

# SPOTLIGHT INITIATIVE BRIEF: ILO INTERVENTIONS IN ZIMBABWE

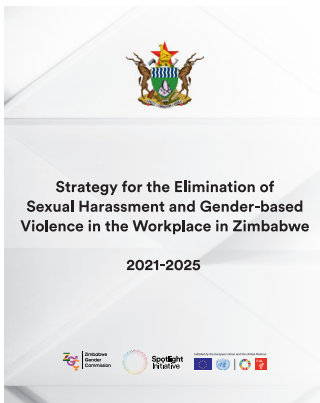


**Spotlight  
Initiative**

*Initiated by the European Union and the United Nations:*



# MODEL WORKPLACE PROGRAMME



**Strategy on Sexual Harassment & GBV in the Workplace:** A first generation strategy on the elimination of sexual harassment and gender-based violence in the formal workplaces in Zimbabwe has been developed with input from employers and trade unions and other stakeholders under the Spotlight Initiative. The strategy seeks to protect all levels of workers, and other persons in the world of work, against SGBV in the workplace and ultimately create an environment that will lead to a reduction of gender based violence and harassment in the Zimbabwean workplaces.

Strategy developed was guided by the principles in the ILO Convention 190 on the elimination of violence and harassment in the world of work.

## Types of work-related violence and harassment

01

### SEXUAL

Including exploitation, abuse and harassment (both quid pro quo and sexual harassment)

02

### ECONOMIC

Including restricting access to financial or other resources

03

### PHYSICAL

Including the use or threat of force

04

### PSYCHOLOGICAL

Including verbal and non-verbal abuse, bullying, mobbing and cyber bullying



**Model Workplace Programme:** The ILO partnered with the private sector to implement the Model Workplace Programme. This programme is providing guidance to enterprise and organisations in effective ways to address issues of sexual harassment and gender-based violence in the workplace. In Phase 1 of the Spotlight Initiative, 9 Private sector companies and one government ministry were part of the partnership with the following components:

## Who is affected at the workplace

### Who Are The Gbv Actors?

- Workplaces
- Bosses
- Peers
- Clients
- Partners

### Who Are The Gbv Perpetrators?

- Superiors At Work
- Workmates
- Clients

### Who Are The Gbv Survivors?

- Workers
- Subordinates
- Clients



**Policy development / review:** The policies are key in stating a ‘Zero-Tolerance’ to SGBV by the respective company, and defines the unacceptable behaviours in the workplace. The policy document provides guidance on reporting mechanisms, investigation modalities that are fair and thorough, as well as outline sanctions for perpetrators. The purpose is to prevent violations and protect all levels of workers, and facilitate for workplaces that are free from violence and harassment. The ILO promotes a policy development process that is consultative and inclusive, which provides for input from and gives voice to workers.

## Who: unpacking the hotspots...



**Awareness Dialogues:** Education and awareness sessions have been rolled out to reach all levels of workers employed under the partner companies and organisations. Delivery was both through virtual platforms, and in face-to-face sessions to ensure that we leave no-one behind. The content is guided by 4 key questions.

## Why people don't report



**Training of Gender Champions:** The programme is also training Gender Champions in all the partner companies. These serve as peer educators in the workplace, mandated to provide correct information to colleagues, and guide them appropriately to report and access referral services. This is one of the sustainable modalities for knowledge sharing and peer support.



**Strengthening Women’s Movement Amongst Trade Unions:** The ILO is also working with the Zimbabwe Congress of Trade Unions (ZCTU) through their education and awareness programmes targeting their constituents. This programme has a particular focus on women trade unionist, to strengthen their capacity to advocate for SGBV policies and programmes in the workplace.

**Our Partners**



# WOMEN ECONOMIC EMPOWERMENT (WEE) INITIATIVES

**Total reach in Phase 1:**

2,000 women

**No. of Micro-businesses created in Phase 1:**

1,800

**Geographic locations:**

Chipinge District, Manicaland (rural) + Hopley and Epworth, Harare (urban)

**Target group:**

- GBV Survivors
- Women with Disability
- Women Living with HIV
- Sex Workers
- Women in Extreme Poverty
- Apostolic Sect Women

There is high cross-sectionality of the vulnerabilities amongst the women in the target communities.

**Programme Content:** The ILO is implementing economic empowerment activities as one of longer-term recovery strategies for GBV Survivors, recognising that poverty is one of the key drivers of SGBV. The programme focuses on capacity development of the beneficiaries at multiple levels.

**Entrepreneurship Development Training** entrepreneurship development training to develop a structured business-oriented mindset, and business management principles including financial literacy and market linkages, using ILO's Start Your



Business (SYB) modular training programme. This covers:

- **Generate Your Business Idea** - The first component was on GYBI, which is a training module for people who want to start a business but are not sure of the business idea to pursue. It assists potential entrepreneurs to identify different business ideas, to analyse them and select the most promising one.
- **Start Your Business** - The women received further training on how to SYB. This component capacitated them to develop a marketing strategy for their small business, covered financial literacy, and guided them to develop concrete, feasible and bankable business ideas to start their own small business.

**Skills Development Training:** The programme is also building the capacity of the women through skills transfer including: Tailoring, Baking, Catering, Waste management, Hairdressing, livestock rearing. In turn, the women are using the acquired skills to earn incomes that are transforming their lives and that of families.



Hopely women with their freshly baked cakes

**Transformative Change:** The project has started to show that financial freedom can foster a culture of being in control, being able to make decisions, better negotiate gender power relations and leave a violent relationships, where necessary.

## Case Studies



**Felistas Savanhu**

Is a woman with disability, has become a role model in the community, earning an income from waste management value chain, and supporting other women to get in the same line of business. She collects used plastic and glass containers from in and around her wider community. Thereafter, she cleans them and sells them to waste management companies, who come to collect from her home. Felistas is one of the Spotlight Initiative beneficiaries, and she has benefitted from business management trainings. She has since diversified her business and has set up a stall where she sells household goods.



**Juliet Mhlanga**

Is one of the beneficiaries who attended the Generate Your Business Idea and the Start Your Business programme in Chipinge. These trainings opened up Juliet's mindset and she began to see opportunities in her community. Juliet was motivated to come up with the idea to open a grocery store. She used some resources she had saved under her savings club (ISAL), and recently opened her tuck-shop where she sells groceries, toiletries, and household utensils.

## Partnerships:

The WEE programme is implemented in partnership with:



**Spotlight Initiative**  
To eliminate violence against women and girls

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