SEXUAL HARASSMENT

Myth

Sexual harassment:

- only happens to women who wear tight, short suggestive clothing
- is performed by all men
- only happens to a few women
- happens because women encourage seductive behaviours at work acquiring privileges in exchange for sexual favours
- is harassment is harmless, women who object have no sense of humour
- is a private issue between two individuals and has nothing to do with the workplace

Fact

- It can happen to anyone, despite how you dress only a few men harass but they usually harass a number of women at the same time or one after the other, or both
- reports from around the world indicate that every second a woman is harassed at sometime in her working or school life
- a small number of women may be forced to subdue to sexual harassment usually because the environment promotes such as ‘culture’ and their job determines the livelihood of their children

Don’t be silent!!!!!!

“Our lives begin to end the minute we become silent about things that matter” ... 
Martin
Luther King

Our act has not provided adequate remedies in cases of sexual harassment.
There should be a clear penalty preferably make it mandatory to dismiss in proved cases of sexual harassment.
Provide independent committees to investigate all cases as employers may be the perpetrators.
Encourage putting mechanisms in place that will make it easier for the victims to report and seek redress.

SEXUAL HARASSMENT

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ZCTU WOMEN & GENDER DEPARTMENT
Sexual Harassment include:
* unnecessary physical contact, touching or patting
* suggestive & unwelcome remarks, jokes, comments about appearance & deliberate verbal abuse
* Leering and compromising invitations
* Use of pornographic pictures at the workplace
* Demands for sexual favours

Who are the victims?
* Young women under 30, unmarried, widowed, divorced or separated women, especially with dependants.
* Men also feel they are victims
* Clear cut division of status between male management and female staff leads to sexual harassment
* Women who work in non-traditional, male dominated industries and occupations.
* Harassment can be used also be used also as a weapon to undermine the authority of women supervisors and managers.

What are the EFFECTS?
* humiliating & degrading experience & a violation of a working person’s rights, Threatens the social and economic development of women.
* it creates stressful and hostile working environment which can lead to mental & physical illness
* victims can also suffer loss of face and social ostracisation leading to family hardships and even break-up
* interferes with job performance and satisfaction

How to tackle sexual harassment?
In a few countries, legislation exists, or is in the process of being adopted which prohibits sexual harassment as a form of discrimination. However, there are other legal remedies that can be used against harassers from the international & national laws.

International Law
SADC protocol on gender and development
Article:
4(f) Eliminate sexual violence against women. Equality in Accessing Justice
6 (f) that women have equal representation on, and participation in, all traditional courts, alternative dispute resolution mechanisms and local community courts; and
15 (d) protecting girls from economic exploitation, trafficking and all forms of violence including sexual abuse;

National Law
Labour Act Chapter 28.01
(as amended)
Section 8 An employer or, for the purpose of paragraphs (g) and (h), an employer or any other person, commits an unfair labour practice if, by act or omission, he -
(g) demands from any employee or prospective employee any sexual favour as a condition of—
(i) the recruitment for employment; or
(ii) the creation, classification or abolition of jobs or posts; or
(iii) the improvement of the remuneration or other conditions of employment of the employee; or
(iv) the choice of persons for jobs or posts, training, advancement, apprenticeships, transfer, promotion or retrenchment; or
(v) the provision of facilities related to or connected with employment; or
(h) engages in unwelcome sexually-determined behaviour towards any employee, whether verbal or otherwise, such as making physical contact or advances, sexually coloured remarks, or displaying pornographic materials in the workplace.