

## Myths

### 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**

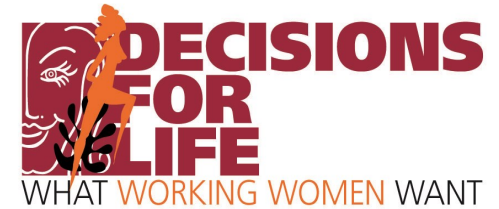
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## **SEXUAL HARASSMENT**




Sexual harassment is any repeated and unwanted verbal, physical or gestural sexual advances, sexually explicit derogatory statements, or sexually discriminatory remarks made by someone in the workplace.



### 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.
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### 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

(vi) any other matter related to 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.

