









DEFINITION OF TERMS







GENDER

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context.

In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader sociocultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age (United Nations).







Gender Based Violence (GBV)

"Gender-based violence (GBV) is violence that is directed at an individual based on his or her biological sex OR gender identity. It includes physical, sexual, verbal, emotional, and psychological abuse, threats, coercion, and economic or educational deprivation, whether occurring in public or private life."

Violence against women (VAW) on the other hand is defined as "any act of gender-based violence that results in, or is likely to result in, physical, sexual or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life." (United Nations). The majority of VAW is perpetrated by men against women.



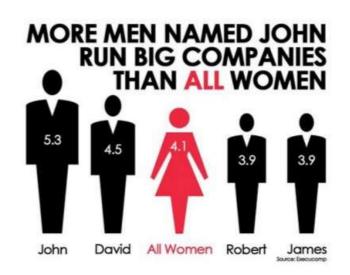




Patriarchy

A general structure in which men have power over women. A patriarchal society consists of a male-dominated power structure throughout organized society and in individual relationships. Power is related to privilege. In a system in which men have more power than women, men have a level of privilege to which women are not entitled.

The concept of patriarchy has been central to many feminist theories. It is an attempt to explain the allocation of power and privilege by gender that can be observed by many objective measures.





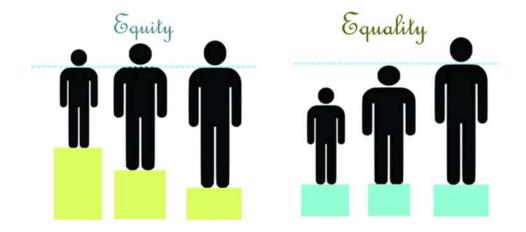




Gender Equality

Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable peoplecentered development.

"Gender equality is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs equally, regardless of gender" (United Nations Sustainable Development Goals)







Gender Equity

"Gender Equity is the process of allocating resources, programs, and decision making fairly. Gender equity means fairness of treatment for men and women according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities." —United Nations Educational, Scientific and Cultural Organization (UNESDOC)

Equality focuses on creating the same starting line for everyone. Equity has the goal of providing everyone with the full range of opportunities and benefits – the same finish line.







Poverty

"Fundamentally, poverty is a denial of choices and opportunities, a violation of human dignity. It means lack of basic. capacity to participate effectively in society. It means not having enough to feed and clothe a family, not having. (United Nations)

Poverty is a multi-dimensional phenomenon. The Beijing Platform for Action recognized that "poverty has various manifestations, including lack of income and productive resources sufficient to ensure sustainable livelihoods; hunger and malnutrition; ill health; limited or lack of access to education and other basic services; increased morbidity and mortality from illness; homelessness and inadequate housing; unsafe environments; and social discrimination and exclusion. It is also characterized by a lack of participation in decision-making and in civil, social and cultural life". (United Nations)





Violence

"Structural violence is injustice and exploitation built into a social system that generates wealth for the few and poverty for the many, stunting everyone's ability to develop their full humanity. By privileging some classes, ethnicities, genders, and nationalities over others, it institutionalizes unequal opportunities for education, resources, and respect. Structural violence forms the very basis of capitalism, patriarchy, and any dominator system." (Johan Galtung)



"Cultural violence is the prevailing attitudes and beliefs that justify and legitimize the structural violence, making it seem natural. Feelings of superiority/inferiority based on class, race, sex, religion, and nationality are inculcated in us as children and shape our assumptions about us and the world. They convince us this is the way things are and they have to be." (Johan Galtung)

"Direct violence — war, murder, rape, assault, verbal attacks — is the kind we physically perceive, but it manifests out of conditions created by the first two invisible forms and can't be eliminated without eliminating them. Direct violence has its roots in cultural and structural violence; then it feeds back and strengthens them. All three forms interact as a triad. Cultural and structural violence cause direct violence. Direct violence reinforces structural and cultural violence." (Johan Galtung)





GBV Global Context



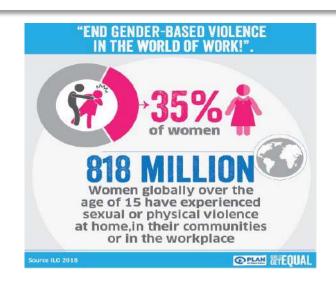
Violence against women and girls is one of the most prevalent human rights violations in the world. It knows no social, economic or national boundaries. Worldwide, an estimated one in three women will experience physical or sexual abuse in her lifetime. Gender-based violence undermines the health, dignity, security and autonomy of its victims, yet it remains shrouded in a culture of silence. Gender-based violence is not only a violation of individual women's and girls' rights. The impunity enjoyed by perpetrators, and the fear generated by their actions, has an effect on all women and girls. It also takes a toll on a global level, stunting the contributions women and girls can make to international development, peace and progress. – UNFPA





GBV Statistics Globally

Eighty-two per cent of women parliamentarians who participated in a study conducted by the Inter-parliamentary Union in 39 countries across five regions reported having experienced some form of psychological violence (remarks, gestures and images of a sexist or humiliating sexual nature made against them or threats and/or mobbing) while serving their terms. They cited social media as the main channel through which such psychological violence is perpetrated; nearly half of those surveyed (44 per cent) reported having received death, rape, assault or abduction threats towards them or their families. Sixty-five per cent had been subjected to sexist remarks, primarily by male colleagues in parliament and from opposing parties as well as their own. The economic costs of lost productivity due to domestic violence conservatively range from 1.2 to 2 percent of GDP—about most governments' spending on primary education in developing countries. - UN women



It is estimated that 35 per cent of women worldwide have experienced either physical and/or sexual intimate partner violence or sexual violence by a non-partner (not including sexual harassment) at some point in their lives. However, some national studies show that up to 70 per cent of women have experienced physical and/or sexual violence from an intimate partner in their lifetime. Evidence shows that women who have experienced physical or sexual intimate partner violence report higher rates of depression, having an abortion and acquiring HIV, compared to women who have not – UN Women





GBV South African context



Gender-based violence (GBV) is a profound and widespread problem in South Africa, impacting on almost every aspect of life. GBV (which disproportionately affects women and girls) is systemic, and deeply entrenched in institutions, cultures and traditions in South Africa. Reproductive health - women who have been raped are at risk of unwanted pregnancy, HIV and other sexually transmitted infections.

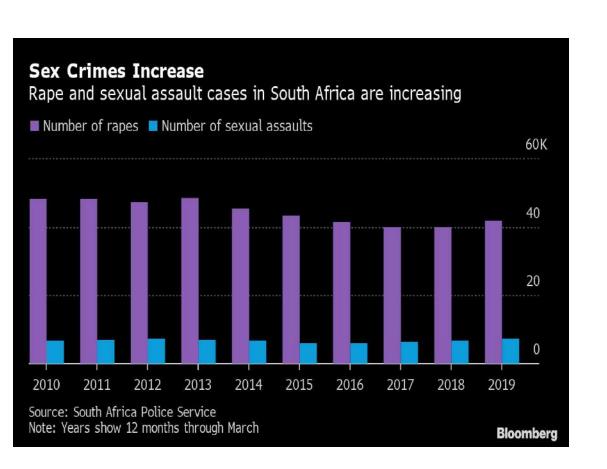
Mental health - over a third of women who have been raped develop post-traumatic stress disorder (PTSD), which if untreated persists in the long term and depression, suicidality and substance abuse are common. Men who have been raped are at risk of alcohol abuse, depression and suicide.

Violence also has significant economic consequences. The high rate of GBV places a heavy burden on the health and criminal justice systems, as well as rendering many survivors unable to work or otherwise move freely in society. A 2014 study by KPMG also estimated that GBV, and in particular violence against women, cost the South African economy a minimum of between R28.4 billion and R42.4 billion, or between 0.9% and 1.3% of gross domestic product (GDP) in the year 2012/2013.





GBV Statistics in South Africa



Our levels of gender-based violence here in South Africa are among the highest in the world. Femicide, sexual assault and harassment are not new to us. It's estimated that one in five women have experienced violence at the hands of a partner. How bad is it exactly? Let's look at the numbers:

2 930 women murdered in 2017/2018

110 rapes a day (reported)

56 murders a day

19.3% of victims are women and children

These numbers are limited to what is reported to the cops.

Many rapes go un-reported. IOL reports: 'The number of murders is up, with an average of 56 taking place a day, and 19.3% of the victims are women and children,' according to UN co-ordinator Bekele-Thomas. 'In 2017/18, an average of 110 rapes were recorded on a daily basis, and we know there

is underreporting.'

The Global Peace Index stats show that the violence in South Africa is similar to countries at war or in conflict. There were 2 930 women murdered in 2017/2018.





Key drivers of GBV in SA

As evident in overwhelming statistics, it becomes clear that gender based violence is embedded with social norms, cultures and structural systems. The structural violence's are deeply rooted in patriarchal and capitalist systems which prioritise male dominance and capital over the fundamental rights of marginalised groups such as women, girls, children, migrants, refugees, disabled persons, indigenous peoples, through acts of violence which takes on direct and indirect forms.

Research shows that there is no single cause of violence in South Africa. Rather, several risk factors come together in different ways, depending on context, to enable violence. The most significant risk factors include social and economic inequality, poverty, frustrated masculinity, lack of social cohesion, lack of social and economic mobility particularly for women and other vulnerable groups of people.







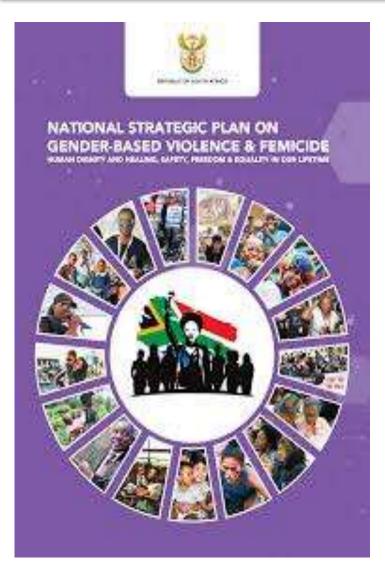
Responses to GBV in SA

Violence undermines social and economic development, it reinforces intergenerational cycles of poverty and inequalities, and impedes progress towards achieving the Sustainable Development Goals (SDGs), the National Development Plan 2030 (NDP) and the realisation of human rights. GBV is neither justifiable nor acceptable. With the necessary political will and appropriate adequate resources, GBV could be radically reduced, and eventually eliminated. Human rights treaties such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Constitution and laws of South Africa, guarantee freedom from violence. Currently, however, significant gaps continue to exist between international standards endorsed by the Government, national laws and policies, and what women and other vulnerable groups experience on a day-to-day basis. The challenge now is to translate these standards into reality at the local level and to fully tackle the problem and its root and underlying causes with the necessary political commitment, accountability and resources.

In 2018 South Africa convened the first Presidential Summit on Gender-Based Violence and Femicide. The Summit concluded with the signing of a Declaration that government, business, labour and civil society would collaborate to conceptualise, drive and implement concrete measures to eradicate gender-based violence and femicide. Parties to the Declaration called for a multi sectoral structure to be constituted to coordinate the implementation of a National Strategic Plan on Gender-Based Violence and Femicide. Emergency Response Action Plan to address genderbased violence and femicide has been developed and presented to Parliament where it was approved during a special joint sitting on the 18th of September 2019. Government departments have rallied around the plan: and an amount of R1,6 has been sourced through reprioritisation.







The plan outlines a comprehensive strategic response to GBVF with a specific focus on violence against all women — across age, physical location, disability, sexual orientation, sexual and gender identity and national identity — as well as violence against children, and how these serve to reinforce each other. The vision underpinning the plan is a South Africa free from gender-based violence directed at women, children lesbian, gay, bisexual, transgender, queer, intersex, asexual (LGBTQIA+) persons. The National Strategic Plan is the foundation for a 10-year national focus on decreasing levels of gender-based violence through:

- Strengthening state and societal responsibility, driven by bold leadership and political commitment;
- Demanding improved accountability across state and societal institutions to drive an agenda to end GBVF;
- Making the response to GBVF an integral part of the national effort to combat poverty, unemployment and inequality, and
- -Deepening society's understanding of GBVF, building partnerships and rooting the response in communities.
- The private sector is an integral role-player in the multi-sectoral response to combatting GBV in South Africa. Seeking partnership and collaboration opportunities to support the NSP on GBV & Femicide is imperative.

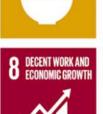




As mentioned under South Africa's response to GBV, commitment to The Sustainable Development Goals is another framework that provides an opportunity to dismantle the structural drivers of GBV in South Africa. The impact that GBV has across sectors and within the landscape of economies, national and global social development, reducing GBV is a key driver for progress across a host of specific Sustainable Development Goal (SDG) targets. Goal 5 speaks to the achievement of Gender Equality. It is imperative for the private sector to think about the ways in which it can systemically, culturally and structurally tackle GBV by collaborating with other stakeholders such as government and civil society through the SDGs & NSP on GBV & femicide.







































The major problems that need to be resolved in order to achieve this goal are:

- 1: **Equality** ending discrimination against all women and girls. 2: **Violence** eliminating violence against all women and girls.
- 3: **Eliminating** all harmful practices such as child marriage and genital mutilation. 4: **Education** providing women and girls with equal access to education. 5: **Labour earnings** ensuring women and girls earn equal pay for the same work. 6: **Representation**; **Economic and Political** increasing female representation to better reflect the 50/50 population spread. 7: **Health Care** ensuring women and girls have universal access to contraception to prevent unwanted pregnancies and disease transmission









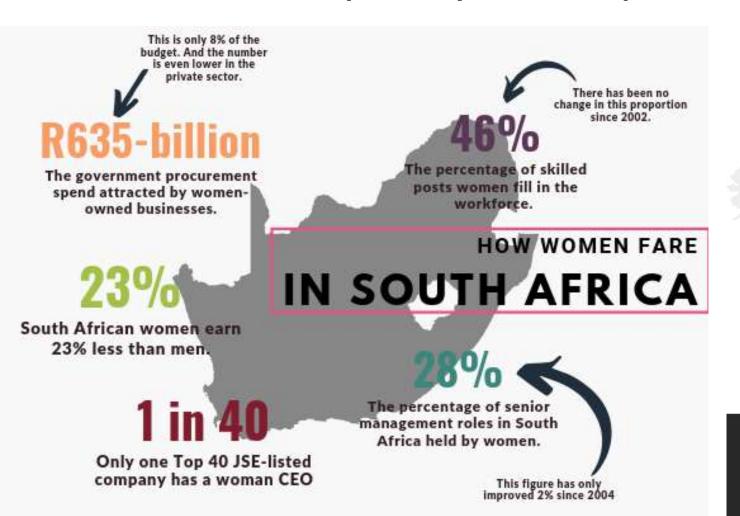
Environmental, Social & Governance Reporting (ESG) & the ILO Convention

- According to IBIS Consulting on Business trends in 2018, its noted that "one of the trends we are starting to see is
 that the external reporting requirements are only going to become more stringent. Governments and stock
 exchanges the world over are bringing in new layers of regulation for environmental, social and governance (ESG)
 disclosure. The directive requires the largest companies to report on environmental matters, social and employee
 affairs, human rights and anti-corruption and bribery issues. National governments transposed the directive into
 national law in 2016."
- According to The South African guideline for the reporting of environmental, social and governance (ESG)
 Parameters, internationally acknowledged ESG standards and frameworks include The United Nations Global
 Compact, a sustainability initiative for companies to align their strategies and operations in the areas of human
 rights, labour, environment and anti-corruption which are all themes inline with the SDGs.
- A new Convention and accompanying Recommendation to combat violence and harassment in the world of work have been adopted by the International Labour Organisation in 2019. As a member state of the ILO South Africa will have to ensure its laws are in full alignment with the ILO Convention.

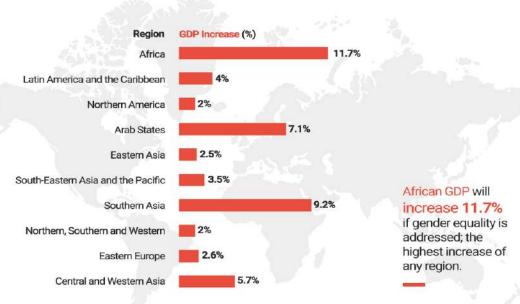




Inequality & the private sector



GDP will increase by 2025 if gender gap is reduced



Calculate your gender pay gap: gendergap.africa



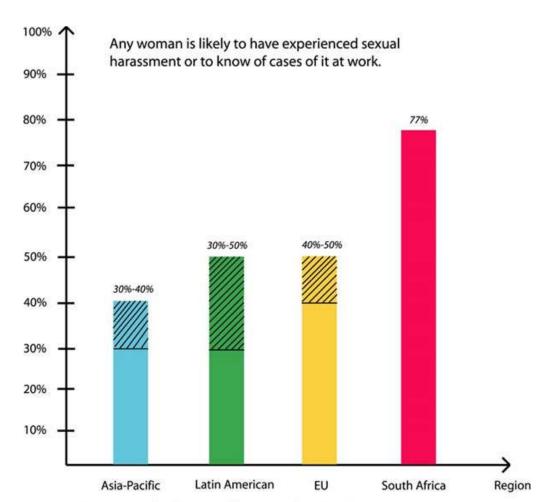
GENDER BASED VIOLENCE

& THE PRIVATE SECTOR





GBV & the private sector







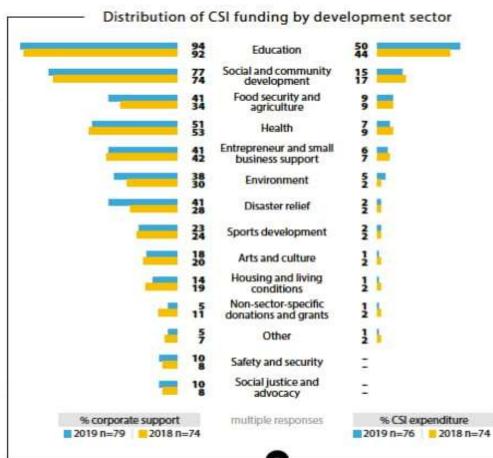






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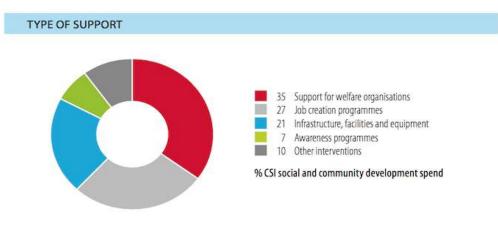
CSI & the private sector

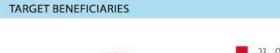


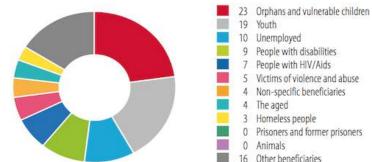




Overview of CSI spend on social and community development







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Why should businesses prioritise GBV in its' operations?

- Among their many negative effects, domestic violence and sexual harassment interfere with women's full and equal
 participation in the workforce. They impair employees' physical and mental health and well-being, leading to stress,
 anxiety, loss of self-esteem, motivation, and even job loss. It contributes to the gender pay gap, and affects women's
 opportunities for advancement and career progression.
- Research has shown that sexual harassment claims have a greater effect on a company's reputation than other forms of misconduct like fraud.
- For business, addressing gender-based violence in the workplace is a moral and business imperative, however, the damaging impacts of gender-based violence extend far beyond the workplace, affecting individuals, families, and communities.
- A 2014 study by KPMG also estimated that GBV, and in particular violence against women, cost the South African economy a minimum of between R28.4 billion and R42.4 billion, or between 0.9% and 1.3% of gross domestic product (GDP) in the year 2012/2013.
- Absence of a gender lens means that such efforts are not effective at identifying, mitigating, or redressing gender-based violations. This exposes companies to risk of complicity in human rights violations, as well as risks to supply chain resilience and business continuity.





Examples of businesses tackling GBV



In South Africa, Anglo American became concerned about growing levels of violence against women and vulnerable groups, and wanted to better understand how this was affecting its operations and communities. By way of response, it recently partnered with the NGO International Alert to carry out a series of baseline studies around the experiences of women and vulnerable groups at work. There are early indications that a lack of awareness about what constituted sexual harassment has contributed to the normalization of certain unacceptable behaviours. Anglo American has commissioned further studies, and is feeding the results of these into its inclusion and diversity strategy.



CEO and senior leadership commitments to diverse, equal, and respectful workplaces—backed by adequate resources and action—form a necessary foundation for addressing gender-based violence. revealed that one in three working adults (37 percent) had experienced some form of domestic abuse and that it had significantly impacted their career. In response, Vodafone now provides 10 days of paid "safe leave" across its 26 markets for any staff member experiencing domestic violence and abuse. The policy also makes provision for human-resources and linemanager training to identify and assist people experiencing abuse. Vodafone's longstanding organizational commitment to gender equality helped enable the change in policy.







In 2013, Unilever Tea Kenya undertook an independent review on how to prevent sexual and gender-based violence that was distressingly prevalent across the tea plantation sector. The review resulted in a series of recommendations, including a multi-sectoral approach to reporting and supporting victims. After training, awareness building and employee engagement, the number of reported cases began to increase as employees' trust in the system grew. Unilever then partnered with UN Women in 2016 to develop a human rights-based intervention program across the tea supply chain. This resulted in the 2018 publication of "A Global Women's Safety Framework in Rural Spaces," which includes case studies, practical tools, and a comprehensive theory of change that businesses can apply to a range of agricultural commodity supply chains.



Vodacom has invested over R6 million towards the infrastructure set-up and running of the national GBV Command Centre, a first of its kind, operating 24/7 and employing professional social workers to support survivors of abuse. To resolve the problem in the workplace, Vodacom has stepped up its efforts to protect its employees from gender-based violence by implementing a new global policy. The policy supports employees affected by domestic violence or abuse because the impact of domestic violence or abuse does not just stop at home – it also has a considerable impact on the work life of those affected. The support provided by the new policy includes an allocation of 10 days fully paid leave and makes available resources such as free access to the company's Employee Assistance Program, which provides counselling and tools.





How can businesses include GBV in their operations?

Act to prevent gender-based violence within the company walls through HR-led policies, systems, training, communication, and dialogue, as well as by ensuring adequate complaint mechanisms are in place. Companies should also ensure market-facing business practices in marketing, communications, sales, and other units do not contribute to gender stereotyping and perceptions that influence societal values, norms, and attitudes that condone violence against women.

Enable and support business and civil society partners throughout supply chains to eliminate gender-based violence in the workplace. For example, companies are partnering with their suppliers through to address sexual harassment and violence in the workplace and in broader society. An international example of this is global facility services company, Sodexo, seeks to connect survivors of gender-based violence to employment opportunities within the company and with partners.

Influence consumers, customers, business partners, community leaders, politicians, and regulators to raise awareness; influence attitudes and norms; mobilize collective action; and change laws, regulations, and administrative practices to prevent violence from occurring and to provide proper redress and support to survivors when violations do happen.





Leadership is key

"The CEO is fundamental in fostering gender equity, without championing from leadership all other actions taken toward achieving gender equity and tackling GBV in the workplace may be futile." Catalina Fajardo, partner at Bain & Company gives businesses this advice

- 1. **Lead by example.** Know that it all starts or fails with you. For instance, encourage your direct reports to develop at least one or two women as potential successors.
- 2. **Don't divorce actions at work from those at home.** Treat your employees with the same respect and empathy you would like afforded to your family.
- 3. Seek advice. Work with those who have done it before.
- 4. **Understand your current reality.** Use a diagnostic tool to accurately pinpoint the status of gender equity in your organisation. Talk to female employees; don't just make assumptions about what they need and want. Have your desired endpoint in mind, and recognise that getting it right will require a journey.
- 5. **Have clear ambitions and targets**. Establish targets, not necessarily quotas, and then track and implement consequences (both positive and negative), just as you would for financial targets. Culture-based metrics such as each employee's NPS, combined with demographics and employee levels, would be a useful indicator of sentiment.





Beyond just policies

Some of the strategies and interventions that business should consider in addressing sexual harassment in the workplace include:

- Developing clear policies which address its extent. These policies need to be widely shared on various platforms including company websites, trainings, orientation processes etc.
- Companies should be transparent on how cases are handled by stipulating the various measures that can be taken once an incident is reported.
- Tools like the Business for Social Responsibility Diagnostic designed to help large companies with complex value chains identify where the problems are and how to tackle them. The tool enables a company to self-assess how effectively their existing policies, programs, culture, leadership, and strategy are tackling violence and harassment.
- A provision of support services, such as legal assistance, health and social services, should be part of the organisational response. These support structures should prioritise care and sensitivity in dealing with cases.





Be part of the broader societal fight against GBV

"Gender-based violence is not an easy issue to tackle, but businesses have an important, norm-shifting role to play—and a lot to gain by their efforts, including improved overall performance, productivity and retention. Those experiencing gender-based violence deserve a strong commitment to change." —Alice Allan (Business Fights Poverty)

- Providing infrastructural support and assistance to social institutions (such as health, women's shelters and other related organisations) in their provision of services for GBV survivors. This can be done as a stand alone programme run by your organisation or through CSI initiatives.
- Encouraging more rigorous data collection and research on the prevalence of the issue from organisations you partner with as well as internally within your organisation.
- Reviewing existing company structures to accommodate staff at various levels, i.e. transport provision for shift work.
- Taking a collective approach as a sector in combating GBV by engaging and supporting national strategic plans on it.
- Sector-wide approaches to reducing gender-based violence, such efforts across the sector can help raise standards with suppliers and build a stronger overall ecosystem to tackle deeply ingrained issues that perpetuate GBV.
- Collaborate and campaign outside of the workplace by partnering with think tanks, NGO's, government departments and other role players in raising awareness on GBV and inequality issues.





Adopting the Women's Empowerment Principles

The Women's Empowerment Principles (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.

Jointly promulgated by UN Women and the UN Global Compact, there are now nearly over 2,000 CEO-level signatories from across the globe. The Principles serve as the overall umbrella for multistakeholder networks to work together to foster implementation and awareness of the internationally agreed standards for business practices the impact women. The Principles are also the primary vehicle for corporate delivery on gender equality and women's empowerment dimensions of the universal agenda of the United Nations Sustainable Development Goals.







Toolbox for businesses

Articles & case studies:

https://www.bsr.org/en/our-insights/blog-view/private-sector-must-address-gender-based-violence

https://ssir.org/articles/entry/how businesses can take the lead in combatting gender based violence

https://www.bain.com/insights/gender-disparity-in-south-africa/

https://www.businesslive.co.za/bd/opinion/2019-09-19-corporate-sa-heres-how-you-fight-gender-based-violence/

https://www.bizcommunity.com/Article/196/548/195258.html

https://facilityexecutive.com/2020/03/5-ways-to-support-your-staff-during-covid-19/

https://www.business-humanrights.org/en/tracking-the-companies-tackling-gender-violence

https://www.ifc.org/wps/wcm/connect/news_ext_content/ifc_external_corporate_site/news+and+events/news/insights/addressing-gbv





Toolkits & best practice models

https://www.weps.org/sites/default/files/2020-04/issue-brief-covid-19-and-ending-violence-against-women-and-girls-en.pdf

https://www.commdev.org/pdf/publications/ToolSuite4 Interior FIN-05-16 LoRes.pdf

https://asceps.org/makingprojects/carve-daphne/wp-content/resources/CARVEguideEN.PDF

https://collections.unu.edu/eserv/UNU:7408/GBVtheSDGs BriefingNote.pdf

https://www.ituc-csi.org/IMG/pdf/stop gender based violence at work en final.pdf

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms 155763.pdf

https://www.ilo.org/global/research/global-reports/global-wage-report/WCMS 650568/lang--en/index.htm

https://www.weps.org/sites/default/files/2020-04/WEPs%20Tool%20Questionnaire.pdf

https://www.sida.se/contentassets/3a820dbd152f4fca98bacde8a8101e15/preventing-and-responding-to-gender-based-violence.pdf