WHAT A WONDERFUL SIGHT WHEN EVERYONE IS TREATED RIGHT

Gender reloa

Vision needs Attitude Attitude meets Action



# **#SAY YES TO "HARASSMENT FREE WORLD" GIZ BANGLADESH**

## CONTEXT AND INITIATIVE

The Government of Bangladesh has ratified Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) 1979 and adopted the National Women Development Policy 2011.

To achieve gender equality and gender competence within GIZ Bangladesh (GIZ BD) established the Gender Working Group (GWG) task force in 2011. The GWG has been playing an active role in mainstreaming gender within the company. One key outcome of its advocacy efforts has been the enactment of the Sexual Harassment Redressal Policy (SHRP) in 2015 with the support of the national personnel Staff Representative Committee (SRC) and Human Resource (HR) Unit.

years or based on changes in national legislations and policies.

#### giz Annex - VII Sexual Harassment Redressal Policy GIZ Bangladesh 25 March 2015 I. Introduction

- and to creating a gender-sensitive working environment. GIZ BD ensures that all its re treated with dignity and respect, and are able to work in an environment free from
- to Freedom from Sexual Harassment: Protection from sexual harassme and the right to work with dignity are universally recognized as basic human rights, unde human rights law in particular under treaties such as the International ic, Social and Cultural Rights, 1966 ('ICESCR'), the Col the Elimination of All Forms of Discrimination against Women, 1979 ("CEDAW') and International Labour Organisation Convention No. 111, namely the Discrimination Employment and Occupation) Convention, 1958 ('ILO Convention No. 111')
- The right to protection from sexual harassment is also recognized under the Consti

Activism Against Gender Based Violence. The GWG has also been actively involved in advising the management on gender-based policy matters etc.

# **RESULTS AND IMPACTS**

Since the enactment of SHRP there have been approximately 45 monthly orientation sessions and around 8 annual introductory sessions on the policy. The employees have generally shown great interest to know about this policy and have often shared their views and suggestions, which will be incorporated in the reviewed policy. All GIZ BD employees are provided the SHRC Ombudsperson's contact number so that in case of grievances they can directly contact her. The policy has enhanced the awareness level of the GIZ BD employees and is helping us make good progress in our way towards achieving a Harassment Free World in GIZ Bangladesh.

## **CONCRETE MEASURES &** ACTION TAKEN TO ADDRESS SEAH

The SHRP was enacted in March 2015 in line with GIZ's relevant policy, codes of conduct, gender strategy, the Bangladesh High Court Ruling 2009 and labour laws regarding addressing sexual harassment at the workplace. It was followed by forming a Sexual Harassment Redressal Committee (SHRC) comprising of five members. The policy and procedures have been developed in consultation with a senior legal expert, and with extensive inputs from the GIZ BD GWG, the SRC, HR and GIZ management. This policy, available in Bangla and English, is to be reviewed every five

ladesh, 1972 ('the Constitution'). The Constitution specifically provides for equal before the law, prohibits discrimination against any person on the grounds only of among others, sex, guarantees that women should have equal rights with men in all spheres of the State and of public life, and clearly states that the State can make special provision in avour of women or children or for the advancement of any "backward" section of citizen Articles 27 and 28). The Constitution further ensures the right to enjoy the protection of he law, and to be treated in accordance with the law, and only in accordance with law, to very citizen and guarantees that no action detriment to the life, liberty, body, reputation or property of any person shall be taken except in accordance with law (Articles 31 and 32).

- Bangladesh is party to a number of international human rights instruments including the ICESCR and CEDAW, and to the Optional Protocol to CEDAW. It has also been an active Member State of the International Labour Organisation (ILO) since 22 June 1972 and has ratified 33 ILO Conventions including seven fundamental conventions, and ILO Convention No. 111.
- Bangladesh has also adopted the National Women Development Policy 2011, affirming its confirmation and commitment to abide by different international instruments, including CEDAW, to safeguard and uphold the rights of the women in Bangladesh, and stated that strong measures would be taken to remove discrimination against women and girl

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The Sexual Harassment Redressal Committee is chaired by an external Ombudsperson, to ensure neutrality and independence of the committee. The current Ombudsperson, an expert on gender issues and legal matters, reports directly to the Country Director. Other committee members include chair and member from the GWG and head of HR. There is an option to induct another external member, based on need of expertise. GIZ BD GWG disseminates this policy to its new employees in the monthly staff orientation as well as at the introductory course organised by HR. It is also included in the national employee handbook for GIZ BD. The GWG has organised events for raising employee awareness on gender discrimination and against genderbased-violence issues i.e. during GIZ's Gender Week and Sixteen Days of



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