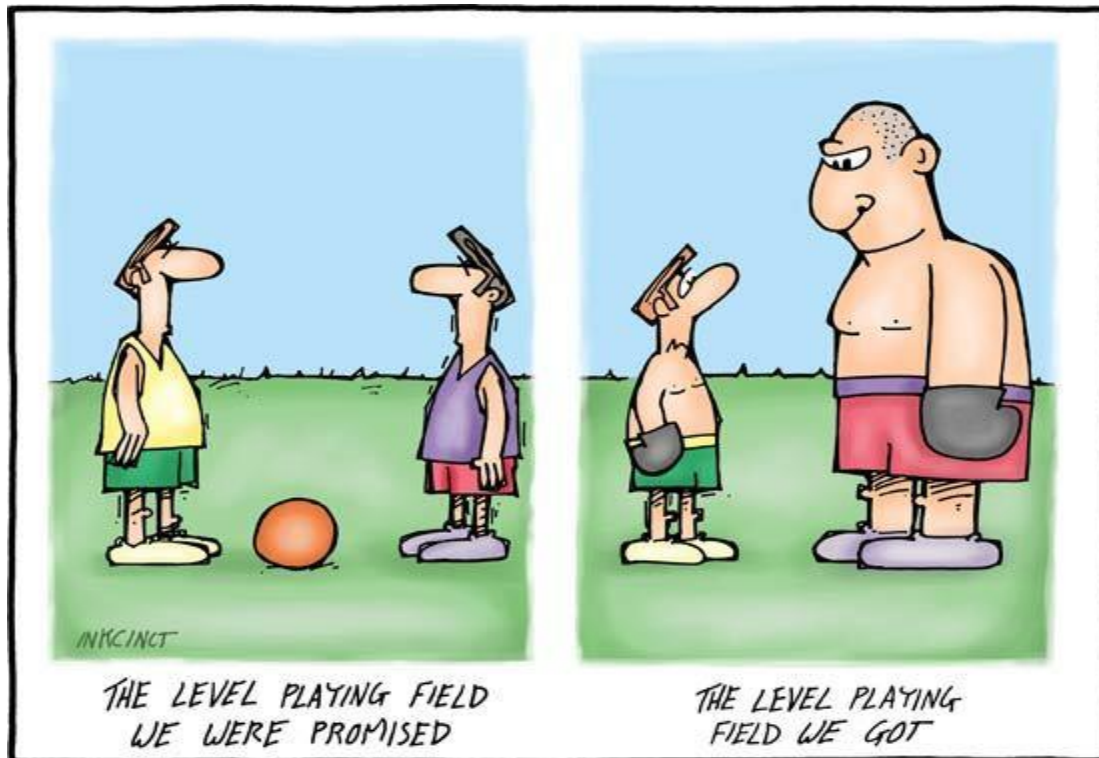
In other words, equal opportunity and equal access to resources does not necessarily lead to **equality in outcome.**

Being given the same chances in life is not sufficient to bring about true equality.

Gender Concepts: Gender Equity

Need to level the playing field, to reach equality in outcome

THE LEVEL PLAYING FIELD WE WERE PROMISED

THE LEVEL PLAYING FIELD WE GOT

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Gender Concepts: Gender Equity

Gender Concepts: Gender Equity

Women and men have different needs and experiences and accommodation should be made for these differences.

For example, giving boys and girls equal access to all the courses offered in a school may not result in girls taking advantage of this opportunity if some courses are predominantly filled with male students and have only male teachers.

Gender Concepts: Gender Equity

Providing women and men with the same opportunities (Equal Opportunity) is the first step;

but for **true gender equality** to be achieved there is a need for gender equity.

Gender Concepts: Defining Gender Equity

"Gender equity is the process of being fair to women and men." (UNFPA)

Women and men should not only be given equal access to resources and equal opportunities, but they should also be **given the means of benefiting** from this equality

Gender Concepts: Gender Equity

The different life experiences and needs of men and women are taken into consideration and compensation is made for women's historical and social disadvantages

The lower status of women in society often constitutes a handicap and provisions should be made to redress this inequality before they can take advantage of the opportunities provided.

Gender Concepts: Gender Equity
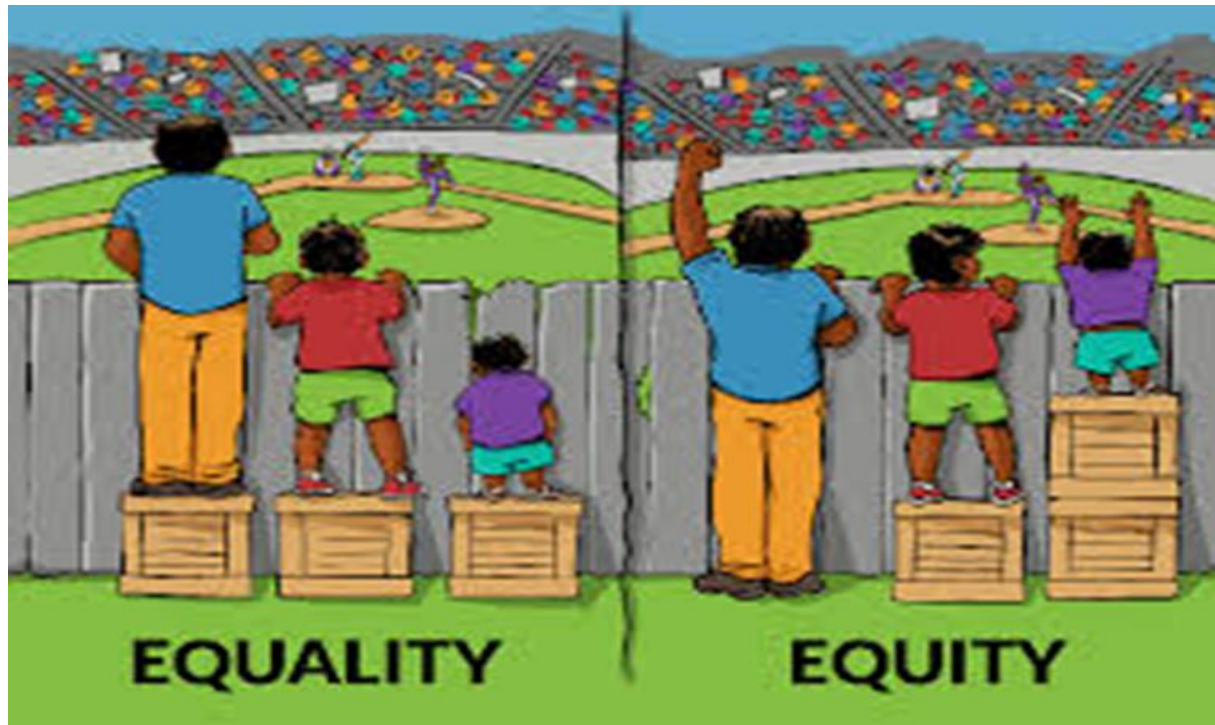
Gender equity thus serves to level the playing field and empower women. Therefore, we can say that

equity is essential to achieve true equality

https://leanin.org/education/creating-a-level-playing-field/

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Gender Concepts: Equality vs. Equity

Gender Concepts: Gender Equity

Activity:

You have been exposed to the difference between gender equality and gender equity. Let us assume that we want to make both men and women interested to become small entrepreneurs (e.g. Berytech)

Discuss the measures you will take if you are using

(1) a gender equity approach

(2) a gender equality approach

Concepts: Equal Opportunity Employment
vs. Affirmative Action

Are these two expressions of the same idea/concept?

Concepts: Equal Opportunity Employment

Equal Employment Opportunity prohibits employers from discriminating against anyone. It attempts to ensure that all applicants, males-females and all races have a fair opportunity in:

1. a hiring process,

2. in competing for promotions,

3. and equal access to training/professional
development opportunities.

Concepts: **Equal Opportunity Employment**

The Equal Employment Opportunity law requires that employers evaluate all job applicants fairly, without using their race, ethnicity, sex, age, religion or physical disability as a means for discrimination against them.

Once a worker is hired, the Equal Employment Opportunity Act also mandates that employers extend job training and promotions equally to him/her, regardless of any physical differences or personal beliefs he/she may possess.

EOE usually applies to companies that employ at least 15 people

Concepts: **Affirmative Action Plans**

Affirmative action plans (AAPs) define an employer's standard for proactively recruiting, hiring and promoting women, minorities, disabled individuals and veterans.

Affirmative action is deemed a moral and social obligation to amend historical wrongs and eliminate the present effects of past discrimination. AAPs include numerical measures with the intent of increasing the representation of minorities or marginalized groups (women, Blacks, etc.).

AAPs are often voluntary (except big US federal contractors)

Concepts: EOE vs. AA

Both AA and EOE are aimed at equality in the workplace and in colleges, but they achieve this in different ways.

EOE merely prevents an employer from discriminating against hiring a possible employee because of race, sex, age, or handicap. AA, however, attempts to establish equality in the workplace by directly controlling the number of minorities and other discrimants in the workplace.

For example, a business may hire so that its workforce is 40% caucasian, 30% black, 20% latino, and 10% miscellaneous.

In Lebanon, confessional quota to include all groups in gvt

Concepts: EOE vs. AA

Affirmative Action is a proactive method of hiring that encourages employers to seek out members of historically oppressed groups, including individuals of minority races and women, for qualified positions in their companies.

In this way, Affirmative Action **is a more direct way of ensuring diversity** than the Equal Employment Opportunity law.

Corporations that participate in Affirmative Action may also provide specialized training and assistance to help women and minorities work up to management roles.

Concepts: EOE vs. AA

In other words, Affirmative Action is a remedy with concrete measures to address past practices of discrimination.

Affirmative Action was designed **to level the playing field** for

1. women,

2. minorities

3. individuals with disabilities

Concepts: **Affirmative Action**

Some misconceptions about AA:

1. Affirmative Action does not mean that managers are expected to hire unqualified applicants.

2. Additionally, Affirmative Action quotas are not automatic. The implementation of quotas must be ordered by a court of law. Affirmative Action is usually implemented as a voluntary goal oriented program, but can be required in some cases.

Concepts: EOE vs. AA

AA is considered unfair by some:

"An employee should be hired based solely on their abilities and skills pertinant to the job, and race, gender, age, and handicap should not be taken into account (unless the job description specifies otherwise). AA attempts to achieve equality in an unfair way. If two candidates apply for the same job, and one is more qualified, but the other better fits the racial requirement in order to achieve the desired equality, the less capable applicant will get the job, which is unfair. "

Remember UNFPA's definition of Gender Equity, which AA in a way helps materialize concretely:

"Gender equity is the process of being fair to women and men."

Concepts: EOE vs. AA

What do you think?

Gender Concepts: **Gender   Mainstreaming**

1.A way of thinking and acting geared to creating gender equality in day-to-day working life.

2.It relates to all decision-making processes in all subject areas and impacts on all policy fields at all levels.

3. It is not an end in itself - but rather a means to an end.

Mainstreaming is a strategy to achieve gender equality

Gender mainstreaming

The implementation of GM is a task for management.

Both "Top down" and "Bottom up" approaches are needed

Gender mainstreaming

GM has a legal basis: international conventions, e.g. CEDAW, which Lebanon ratified

The mainstreaming strategy is motivated by both rationales of human rights and social justice, as roughly 50% of the population women should be involved in all areas of societal development.

Gender mainstreaming

Mainstreaming is not the only strategy available for promoting gender equality.

An equally important complementary strategy is to develop and implement activities which specifically target women´s priorities and needs, through, for example, legislation, policy development, research and projects/programmes on the ground.

Women-specific projects are still needed because gender equality has not yet been attained and gender mainstreaming processes are not well developed: They can create an empowering space for women and act as an important incubator for ideas and strategies than can be transferred to mainstream interventions.

Initiatives focused on men's support & promotion of gender equality by developing **male allies.**

Gender mainstreaming

Gender mainstreaming and women´s empowerment - are in no way in competition with each other.

The endorsement of gender mainstreaming within an organization does not imply that targeted activities are no longer needed.

The two strategies are complementary in a very real sense as gender mainstreaming must be carried out in a manner which is empowering for women.

Gender mainstreaming

- It is important to emphasize that gender mainstreaming as a strategy is, however, not concerned with increasing equal opportunities and gender balance within an organization.These aspects should be taken care of with other strategies.

- Gender mainstreaming is concerned with incorporating attention to gender perspectives and the goal of promoting gender equality in the **substantive** work of an organization.

UN definition of Gender mainstreaming

- "…the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.

- It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

- **The ultimate goal is to achieve gender equality**."

Gender mainstreaming

- Mainstreaming involves bringing gender perspectives and the goal of gender equality to the centre of attention in order that these perspectives can influence the goals, direction and outcomes of development.

- Gender mainstreaming aims to ensure that both women and men can influence the development of goals, activities and outcomes, and can participate and benefit equitably. This is the **transformatory aspect of mainstreaming.**

Gender mainstreaming

In the context of adequate implementation of mainstreaming

"business as usual" should not be possible.

Gender mainstreaming & gender analysis

The Beijing conference established clearly that **gender analysis was the basis for implementation of mainstreaming**. It is stated that for all areas of societal development

"…before decisions are taken, an analysis is made of the effects for women and men, respectively".

It is important that gender analysis moves from a preoccupation with roles and cataloguing difference to looking at relations and power and uncovering inequalities. There is also need for further development of methodologies for gender analysis of organizations and institutions, and to work more on how the results of gender analysis are utilized.

It is not difficult to learn how to do gender analysis; it is much more difficult to know how to apply the findings from the analysis to everyday work.

14 elements of Gender mainstreaming

Level 1: Organisational structures, policies, procedures and culture
An organization able to contribute substantively to greater gender equality would have the following six structures, policies and procedures in place.

Element 1: A clear policy on its commitment to gender equality, supported by the proactive drive of senior and middle management (political will), and expressed in a written policy or mission statement.

Element 2: Time-bound strategies to implement the policy, which are developed in broad consultation with staff, and include mechanisms to ensure that staff understand the policy and its implications for their everyday work, and have the competencies (e.g. ability to conduct gender analysis).and resources required to implement it effectively.

14 elements of Gender mainstreaming

Level 1: Organisational structures, policies, procedures and culture

Element 3: **Human resource** practices that are sensitive to the gender needs and interests of both men and women on the organisation's staff, as well as in their constituency (e.g. equitable hiring and promotion practices, including commitment and competence to work for gender equality in job descriptions, terms of reference and performance criteria)

14 elements of Gender mainstreaming

Level 1: Organisational structures, policies, procedures and culture

Element 4: Internal tracking and monitoring capability to ensure that strategic milestones are being reached, and to support both organisational learning and management accountability, by monitoring

*staff recruitment and promotion,

*budgetary allocations,

 *procurement from companies that implement ILO conventions regarding female employees,

*and the performance of managers and supervisors in discussing and following up on gender equality initiatives.

14 elements of Gender mainstreaming

Level 1: Organizational structures, policies, procedures and culture

Element 5: A central gender mainstreaming unit with policy responsibility and a mandate to guide the overall gender mainstreaming process

Element 6: A recognized network of staff responsible for gender equality issues in their respective work units, coordinated as a team by the policy unit (often called a Gender Focal Point Network).

14 elements of Gender mainstreaming

Level 2: The organization's program

Although gender mainstreaming involves far more than project and program design and implementation, an organisation's program is the 'heart' of gender mainstreaming. It is the arena in which commitment to gender equality takes concrete form in the community served by the organisation. An effective gender mainstreaming strategy therefore includes at least the following **four programming elements:**

Element 7: Systematic ongoing consultation with women, as well as men, to identify their own priorities, success stories, lessons learned, tools and mechanisms.

Consultation does not end with the design phase of the project, but must be undertaken throughout project implementation. This is of critical importance, because the ultimate impact will be watered down if the project strays from community concerns, or does not adjust to any changes in these concerns

14 elements of Gender mainstreaming

Level 2: The organization's program

Element 8: Project management that is technically proficient, aware of the implications of gender differences for project outcomes, remains in touch with the constituency, and establishes positive incentive and accountability mechanisms to ensure consistent results is extremely important.

Element 9: Effective monitoring and reporting mechanisms capable of reflecting how far the project is contributing to greater gender equality.

14 elements of Gender mainstreaming

Level 2: The organization's program

Element 10: Gender analysis (a subset of socioeconomic analysis) that explores the national and international context in which the concerned communities are operating, clarifies the ways in which this context impacts differently on women and men and the implications of these differences for project activity.

Gender analysis (normally carried out by consultants) helps to **make the difference between men and women,** and the policy and program implications of these differences, more **visible.**

14 elements of Gender mainstreaming

Level 3: The outcomes and impact

The outcomes and impact of effective gender mainstreaming activity in Levels One and Two are seen in progress towards measurable improvement in meeting women's practical needs and strategic interests, and greater gender equality (both formal and substantive) in the communities served.

It is important to show that substantive activity has **not simply reached a certain number of women,** but that it has **improved equality** between women and men.

14 elements of Gender mainstreaming

Level 3: The outcomes and impact

Effective gender mainstreaming strategies include the following final four elements:

Element 11: Relevant baseline information, and appropriate milestones and indicators, derived from gender analysis, so that progress towards greater gender equality can be identified and described.

Element 12: Consultation with the community concerned to check and compare their perspectives with the information revealed by formal indicators.

Element 13: Clear reporting mechanisms that can get the word out efficiently.

Element 14: Good relationships with the media, opinion leaders and decision makers both in the community being served, and in the wider society, so that lessons learned can be effectively disseminated, and absorbed into social practice.

Gender mainstreaming: summary

In sum, it is clear that the most important step must be incorporating greater attention to gender perspectives and the goal of promoting gender equality along 3 levels within an organization for it to become a "learning organization":

1. Organization's structure, policies, procedure, and culture
2. Organization's programs
3. Outcomes and impact

Gender mainstreaming: summary

Six clear steps can be outlined for operationalizing the mainstreaming strategy:

1. Identify the gender perspectives of the sector area/issue , through, for example, use of gender analysis, focusing on both issues of representation and content.

2. Identify what is required for more actively promoting gender equality in the sector area/issue.

3. Identify the opportunities existing in different work-tasks, and additional actions which might also need to be taken.

4. Develop a clear plan of action, with objectives, activities and expected outcomes, including indicators for measuring progress.

5. Include this plan of action in overall planning documents – medium- term plans, programme budgets and performance evaluations.

6. Implement a system for regular and systematic follow-up and recording of results and lessons learned which feeds back into regular planning, programming and followup systems.

Gender mainstreaming

Issues of representation and content

In working with the mainstreaming strategy it is **necessary to move beyond issues of representation, parity and numbers.** Equally important are the gender perspectives or implications in the content of activities being undertaken - policies, legislation, research and projects or programmes. **Steps need to be taken to include gender perspectives in formulation of goals, activities and outcomes**.

Gender mainstreaming

Difference between representation and content

The difference between representation and content can be illustrated by countries where near parity between women and men has been achieved in both parliaments and governments. In these countries questions now have to be raised whether having almost 50% women in gvt decision-making (i.e. taking care of the representation issues) has made a difference to the content of politics from a gender perspective - to the type of policies and programmes being developed.

Getting the numbers right is clearly not automatically enough.

Doing away with the misconceptions on gender mainstreaming

This presentation aimed to provide some clarity on the mainstreaming strategy, through discussion of what is required for its implementation, as well as do away with some of the most troublesome misconceptions about gender mainstreaming.

The main conclusions on these misconceptions are the following:

1. Gender mainstreaming is essential for effective, sustainable development - not solely on the grounds of social justice or human rights;

2. Gender mainstreaming is focused on the substantive work of organizations - it is not about achieving gender balance in these organizations;

Gender mainstreaming: doing away with misconceptions

3.Gender mainstreaming is about identifying concrete actions to promote gender equality - it is not just about doing gender analysis;

4. Gender mainstreaming makes gender perspectives and the goal of gender equality very explicit in all processes and all documents - it does not and cannot make these invisible;

5. Gender mainstreaming is a complementary strategy to women´s empowerment – it does not eliminate the need for targeted activities for women and activities targeted to promote gender equality;

6. Gender mainstreaming requires specialist / catalyst resources to support management in the fulfillment of their responsibilities - it does not eliminate the need for gender units and gender focal points

Meanwhile, a few Gender-fair practices

1.Eliminate overt and covert biases in hiring, firing and promoting male and female employees;

2.Promote gender equality in access to opportunities for training, education, **participation in decision making**;

3.Develop organizational policies and personnel services that address gender issues (i.e. sexual harassment, harmonization of work and family life, domestic violence, etc.)

4. Sex disaggregation of data

5. Adoption of non-sexist practices (e.g. in language, inter-personal relations, communication)

Sexual harassment in the workplace

- "Three women accuse Weinstein of rape as Paltrow and Jolie allege sexual harassment", 11 Oct 2017

Taylor Swift Wins Sexual Assault Lawsuit Against Former Radio Host, Aug 2017

-

Sexual harassment in the workplace

Weinstein audio proving sexual harassment

https://www.youtube.com/watch?v=imMAPOyp0PI

Weinstein accuser speaks up

https://www.youtube.com/watch?v=I9fhjreF8ug

Brad Pitt warns Weinstein not to touch Paltrow again

https://www.youtube.com/watch?v=XRET8SvXMhI

https://www.theguardian.com/film/2017/oct/10/harvey-weinstein-allegations-mount-as-three-women-accuse-him-of

https://www.facebook.com/newyorker/videos/10155182911198869/

Sexual harassment in the workplace

The Harvey Weinstein revelations have highlighted a surprising ignorance among the public about an issue that affects every workplace.

Sexual harassment in the workplace

- What is sexual harassment?

-   How common is it?

-   Why don't more women report it?

-   Why would a woman end up alone in Harvey Weinstein's hotel room? (blaming the victim)

- Is there a typical target, or a typical harasser?

- What's a structural imbalance of power?

- How easy is it to bring a case of sexual harassment to an employment tribunal?

-   Who should solve this? What should be done about it?

Sexual harassment in the workplace

- Quizz on sexual harassment

- Participants define sexual harassment & give examples of behavior that falls under "sexual harassment"

Sexual harassment in the workplace: Definition

According to the British Equality Act of 2010, it is the:

"unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them."

It covers indecent or suggestive remarks, unwanted touching, requests or demands for sex and the dissemination of pornography.

Sexual harassment in the workplace: Definition

The EEOC has defined sexual harassment in its guidelines as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or
- Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Sexual harassment in the workplace: Definition

Unwelcome Behavior is the critical word غير مرغوب فيه

A victim may consent or agree to certain conduct and actively participate in it even though it is offensive and objectionable.

Therefore, sexual conduct is unwelcome whenever the person subjected to it considers it unwelcome.

It can be verbal, non-verbal, and physical

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Sexual harassment in the workplace: Examples

Sexual harassment includes many things. Which one of these examples ????

1. Actual or attempted rape or sexual assault (obvious aggression)
2. Unwanted pressure for sexual favors. خدمات جنسية
3. Unwanted deliberate touching, leaning over, cornering, or pinching.
4. Unwanted sexual looks or gestures.
5. Unwanted letters, telephone calls, or materials of a sexual nature.

Sexual harassment in the workplace: Examples

6. Unwanted pressure for dates.

7. Unwanted sexual teasing, jokes, remarks, or questions.

8. Referring to an adult as a girl, hunk, doll, babe, or honey.

8. Whistling at someone.

9. Cat calls (latcheh on the streets)

10. Sexual comments

11. Turning work discussions to sexual topics.

Sexual harassment in the workplace: Examples

12.Sexual innuendos or stories.

13. Asking about sexual fantasies, preferences, or history.

14.Personal questions about social or sexual life.

15.Sexual comments about a person's clothing, anatomy, or looks.

16.Kissing sounds, howling, and smacking lips.

17. Telling lies or spreading rumors about a person's personal sex life.

Sexual harassment in the workplace: Examples

18. Neck massage.

19. Touching an employee's clothing, hair, or body.

20. Giving personal gifts.

21. Hanging around a person.

22. Hugging, kissing, patting, or stroking.

23. Touching or rubbing oneself sexually around another person.

Sexual harassment in the workplace: Examples

24. Standing close or brushing up against a person.

25. Looking a person up and down (elevator eyes).

26. Staring at someone.

27. Sexually suggestive signals.

28. Facial expressions, winking, throwing kisses, or licking lips.

29. Making sexual gestures with hands or through body movements

Sexual harassment in the workplace: Definition

QUID PRO QUO HARASSMENT is when employment and/or employment decisions for an employee are based on that employees's acceptance or rejection of unwelcome sexual behavior.

For example, a supervisor fires an employee because that employee will not go out with him or her.

Sexual harassment in the workplace: Definition

HOSTILE WORK ENVIRONMENT is a work environment created by unwelcome sexual behavior or behavior directed at an employee because of that employee's sex that is offensive, hostile and/or intimidating and that adversely affects that employee's ability to do his or her job.

For example, pervasive unwelcome sexual comments or jokes that continue even though the recipient has indicated that those behaviors are unwelcome.

Sexual harassment in the workplace: How common is it?

A recent study in the UK polling 1,553 women found 52% experienced unwanted behaviour at work including

* groping,

*sexual advances

* and inappropriate jokes

c. 25% were touched without invitation

c. 20% experienced a sexual advance

Sexual harassment in the workplace: How common is it?

A 2013 study in the UK showed that 6 in 10 working women have had a male colleague behave 'inappropriately' towards them.

The study showed that women were still subjected to sexist attitudes at work with the old clichés of men slipping a hand up their skirt or patting them on the bum still a regular occurrence for some women.

Sexual harassment in the workplace: Why don't women report it?

About 1 in 5 women do report it (20% reporting rate)

Their outcomes are poor: according to the recent UK study,

80% found that nothing changed;

16% said that the situation worsened afterwards.

Sexual harassment in the workplace: Why don't women report it?

Many women never report harassment because of the cultural context they are stepping into:

1.We live in societies where there's a knowledge of and tolerance of sexual harassment, even encouragement and support (HR manager in a sexual harassment workshop in Lebanon: "she should be flattered he is showing interest in her").

2. Feelings of shame among victims

Sexual harassment in the workplace: **Why would a woman end up alone in Harvey Weinstein's hotel room?**

A few practical reasons:

1. she had been lied to,
2. told there was a party there or started off in a group that had then evaporated;
3. meetings are routinely held in hotel rooms in the entertainment industry;
4. the junior party in any given business meeting rarely has a decisive say over where it's held.

Sexual harassment in the workplace: **Why would a woman end up alone in Harvey Weinstein's hotel room?**

But really, the slide from civilized interaction into threatening behavior is all in the hands of the aggressor

However, the fact that this question is asked contributes to the shame experts describe ("blaming the victim") and builds the wall of silence.

Sexual harassment in the workplace: Is there a typical target, or a typical harasser?

Often the target of the harassment has low power in the workplace:

1. part-time or temporary contract
2. Young (age factor)
3. New employees (less than a year in the workplace)
4. Women who can't afford to lose their jobs
5. Racial minorities

Sexual harassment in the workplace: Is there a typical target, or a typical harasser?

"We believe that there is a clear association between harassment and women who are on zero-hours contracts who will just not get offered work again if they kick up a fuss. That is crude power operating in the workplace." (EEOC)

Major targets are the "vulnerable" employees in the workplace

Sexual harassment in the workplace: Is there a typical target, or a typical harasser?

The harassers are:

overwhelmingly male,

and in a position of authority over the target

Sexual harassment in the workplace: structural imbalance of power

Not all women are weak and vulnerable

Not all men are powerful and want to abuse women sexually

BUT

Women, culturally, are evaluated by their appearances, so when women individually are harassed, that feeds into a wider awareness that their voices won't be heard and their view won't be understood.

Sexual harassment in the workplace: structural imbalance of power

It's quite easy to make an act sound trivial once it's decontextualized:

A wink from a greengrocer is different from a wink from somebody who could fire you, or has contrived some way to catch you on your own, or has any other mutually understood circumstantial dominance over you.

Sexual harassment in the workplace: structural imbalance of power

"We can't underestimate how defended all of the institutions are against what they know happens all the time, and how resistant they are to listening to the shared experience of women."

Sexual harassment in the workplace: what to do when there is a complaint

Employers must take all reasonable steps to prevent harassment from occurring

AND

must also promptly correct any sexually harassing behavior that has occurred

Prevention of the harassing behavior is the ultimate objective

Sexual harassment in the workplace: what to do when there is a complaint

10 tips for conducting an effective sexual harassment investigation:

#1: Supervisors should promptly report the employee's complaint to HR or any person designated responsible for enforcing the company's policies against unlawful harassment.

#2: Promptly initiate the investigation (don't wait 2 months)

#3: Be familiar with existing sexual harassment policy guidelines

#4: Develop adequate documentation of the investigation (reports signed by witnesses, corroboration by different witnesses, etc.)

Sexual harassment in the workplace: what to do when there is a complaint

10 tips for conducting an effective sexual harassment investigation:

#5: Interview all potential witnesses (including former employees)

#6: Take interim remedial measures during the investigation (may have to separate complainant from complainee, voluntarily)

#7: Take steps to avoid retaliation (should be clear to all involved in investigation)

Sexual harassment in the workplace: what to do when there is a complaint

10 tips for conducting an effective sexual harassment investigation:

#8: Remember that confidential complaints still count ("keep it between us for now."). You shouldn't promise absolute confidentiality but instead state your intent to provide confidentiality to the extent practical.

#9: Avoid prejudging complaints, and forming conclusions about guilt or innocence before investigation is over (some complaints are acts of retaliation or based on misunderstanding the law/guidelines)

To ensure a completely unbiased investigation, be sure it's conducted by an individual who doesn't immediately supervise or have a close relationship with the complaining employee, the accused, or any key witnesses.

Sexual harassment in the workplace: what to do when there is a complaint

10 tips for conducting an effective sexual harassment investigation:

#10: Be consistent (similar incidents should result in similar discipline).

One of the most common mistakes employers can make is to protect a high- level executive, top producer, or favored employee who has been accused of harassment while implementing more serious discipline against other employees accused of similar conduct.

Like cases must be treated alike, regardless of the relative "stature" of the parties involved.

Sexual harassment in the workplace

It is well known by employers that every company should maintain and distribute an anti-harassment policy that contains a clearly articulated complaint procedure for employees to complain of harassment and discrimination.

The End

Thank you!

للمزيد من المعلومات

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