

Introduction to Addressing Gender-based Violence and Harassment Risks in FI Portfolio



Creating Markets, Creating Opportunities

26 March 2024

Harassment?

- A. While working in a local community, a contractor whistles at a young girl as she passes by on her way to school. His colleagues find this amusing and laugh.
- B. While travelling on the crowded bus on the way to work this morning, the man next to a woman started to rub up against her body.
- C. During a work social event, he joked about her pregnancy, asking her if her husband was the real father.
- D. The security guard said he would exclude her from a full body search if she would give him a quick kiss.
- E. He asked her how she got the promotion – “Did you sleep with the manager?”
- F. The manager asked the new junior employee to stay behind after work to help him with some work. When they were alone in his room, he sexually assaulted her.

DEFINITION of Gender-based Violence and Harassment



GBVH is an umbrella term for any harmful act that is perpetrated *against a person's will* and that is *based on socially ascribed gender differences*. It includes *acts or threats* of physical, psychological, sexual or economic abuse or suffering, coercion, and other deprivations of liberty, whether occurring in public or private life.

Disproportionately affects women and girls.

Cuts across all industries, supply chain, and in the community.



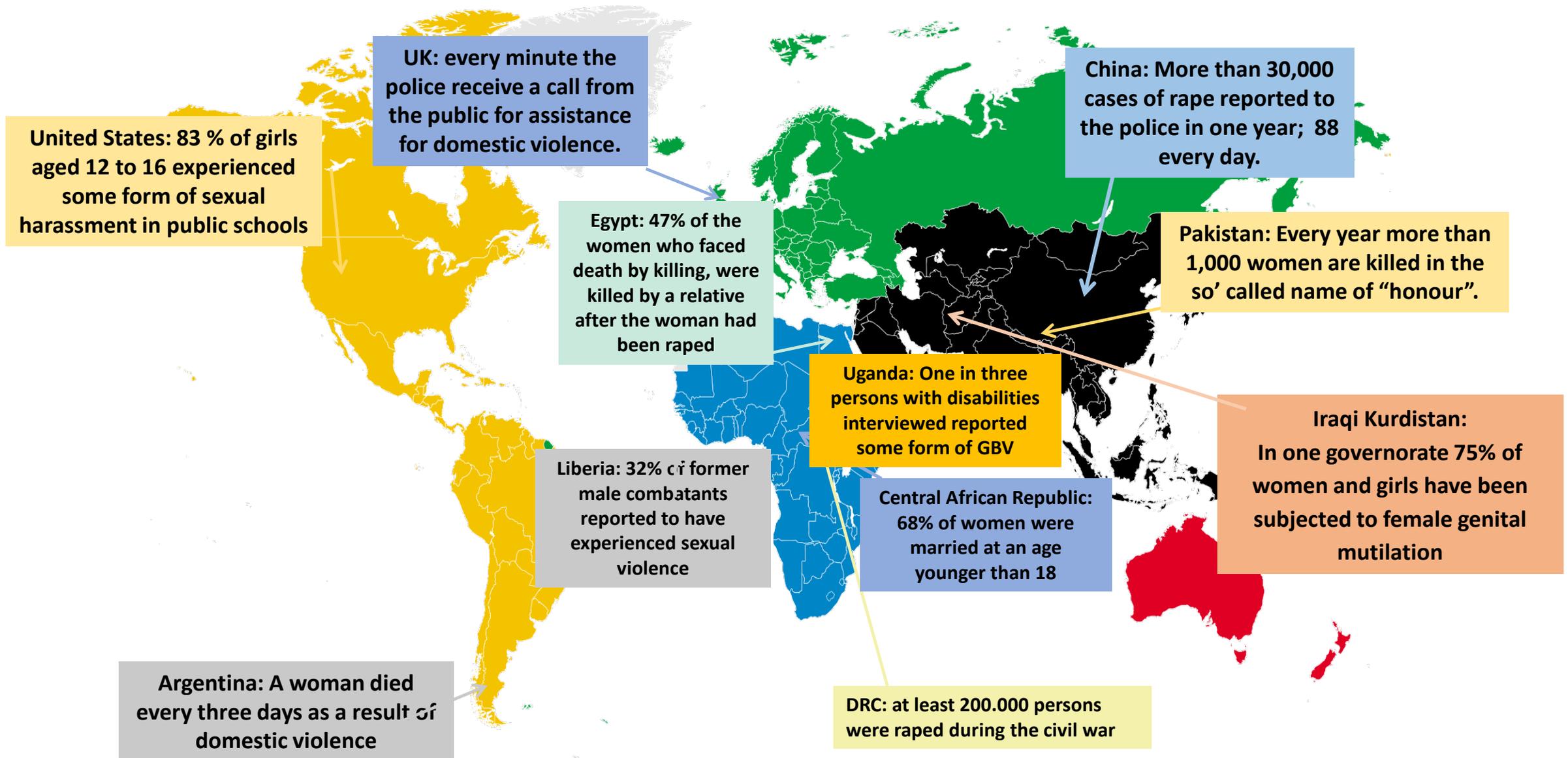


1 in 3

**Gender Based
Violence (GBV) affects
1 In 3 women globally**

A pink rectangular box containing a white female icon on the left. To the right of the icon, the text "1 in 3" is displayed in a large, bold, white font. Below this, a thin white horizontal line is followed by the text "Gender Based Violence (GBV) affects 1 In 3 women globally" in a smaller, bold, white font.

Examples of Country Contexts on GBV

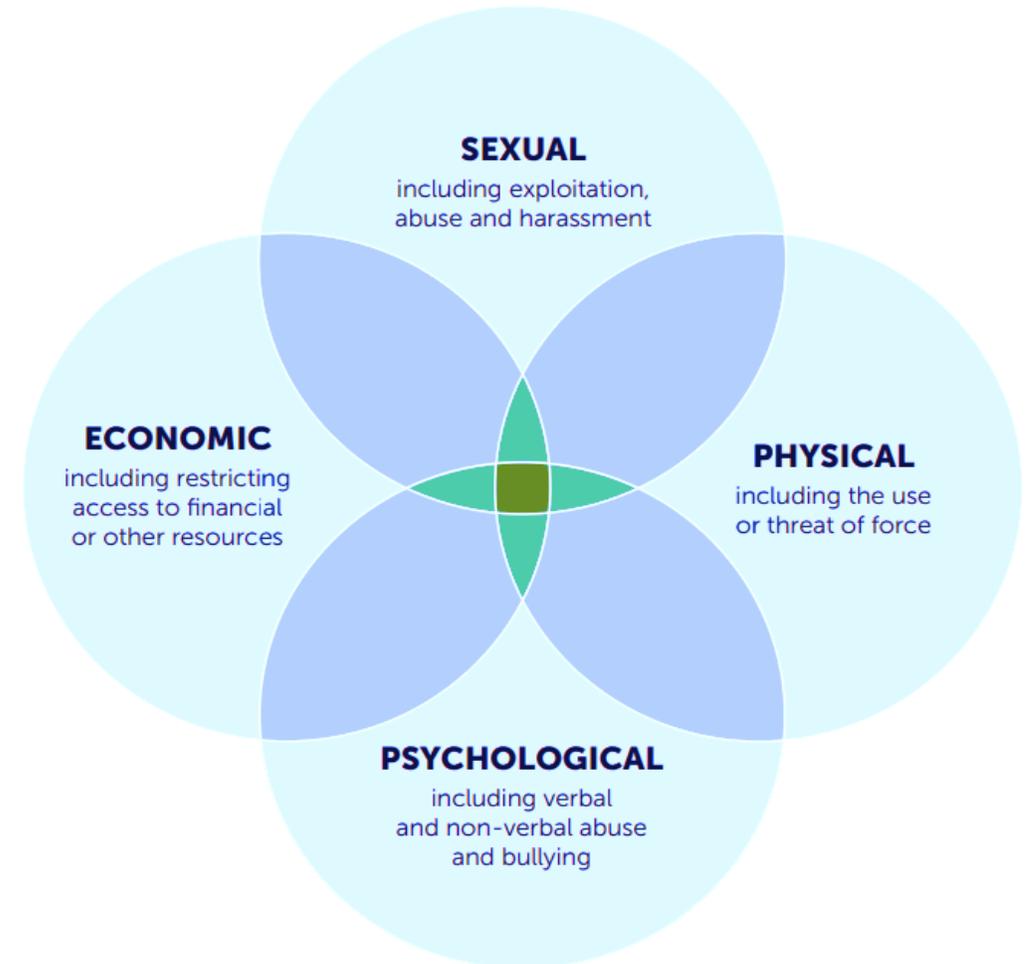


UNDERSTANDING WORKPLACE VIOLENCE & HARASSMENT

A range of **unacceptable behaviors and practices**, or threats of these, whether a **single occurrence or repeated**, that aim at, result in or are likely to result in, **physical, psychological, sexual, or economic harm** and it includes gender-based violence and harassment*

Workplace Violence & Harassment includes:

- Sexual harassment & sexual violence
- Sexual exploitation and abuse



*ILO (2019) Convention No. 190 and Recommendation No. 206 — Convention Concerning the Elimination of Violence and Harassment in the World of Work

Root causes



GBV is always based on gender inequality and socially ascribed differences between men and women

Sexual Exploitation, Abuse and Harassment can be driven by different forms of abuse of power and inequalities

CIRCUMSTANCES WHERE GBVH CAN OCCUR

Among workers in a company and its supply chain



- During work-related trips, travel, training events or social activities
- Through work-related communications, including those enabled by information and communication technologies
- In employer-provided accommodation
- When commuting to and from work
- In the workplace, including public and private spaces where these are a place of work
- In places where the worker is paid, takes a rest, break or meal, or uses sanitary, washing or changing facilities

Includes working hours and after-hour work

CIRCUMSTANCES WHERE GBVH CAN OCCUR

Between workers
and community
members

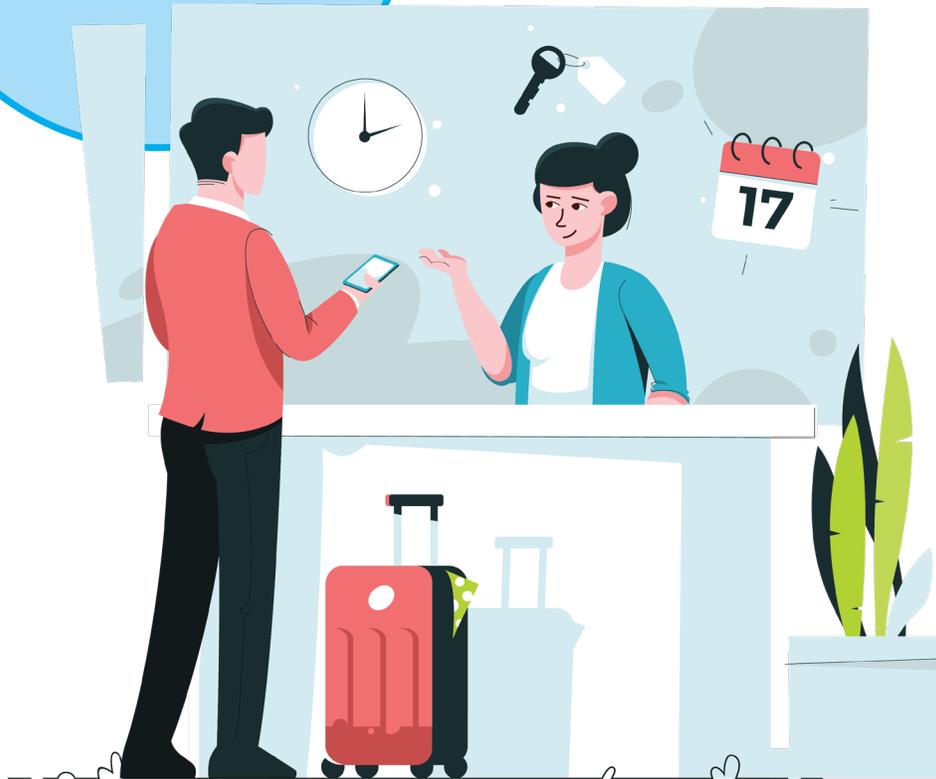
Workers may come from or reside in local communities or are visiting from other areas. Interactions can take place before, during or after work.

Example, through company-led processes, such as community engagement exercises.



CIRCUMSTANCES WHERE GBVH CAN OCCUR

Among users of company services or infrastructure

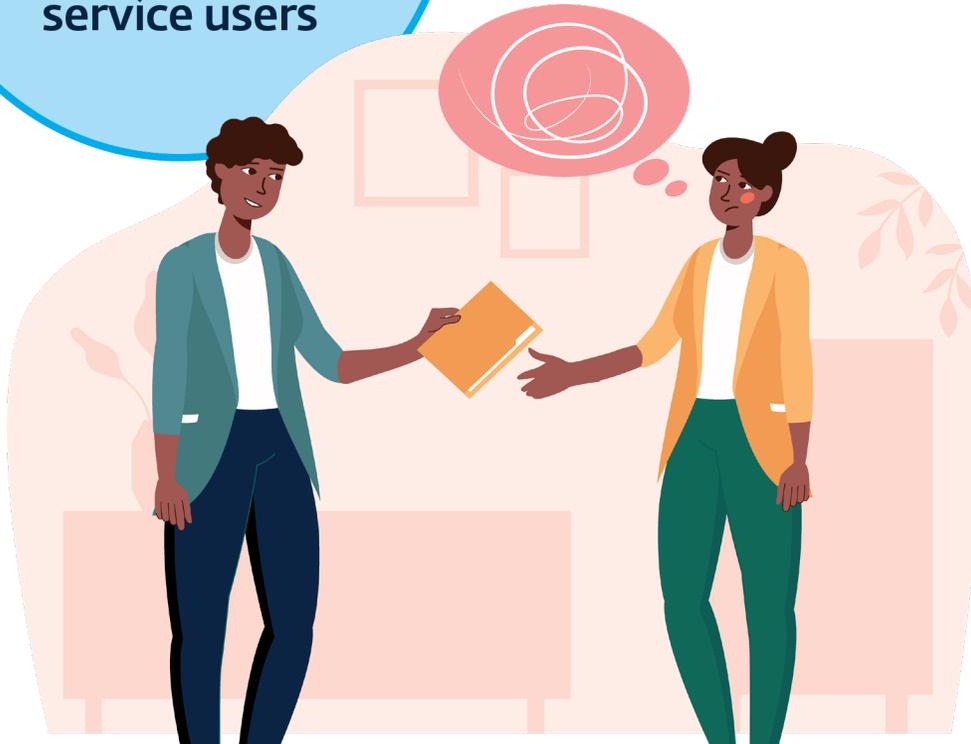


GBVH need not involve workers for it to be a concern to companies and their investors. It can be perpetrated by users of a company's infrastructure or services against other users.

Example: Sexual harassment by a hotel guest to another hotel guest

CIRCUMSTANCES WHERE GBVH CAN OCCUR

By local authorities
against workers,
community
members and/or
service users



Local authorities, may perpetrate GBVH against workers performing activities on behalf of the company.

Example: Local government official suggest that a company will not be provided with necessary permits unless the female worker (who is the contact point from the Company) go on dates with them.

CIRCUMSTANCES WHERE GBVH CAN OCCUR

Within workers' families and intimate relationships



GBVH often occurs at home, in families, or in current or former intimate relationships - domestic violence.

Domestic violence can have a harmful effect on workers and the companies they work for.

Example: A worker's former partner sends them sexually threatening texts and emails while they are at work

WHAT IS A RESPECTFUL AND SAFE WORKPLACE THAT ADDRESSES GBVH?

Everyone is treated with **dignity, courtesy and respect**

Complaints of violence and harassment taken seriously & **resolved using a survivor-centered approach**

Free from violence and harassment

Employees feel **comfortable & safe** raising complaints

Gender equality and social inclusion



“GBVH is a serious investment risk”





\$6.7^{US} billion per year

Peru: COMPANIES LOSE MORE THAN US\$6.7 BILLION A YEAR - equivalent to 3.7% of GDP (Vara-Horna, 2013)³⁴

Employee turnover - may represent "the largest single component of the overall cost of sexual harassment."

(US Equal Employment opportunities commission)



\$89^{US} million per year

THE COST OF SEXUAL HARASSMENT FOR THE CAMBODIAN GARMENT SECTOR. (CARE 2017)³⁵



500,000

LOST WORKING DAYS PER YEAR IN EGYPT DUE TO MARITAL VIOLENCE. (UN 2019)³⁶



\$1.5^{US} Trillion

... or 2% of global GDP THE COST OF VIOLENCE AGAINST WOMEN AT A GLOBAL LEVEL

(UN Women, 2016).

\$75,000^{US} to \$150^{US} million

THE COSTS EMPLOYERS CAN LOSE DEFENDING AN EMPLOYMENT DISCRIMINATION CASE.⁴¹ according to Workforce Magazine

The COSTS



60%

THE NUMBER OF WOMEN IN ONE US STUDY WHO QUIT THEIR JOB OR HAD IT TERMINATED AS A RESULT OF DOMESTIC ABUSE. (IWPR 2017)³⁸



202
YEARS

ACCORDING TO THE WORLD ECONOMIC FORUM, THE GLOBAL GENDER PAY GAP WILL TAKE 108 YEARS TO CLOSE. (WEF 2019).



75%

IN THE EU 75% OF TOP FEMALE MANAGERS AND 74% OF PROFESSIONAL WOMEN REPORTED EXPERIENCING SEXUAL HARASSMENT. (IFC 2016)



4/5

4 OUT OF 5 WOMEN DON'T REPORT HARASSMENT TO THEIR EMPLOYER. (TUC 2016)³⁷

THE IMPACTS:

- ⊕ PHYSICAL INJURY
- ⊕ MENTAL HEALTH PROBLEMS
- ⊕ LOW PERFORMANCE
- ⊕ ABSENTEEISM
- ⊕ DRUGS AND ALCOHOL ABUSE (UN 2019)⁴⁰



77%

77% OF WOMEN IN SOUTH AFRICA REPORTED EXPERIENCING SOME FORM OF WORKPLACE SEXUAL HARASSMENT. (IFC 2016)³⁹

The EFFECTS

Sexual Harassment

- Behaviour of a sexual nature that is unwelcome and offensive which could be expected to make a person feel humiliated, intimidated or offended.

What constitutes sexual harassment, depends on **how it is perceived by the recipient.**

Intention of the respondent is not relevant.

SEXUAL HARASSMENT EXAMPLES*

PHYSICAL	VERBAL	GESTURES	VISUAL
Unwelcome touching, hugging, kissing etc.	Unwanted invitations to meet socially or for sex	Blowing kisses, licking lips, wagging the tongue	Sending a person sexually explicit content
Deliberately brushing up against someone	Double meaning jokes, using obscene and offensive language	Staring, leering, winking	Making a person view sexually explicit content
Unwelcome proximity	Spreading gossip about a sexual relationship or sexuality of a person	Making sexually explicit hand/finger movements	Displaying sexually explicit posters, screen savers etc.
	Comments on another's physical appearance, clothing, sexual activity, sexual identity etc.	Imitating sexually suggestive acts	

* Not an exhaustive list, sexual harassment can take different forms depending on the cultural context

WORKPLACE BEHAVIOR SPECTRUM



RESPECTFUL

- Socially aware
- Respectful
- Considerate
- Reflective
- Accountable



INAPPROPRIATE

- Unaware of how behavior impacts others
- Not always their best self



DISRESPECTFUL

- Often frequent
- Discrimination
- Bullying, sexual harassment
- Negatively impact employees and workplace



VIOLENT

- Often illegal e.g. sexual exploitation & abuse
- Negatively affects coworkers
- Makes workplace toxic

What is Sexual Violence?

SEXUAL VIOLENCE DEFINITION

- Any sexual act, attempt to obtain a sexual act, unwanted sexual comments or advances, or acts to traffic or otherwise directed against a person's sexuality **using coercion, by any person regardless of their relationship to the victim, in any setting**, including but not limited to home and work.
- The perpetrator may have used **coercive control** or **groomed** the victim/survivor

Behaviors of a sexual nature carried out **without consent**

What is Sexual exploitation and abuse?

SEXUAL EXPLOITATION AND ABUSE DEFINITION

Sexual exploitation is any actual or attempted abuse of a **position of vulnerability, differential power or trust** for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another

Sexual abuse is actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

It also includes sexual activity with a child, in any context, defined by the UN convention of the Rights of the Child as **any person under the age of 18 years**, is sexual abuse. Regardless of age of maturity or consent locally.

Impacts of Sexual Exploitation and Abuse



Victim/Survivor

- Physical injury e.g. genital injury, STIs, unwanted pregnancy
- Psychological impacts on behavior and personality e.g. trouble sleeping, aggression, withdrawal
- Social consequences e.g. stigmatization, ostracization



Victim/survivor's Family & Peers

- Stigmatization, shame
- Rejection by the community
- Breakdown of support structures
- Child requires caretaking



Victim/survivor's Community

- Loss of trust in the company
- Shame, embarrassment, anger
- Drain on resource



Organization Employing the Perpetrator

- Loss of trust by the community
- Damage to reputation
- Security risk
- Loss of funding

BARRIERS THAT STOP PEOPLE RAISING COMPLAINTS OF BULLYING AND SEXUAL HARASSMENT

Don't know complaint mechanisms

Difficult topic to talk about

Fear of being labelled troublemaker

Not sure if anything can stop the behavior

Stigma & Victim Blaming

Fear of retaliation or escalation

Fear others will know about complaint

Embarrassed or ashamed

Fear being blamed or not believed



Eight core ESG domains for risk management of GBVH

(do not need to be taken in one go. Incremental actions will often be more appropriate)



Leadership, corporate governance and company culture: Tone at the top, diversity, organisational measures to promote safe, respectful & inclusive workplaces, and to prevent and respond to GBVH.



Inclusive and meaningful stakeholder engagement



Operational Framework, policy environment & implementation



Grievance mechanisms & implementation, safe survivor-centred investigation procedure, referral



Equal opportunity and Non-Discrimination: recruitment, career opportunities, non-traditional roles, special needs support, female-friendly practices, gender indicators



Training, awareness raising, communications



Working with contractors and suppliers



OHS and Physical design; Community health and safety including SEAH

If FIs effectively integrate a gender-based violence lens into existing safeguarding practices, ongoing monitoring and client relations, then clients will be supported (and also required) to reduce the prevalence of gender-based violence at a given company, project, or site.

- **Engage the client and determine their ability to effectively mitigate GBV:**
Assess the client's capacity to recognize and mitigate GBV, identifying potential policy changes, mechanisms, or training that need to be created or improved through technical assistance and other formal or informal client support.



Questions?



**International
Finance Corporation**
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THANK YOU FOR YOUR ATTENTION!