

► Inclusion of Persons with Disabilities in Workplace Policies and Programmes on Violence and Harassment (including SGBV)

ACTION PLAN



**International
Labour
Organisation**



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

An initiative of the United Nations funded by the European Union



Inclusion of Persons with Disabilities in Workplace Policies and Programmes on Violence and Harassment (including SGBV)

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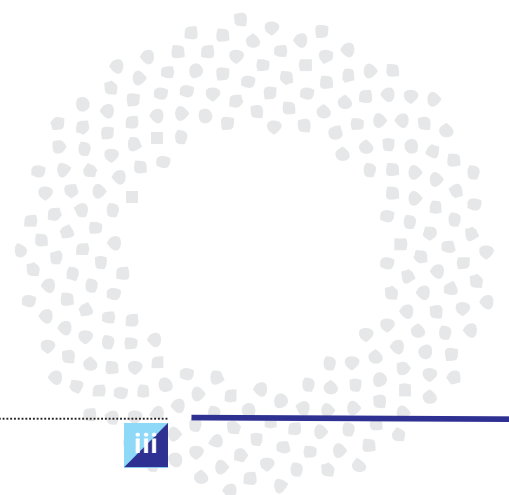
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1. INTRODUCTION

The ILO, in partnership with the tripartite plus world of work stakeholders are implementing a component of the Spotlight Initiative, specifically addressing issues of SGBV in the workplace. The specific objective is to strengthen the capacity of employers and workers' and their organisations to develop and implement sector specific and enterprise level policies and programmes to address violence and harassment in the world of work. The programme is targeting to reach at least 10,000 workers collectively, employed in 10 private sector companies and two public sector organisations. The programmes are guided by the ILO Convention 190, which seeks to eliminate violence and Harassment in the world of work. The ILO has implemented a number of interventions in Zimbabwe under the Spotlight Intervention which have guided in the development of the draft Action Plan. The interventions include the following:

- I. Strategy for the Elimination of Sexual Harassment and SGBV in the Workplace in Zimbabwe (2021-2025):** The ILO in collaboration with employers, trade unions and other stakeholders developed the first-generation strategy on the elimination of sexual harassment and gender-based violence in the formal workplaces in Zimbabwe. The strategy seeks to protect workers and other persons in the world of work including employers, against SGBV particularly women, as research has shown that they are disproportionately affected by SGBV in the workplace. Ultimately the strategy aims at creating an environment that will lead to the reduction of SGBV in the Zimbabwean workplaces. The strategy was guided by the principles in the ILO Convention 190 on the elimination of violence and harassment in the workplace. This strategy will contribute to the fulfilment of the Action Plan.
- II. 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 focusing on policy development and review, and awareness dialogues.
- III. Training of Gender Champions:** The programme focuses on training Gender Champions in all 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.
- IV. Strengthening Women's Movement Amongst Trade Unions:** The ILO works with the Zimbabwe Congress of Trade Unions (ZCTU) through their education and awareness programmes targeting their constituents. The programme has a particular focus on women trade unionists, to strengthen their capacity to advocate for SGBV policies and programmes in the workplace.

V. Study on Inclusion of Persons with Disability (PWDs) in Workplace Policies and Programmes on Violence, Harassment including Sexual, and Gender Based Violence (SGBV)

Background Context: ILO commissioned a study on Inclusion of Persons with Disability (PWDs) in Workplace Policies and Programmes on Violence, Harassment including Sexual, and Gender Based Violence (SGBV) in July 2021. The study sought to understand the level at which Persons with Disabilities are included in workplace SGBV policies, as well as their experiences in the workplace. The study documented evidence that will be used by government, policy makers, employers, and unions to develop responses to workplace SGBV that are inclusive of experiences and needs of people with disabilities.

► 1.1 Study Key Findings

Employment Status of Persons with Disabilities (PWDs) in Zimbabwe: A total of 13% of all employed persons are persons with disabilities (54% male and 46% female) with 37% being youth 15-24 years¹. According to Zimbabwe National Statistics Agency (ZimStats) 2012, about 64% of persons with disability are employed in the informal sector².

Legislative and Policy Environment: Majority of legislative and policy frameworks at international, regional, and national level that focus on SGBV in the workplace are not disability inclusive. At institutional level, SGBV policies are not explicit on PWDs and are not in appropriate formats.

Prevalence of SGBV: Prevalence of SGBV among PWDs in the workplace is fairly high with verbal abuse being the highest. 41% of PWDs interviewed had experienced some form of SGBV in the workplace, with 7% of it being of a sexual nature. The main forms of violence reported include verbal abuse (name -calling 36%; jokes 20%; mimicry 18%; rumours 7%), sexual harassment (6%) and physical violence (6%). Prevalence of harassment among PWDs in the study was 38% and is more than twice the national average of 14%.

Key Drivers of SGBV: Key drivers of violence and sexual harassment (including SGBV) included poverty which made many PWDs vulnerable to SGBV as they try and keep their jobs at any cost and lack of knowledge by both the victims and the perpetrators on what constitutes SGBV.

Reporting Channels and Mechanisms for addressing SGBV: The study found that underreporting of SGBV in the world of work remains a major challenge. 21% of victims had reported their cases whilst 66% of victims had not reported. Mechanisms for addressing SGBV were in place in most institutions. Almost half of organisations with the exception of the informal sector had internal mechanisms for addressing SGBV. Disciplinary measures reported by respondents included disciplinary hearings, cautions, including firing. 11% felt these measures were adequate whilst 49% felt they were not adequate.

¹2019 Labour Force and Child Labour Survey (LFCLS)

² Zimbabwe National Statistics Agency (2012)

Impact of SGBV on PWDs included trauma that comes post reporting which can either be caused by the perpetrator or other co-workers who gossip about the issue or pointing fingers. Stress which often resulted in constant absenteeism from work and other health problems such as high blood pressure. Further, there was a challenge of lack of inhouse psycho-social support and counselling.

► 1.2 Study Recommendations

The following are the key recommendations proffered for the study.

- i. Ratification and Domestication of ILO Convention 190 by Government of Zimbabwe
- ii. Need for disability disaggregated data for evidence-based policy and programme formulation
- iii. National Sexual Harassment and SGBV Act to guide all sectors on addressing sexual harassment and GBV matters
- iv. Development of SGBV policies in organisations
- v. Disability inclusion in SGBV policies
- vi. Development of an Informal Sector Bill which includes SGBV issues
- vii. Mainstreaming disability and SGBV in local authority by-laws and policies
- viii. Targeted disability inclusive education and awareness of SGBV at workplaces (including the informal sector)
- ix. Mandatory induction on SGBV policy issues in public and private sectors
- x. Disability friendly GBV services

As a follow up to these processes, and the results from the study on disability inclusion in workplace policies and programmes, the ILO is in the process of advocating for disability inclusion in private and public sector workplace policies and programmes. It is against this background that an Action Plan is being developed to mainstream disability existing in workplace policies and programmes and to assist other organisations to develop disability inclusive policies and programmes.

► 1.3 Processes for Development of the Action Plan

A validation meeting was held in Gweru between 01 and 02 November 2021 with all stakeholders involved in the study to include trade unions, employer organizations, government stakeholders, private sector organizations, and civil society organizations. Results were shared and feedback was given which was incorporated into the main report. On the second day participants were exposed to the processes of developing the Action Plan for Elimination of Sexual and Gender Based Violence (SGBV) in the workplace in Zimbabwe. In addition, the key pillars were jointly identified by participants informed by key results of the study on Inclusion Persons with Disability in Workplace Policies and Programmes on SGBV. This Action Plan looks at the inputs from the validation meeting. It is categorised into the following pillars.

- i. **Pillar 1:** Normative Frameworks
- ii. **Pillar 2:** Data knowledge and Awareness
- iii. **Pillar 3:** Reporting for SGBV
- iv. **Pillar 4:** Mechanisms to address SGBV
- v. **Pillar 5:** Coordination and Institutional Arrangements

2 Key Themes for the Action Plan

► 2.1 Pillar 1: Normative Frameworks

Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025										
Output results	Activities	Timeframe						LEAD AGENCY	IMPLEMENTING AGENCIES	
		Q1	Q2	Q3	Q4	Y23	Y24	Y25		
1.1 Constitutional provision that says funds permitting on disability matters amended	1.1.1 Organise engagement meetings with Legislature and the Executive to lobby for explicit funding for PWDs	x	x	x	x				NCDPZ- it is a national organization with structures in the 10 provinces and it covers all types of disability	Gender Commission, Min of Women, Min of Youth, ZRP, Justice. OPDs, ILO, Plan International, UNDP
	1.1.2 Conduct awareness raising with members of the public including PWDs on importance of funding for disability issues	x	x	x	x	x	x	x	NCDPZ & Epilepsy, League of the Blind and Smile Action International	Gender Commission, Min of Women, Min of Youth, ZRP, Min of Justice. OPDs, Informal Traders Associations ILO, Plan International, UNDP, ZCIEA
	1.1.3 Produce position paper and petitions to	x	x						Zimbabwe Institute	Min of Justice, Attorney General office, OPDs, Informal Traders Associations

Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025											
Output results	Activities	Timeframe							LEAD AGENCY	IMPLEMENTING AGENCIES	
		Q1	Q2	Q3	Q4	Y23	Y24	Y25			
	Parliament advocating for disability funding									UNDP, ILO, Plan International, MSU Disability Legal Department, ZWLA, ZLHR, ZCIEA	
	1.1.4 Conduct Media advocacy for disability funding	x	x	x	x				Smile Action International	Radio stations like Khulumani FM. YA FM, Skyz Metro, ZiFM, CapiTalk, Hevoi FM, ZBC print media. Electronic media, social media	
2.1	2.1.1 Organise country wide dissemination activities for the National Disability Policy using disability friendly modalities (braille, large fonts, videos and audio)	x	x	x	x	x	x	x	NCDPZ & Disability Rights Lawyers	OPDs, Min of Information, Min of Youth, Min of Women, Min of Social Dev- Disability Director, media organizations, UNDP, ILO, EU. Plan International, CBM, Informal Traders Associations, ZCIEA	

Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025										
Output results	Activities	Timeframe							LEAD AGENCY	IMPLEMENTING AGENCIES
		Q1	Q2	Q3	Q4	Y23	Y24	Y25		
	2.2.2 Review the National Disability Policy to be elaborate and be broader on SGBV of PWDs at workplaces	x	x	x	x	x	x	x	Ministry Public Service, Labor and Social Development	Min of Justice, OPDs, Zimbabwe Institute, Legal Aid Foundation, ZWLA, Musasa, ZCIEA
	2.2.3 Resource mobilisation for awareness raising activities	x	x	x	x	x	x	x	NCPDZ	ILO, UNDP, EU, Plan International, Government of Zimbabwe and other development partners
2.2 Increased awareness and capacity of multi-stakeholders (Public sector, Private sector,) on PWDs legal frameworks	2.2.1 Conduct trainings on constitutional rights and recourse	x	x	x					NCPDZ & Disability Lawyers	Gender Commission, Min of Women, Min of Youth, ZRP, Min of Justice. OPDs, Informal Traders Associations, ZCIEA, ILO, Plan International, UNDP,
	2.2.2 Conduct sensitization on existing employment laws, Disability Act and policy	x	x	x	x	x	x	x	NCPDZ & Disability Lawyers	Public Protector, ZCTU, ZFTU, Mini of Labor and Social Development, Gender Commission, Min of Women, Min of Youth,

Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025											
Output results	Activities	Timeframe						LEAD AGENCY	IMPLEMENTING AGENCIES		
		Q1	Q2	Q3	Q4	Y23	Y24	Y25			
	documents that governs the workplace								ZRP, Min of Justice. OPDs, Informal Traders Associations, ZCIEA, ILO, Plan International, UNDP,		
	2.2.3 Produce IEC material in appropriate formats (braille, sign language, audio, video and large fonts)	x	x	x	x		x	x	ASSOD, OPDs, Development Partners, Ministry of Information	Midlands State University-National Translation Committee & ZIMNAD	

► 2.2 Pillar 2: Data, Knowledge and Awareness

Outcome 1: Increased documentation, consolidation and dissemination of SGBV research and information in disability accessible formats by 2025												
No	Output / Results	Activities	Timelines							Lead Agency	Implementing Agencies	
			Q1	Q2	Q3	Q4	Y23	Y24	Y25			
2.1	Electronic disability disaggregated	1.1.1 Develop and disseminate disability disaggregated data collection tools for SGBV	x	x						ILO	MWACSMED	

	data management system on SGBV established	1.1.2 Conduct SGBV information management trainings for organisations		x	x	x												Ministry of Labour Social Welfare- Disability Affairs	Gender Commission
		1.1.3 Develop and update an online database collating all research and programming activities on SGBV across the nation which is disability disaggregated			x	x	x												
Outcome 2- Decreased SGBV practices against PWDs at the workplace by 2025																			
No	Outputs	Activities	Timelines								Lead Agency	Implementing Agencies							
			Q1	Q2	Q3	Q4	Y23	Y24	Y25										
2.2	Improved knowledge on forms of SGBV of PWDs at workplaces	2.2.1 Conduct stakeholder sensitisation workshops on SGBV in the workplace		x	x													NASCOH, OPDs print media houses, radio stations, ZBC	ILO/FODPZ ZCIEA
		2.2.2 Train organisations (formal, informal & OPDs) on SGBV in the workplace		x	x	x									x				
		2.2.3 Conduct multiple media awareness campaigns on SGBV in the workplace with focus on PWDs		x	x	x									x				
		2.2.4 Train community leaders on disability and SGBV		x	x	x													
		2.2.5 Develop, implement and disseminate public awareness campaign materials on SGBV in the workplace in accessible formats (braille, large font, audio and video)		x	x	x									x				

2.3 Pillar 3: Reporting for SGBV

Outcome 1: Increased reporting by victims of SGBV in the workplace by 2025											
No	Output Results	Activities	Time Frame					Lead Agency	Implementing Agencies		
			Q1	Q2	Q3	Q4	Y23	Y24	Y25		
1.1	Development of IEC materials in vernacular languages on SGBV in accessible formats (braille, audio, large fonts and video)	1.1.1 Conduct a Needs analysis for PWDs on SGBV issues in the workplace	x	x						Dorothy Duncan ZCTU EMCOZ ZFTU ZNLB Gender Comm ZCIEA	
		1.1.2 Identify district actors or stakeholders for needs analysis	x	x							
		1.1.3 Material development in local languages in accessible formats for all users		x	x						
Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025											
No	Outputs	Activities	Timelines					Lead Agency	Implementing Agencies		
			Q1	Q2	Q3	Q4	Y23	Y24	Y25		
2.1	Legal frameworks and the ecosystem are reviewed with a view to facilitate enforcement of policies	2.1.1 Engage a consultant to review existing policies and organisational reporting mechanisms	x	x						ILO & Social Partners	ZHRC Gender Commission ZLHR Legal Resource Foundation WCOZ Social Partners
		2.1.2 Provide technical support to organisations to review and strengthen			x	x	x	x	x		

► 2.4 Pillar 4: Mechanisms to address SGBV

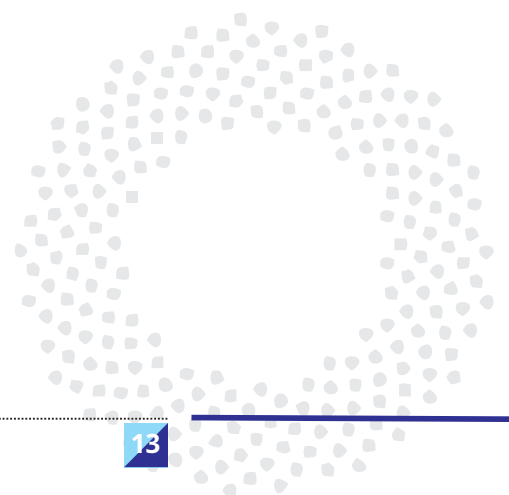
Outcome 1. All employers in both formal and informal sectors to ensure disability inclusive mechanisms to address SGBV by 2025											
No	Outputs Results	Activities	Timeframe					Lead Agency	Implementation Agencies		
			Q1	Q2	Q3	Q4	Y23	Y24	Y25		
1.1	A revised Statutory Instrument of 1 of 2000, Labour Act Model Code and Sector specific / codes of conduct inclusive of disability	1.1.1 Engage a consultant to review and mainstream disability in policy and legal frameworks on SGBV	x	x	x	x				MPSL&SW- (Disability Affairs and Labour Depts) Trade Unions ZCIEA	ILO FODPZ NASCOH OPDs
		1.1.2 Conduct training workshops, and media awareness campaigns on available mechanisms (Policy and labour Acts)	x	x	x	x	x	x	x		
		1.1.4 Build capacity of OPDs on SGBV training	x	x	x	x					

► 2.5 Pillar 5: Coordination and Institutional Arrangements

Outcome 1: OPDs empowered to take the lead in coordinating and strengthening institutions on ending violence and sexual harassment (including SGBV) against PWDs at the workplace (public, private and informal sectors) by 2025											
No	Output Results	Activities	Q1	Q2	Q3	Q4	Y23	Y24	Y25	Lead Agency	Implementing Agencies
		1.1.1 Conduct Training of trainers of OPDs on SGBV and related statutes	x	x	x	x					

1.1	Institutional capacity of OPDs are strengthened	1.1.2 Conduct sign language trainings on SGBV	x	x	x	x	x	x	x	x	x	x	NASCOH & FODPZ	OPDs representing different disabilities in Zimbabwe Zimbabwe National of the Deaf (ZIMNAD) for S.L
		1.1.3 Mobilise resources for capital equipment support i.e. computers, to OPDs	x	x	x	x	x							
		1.1.5 Provide operational costs support	x	x	x	x	x	x	x	x	x	x		
1.2	Effective coordination of OPDs, Employers, Workers, Public, Private Sector, Informal Sector, Trade Unions Development partners and other development stakeholders is in place	1.2.1 Conduct training workshops for stakeholders on PWDs and SGBV	x	x	x	x	x						Government, Disability Affairs, Labour relations department, ILO, NASCOH & FODPZ	OPDs, Trade Unions, Informal sector organisations, ZCIEA companies, Public and Private sector organizations
		1.2.2 Train stakeholders on disability management including basic sign language	x	x	x	x	x	x						

The Zimbabwe Chamber of Informal Economy Associations (ZCIEA) consists of PWD structures in the 10 provinces and caters for PWD's in the informal economy with different special needs. The organization PWD structure is at the national, territorial and chapter level respectively. It is ZCIEA's vision to have decent standards of living for all Zimbabweans in a stable economy and this includes People With Disabilities (PWD).



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