



## ZERO TOLERANCE AGAINST SEXUAL HARASSMENT AT THE WORKPLACE – TRANSLATING THE POLICY INTO EXTERNAL AND INTERNAL MAINSTREAMING PRACTICE

GIZ RWANDA

### CONTEXT AND INITIATIVE

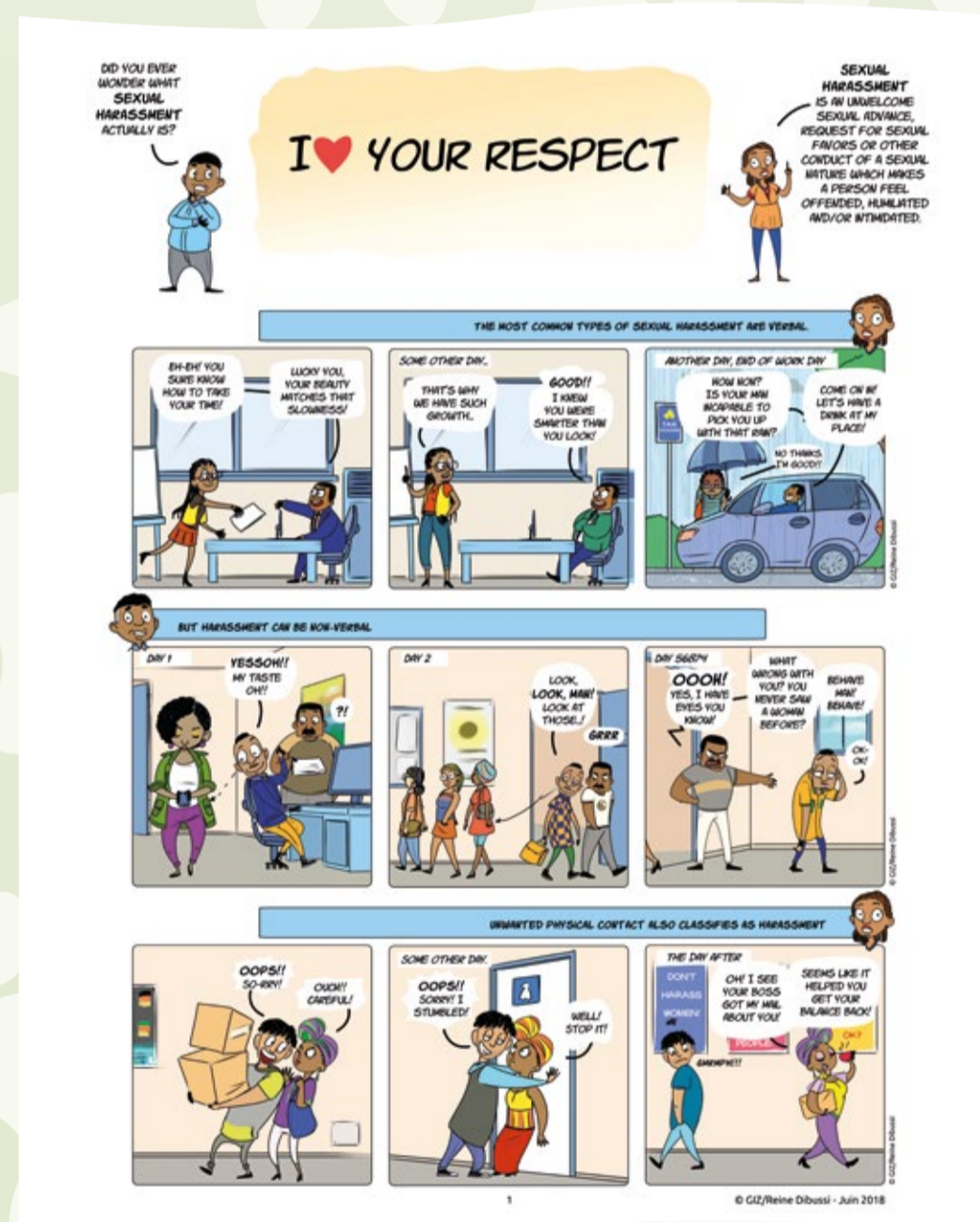
There is no simple narrative on gender in Rwanda. While government efforts and progressive gender policies have contributed to greater gender equality in Rwanda, the Rwandan society and the prevailing socio-cultural norms around gender roles are characterized by a deep-rooted patriarchal structure. Linked with the fact that in Rwanda sexual harassment at the workplace, also referred to as gender-based corruption is a widespread issue mainly affecting women, it is necessary to raise awareness on this topic. A working exchange with GIZ Cameroon, where the topic has already been addressed, generated ideas for a successful campaign.

### GENDER – A QUALITY FEATURE OF OUR WORK

*GIZ internal:* GIZ Rwanda and GIZ Cameroon have teamed up to share experiences and good practices on addressing sexual harassment at the workplace. During the 16 Days of Activism against Gender Based Violence all GIZ Rwanda programme offices engaged in a country wide sensitization campaign. A poster with illustrations elaborating on the different forms of sexual harassment is now displayed in all GIZ offices in Cameroon and Rwanda.

This poster had been drawn by a Cameroonian artist for GIZ Cameroon in English and French and was translated to Kinyarwanda by GIZ Rwanda to render it accessible to all staff.

A follow up campaign during the Gender Week 2020 will explain on how to prevent or react to sexual harassment, i.e. the response system. A digital animated version will soon be available not only to GIZ in Rwanda and Cameroon, but to all interested GIZ offices worldwide.



*Project level:* There is a very relevant connection between the realization of energy projects, e.g. hydropower projects and questions around gender, diversity and inclusiveness. Therefore, the Energising Development Programme (EnDev) implemented by GIZ on behalf of the BMZ facilitated a workshop for managers and company owners of private Hydro Power Project developers, jointly with the One Mainstreaming Team of GIZ Rwanda. The workshop addressed, among others, topics of an inclusive and diverse work-

place, what sexual harassment is, and emphasized on the importance of a workplace policy banning sexual harassment taking into account the Rwandan labor law 'Protection of workers against violence and harassment'.

### IMPACT AND RESULTS

#### Internal

- Posters on SEAH feature in all GIZ programme offices in Cameroon and Rwanda
- Employees are aware of different forms of sexual harassment
- Employees know contact persons and the response system
- The digital animated version of the poster increases interest as well as reach

#### External

- Sensitization workshops and booklets about inclusive and diverse workplaces stimulate the development of more comprehensive workplace policies by project partners
- Companies in the energy sector adapt the GIZ approach and concept to their situation and needs in their respective companies.

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