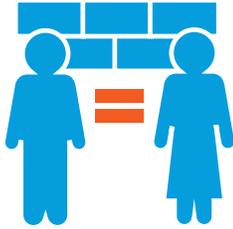
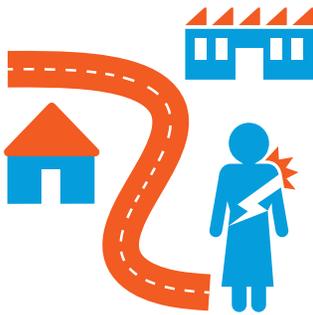


1. INTRODUCTION





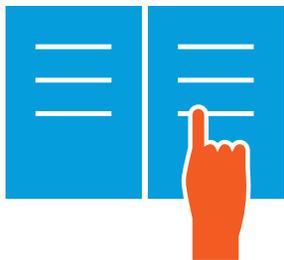
1.1
BACKGROUND, **PURPOSE AND AUDIENCE** FOR THE GLOBAL WOMEN'S SAFETY FRAMEWORK



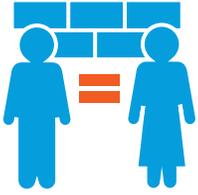
1.2
WHAT IS VIOLENCE AGAINST WOMEN? WHERE DOES IT HAPPEN? AND WHY?



1.3
WHY IT MAKES **GOOD BUSINESS SENSE** TO ACT ON VIOLENCE AGAINST WOMEN AND GIRLS



1.4
HOW TO USE THE GLOBAL WOMEN'S SAFETY FRAMEWORK



1.1 BACKGROUND, PURPOSE AND AUDIENCE FOR THE GLOBAL WOMEN'S SAFETY FRAMEWORK

Background

There is much written on crime prevention, the prevention of violence against women and girls (VAWG), and women's safety by international experts and organizations which have helped to support multiple stakeholders to implement and advance international norms and standards (See Annex 2: Links to Useful References). While there is increased attention to addressing gender inequality and VAWG in global supply chains¹, it can be said that action is often limited to activity-driven initiatives (e.g. awareness-raising sessions and training for workers, vocational skills training for youth, etc.) without consideration of how these efforts could contribute to an integrated and transformative approach to end VAWG in agricultural value chains, underlined by a clear theory of change (TOC).

Sexual harassment (SH), and other forms of VAWG in urban and rural areas may not be recognized as violence by men and boys, and by some women, including in workplaces and public spaces, and perceived as a "normal" part of everyday life.

Discriminatory attitudes and behaviours that perpetuate gender stereotypes and inequality also act as a barrier to the recognition, prevention and adequate response to VAWG. In countries where there are laws and policies on workplace violence they may not be consistently implemented, or effectively enforced. The lack of a holistic approach to prevent and respond to VAWG has also in some contexts been affected by low or poor cooperation among different stakeholders (e.g. government authorities, grassroots women, youth, and other community groups, non-governmental organizations (NGOs), the private sector, media, etc.) to design and implement women's safety action. Some individuals and companies may also share that they may be hesitant to work with partners on these issues.

Since 2011, UN Women, with local and national authorities, grassroots women and women's rights organizations, the private sector, United Nations agencies and donor partners have been implementing a Global Framework on Safe Cities and Safe Public Spaces (SC/SPS) in cities.

¹ ILO -ITC (2017) Gender-based violence in global supply chains: Resource Kit, IDH (2017) Common Training Manual: Addressing Gender Based Violence in the Kenyan Tea Industry.

This includes comprehensive programmes in over 25 countries, spanning 35 cities aimed at preventing and responding to SH against women and girls in public spaces and other forms of VAWG, including in public work settings (e.g. markets, transport, industrial parks, etc.). These country-led programmes underlined by a TOC are guided by principles and adapt practical tools in UN Women's SC/SPS Global Initiative, the United Nations Prevention Framework on Prevention of Violence against Women², and the United Nations Essential Services Package for Women and Girls Subject to Violence³.

Since September 2016, UN Women has been working to strengthen the Unilever Tea Kenya (UTK) *Women, Girls' and Boys' Safety Programme* piloted in five estates in Kericho and Bomet counties in Kenya. The UTK programme began in 2014 and aims to prevent and respond to intimate partner violence (IPV) and SH in tea gardens and public spaces. Interventions have been developed to reach women workers, smallholder farmers, and boys and girls living and going to school in the tea estates. Since January 2017, UN Women, in collaboration with Unilever, is also working with a large tea producer in Assam, India, to develop and implement a first-ever prevention programme focused on IPV and SH against women in tea gardens and in public spaces. The programme is being piloted in six estates in the Udalguri district of Assam.

The collaboration of UN Women with Unilever and work with a range of producers in partnership with government authorities, tea associations, and women, youth and community groups in these initiatives in the tea sector has provided an opportunity to adapt the SC/SPS Global Initiative in agricultural value chains in rural settings, beginning with the tea sector, in the development and launch of the *Global Women's Safety Framework in Rural Spaces: Informed by Experience in the Tea Sector* (herein referred to as the GWSF).

Given Unilever's contribution to development in global value chains, and its strong position in the tea value chain, as one of the largest purchasers of black tea in the world, there is great opportunity to further leverage partnerships to help build the GWSF to scale in the tea sector with additional producers and in other commodity sectors over time.

The GWSF will be accompanied by further practical guidance (Forthcoming, March 2019) that will continue to support producers in adapting and implementing the GWSF with their partners. It will contain additional case studies and examples of various materials including training plans, guidance to support redressal mechanisms, etc.

² Available at: <https://www.ohchr.org/Documents/Issues/Women/WRGS/PreventionFrameworkNov2015.pdf>

³ Available at: <http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>

Purpose and Audience of the GWSF

The GWSF is aimed at tea producers working in partnership with other stakeholders on women's safety issues to:

- **Better understand** what VAWG is, what are the factors contributing to and protecting against it, and how VAWG impacts women, communities and businesses.
- **Learn** about the four GWSF action areas and the key principles that underline effective women's and girls' safety action in these areas.
- **Identify** different contributions that: 1) producers; 2) government; and 3) women, youth and community groups can make to end VAWG.

- **Access** tools and practices to prevent and respond to SH and other forms of VAWG to help guide action tailored to local and country contexts.
- **Learn** about and **adapt** key terms and concepts used in this area.
- Explain key terms and concepts used in this area.

Estate managers, welfare officers, investigation officers, single proprietors/ smallholder farmers, human resources, health and school staff, and women and youth groups in estates, including small and medium size businesses can draw on the GWSF for ideas and inspiration. This will help to strengthen and accelerate women's safety action, and develop value-added partnerships with those working on similar issues.



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1.2 WHAT IS VIOLENCE AGAINST WOMEN? WHERE DOES IT HAPPEN? AND WHY?

Violence against women (VAW) is any act of gender-based violence (GBV) that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life⁴. VAWG is a violation of human rights, an abuse of power and a major barrier to achieving decent and dignified work.

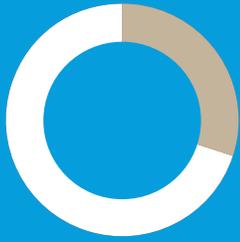
Women and girls experience and fear various types of SH and other forms of violence in developed and developing countries, from unwanted sexual remarks and groping, to rape and femicide, whether on streets or public transport, in parks, on the way to schools and in and around workplaces including in tea growing areas, in public sanitation facilities, at water and food distribution sites, at home, or in their own neighborhoods.

While women and girls of all social and economic strata experience and fear violence, women and girls living in poverty or belonging to socially excluded or stigmatized groups (indigenous, migrants, those living with disability or HIV/AIDS, displaced persons, etc.) may be more likely to experience violence, especially because of experiences of discrimination, inequality, and limited access to information, services, resources and justice.

The issue of limited access to quality essential services must also be seen when working in the context of rural and remote settings. While unique in geographic location, these communities often share a number of common characteristics, including their small size (in terms of population), market and labour supply, their physical isolation from other, and particularly larger urban centres, their lack of economic diversification, a weak and declining economic base and limited employment opportunities, high production and servicing costs, and a limited range of public and private services.

Based on the data available, IPV and non-partner sexual violence are among the most prevalent forms of VAWG globally. These forms of violence have serious consequences for women and their children, as well as for communities, workplaces, and countries. While there remains much to be learned, knowledge and practice relating to these forms are more advanced relative to other forms of VAWG. For these reasons, the GWSF draws from research and practice in addressing these forms of VAWG. However, many of the general principles and approaches, identified (See Section 2) may also apply to other forms of violence and harmful practices against women, since many of these forms of violence are interrelated and may share common risk factors.

⁴ United Nations, 1993.

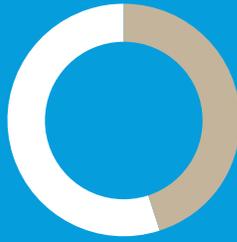


30%

In Haiti, Jordan and Nicaragua, at least 30 percent of workers said that sexual harassment was a concern in their factory.⁵

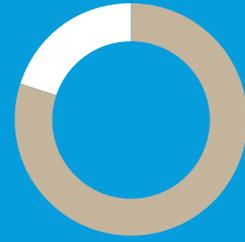
In a study conducted on cut flowers, in which 62 farms were sampled in Ethiopia, Kenya, Uganda, and United Republic of Tanzania, many women workers said they had experienced harassment on farms, or knew someone who had experienced this form of violence.⁶

In Sri Lanka, women in the export tea and rubber industry said they experienced many forms of sexual violence, from unwelcome verbal remarks to attempted rape.⁷



45%

In Kenya, according to the 2014 Demographic Health Survey, almost half (45 percent) of women aged 15 to 49 have ever experienced physical violence since age 15.⁸



80%

In the United States, 80 percent of women farmworkers said that they have experienced some form of sexual violence on the job.⁹



35 per cent of women worldwide have experienced either physical and/or sexual IPV or non- partner sexual assault.¹⁰



In India, more than two thirds of young men, women and adolescent girls feel that rural village public spaces are unsafe for women after dark.¹¹

“My husband beats me with his hands, feet and whatever he finds in the house. He abandoned me. I went back to my parent’s house but had to come back for my children. I have eight children. At that time, they were very young. Since then I have been living with my alcoholic and abusive husband.”

(Woman Tea Worker, Assam)

“Sexual harassment is a serious problem because some men supervisors want you to go beyond your work obligations and satisfy their sexual needs, and if you don’t do that they fake other charges against you or give you too much work or allocate you lonely or dangerous plucking zones.”

(Woman Tea Worker, Kenya)

⁵ Tufts University Study in International Labour Organization (2018b), p.17.

⁶ Wijayatilleke and Zackaria (2001).

⁷ Cited in Jacobs *et al.* (2015), and Mlynska, *et al.* (2015).

⁸ Kenya 2014 Demographic Health Survey (DHS).

⁹ Waugh (2010).

¹⁰ World Health Organization (WHO) (2013).

¹¹ International Development Research Centre (IDRC), 2018 kNOw Fear: Making Rural Public Spaces Safe for Women and Girls pilot.

Why does it happen?

What are some of the known factors that place women and girls at risk of GBV?	What are some of the known factors which make it less likely women and girls will experience violence?
<ul style="list-style-type: none">• Witnessing or experiencing abuse as a child;• Substance (including alcohol) abuse;• Low levels of education;• Limited economic opportunities, the presence of economic, educational and employment disparities between men and women in an intimate relationship;• Conflict and tension within an intimate partner relationship or marriage;• Women's insecure access to and control over property and land rights;• Male control over decision-making and assets;• Attitudes and practices that reinforce female subordination and tolerate male violence (e.g. dowry, bride price, child marriage);• Lack of safe spaces for women and girls (survivors, and women to collectively organise for their rights);• Normalized use of violence within the family or society to address conflict;• A limited legislative and policy framework for preventing and responding to violence;• Lack of punishment (impunity) for perpetrators of violence;• Low levels of awareness among service providers, law enforcement and judicial and other actors.	<ul style="list-style-type: none">• Social norms that promote gender equality;• Completion of secondary education for girls (and boys);• Delaying the age at which girls marry to 18;• Women's economic autonomy and access to skills training, credit and employment;• Quality response services (judicial, security/ protection, social and medical) staffed with knowledgeable, skilled and trained personnel;• Availability of safe spaces or shelters;• Access to support groups.

1.3 WHY IT MAKES GOOD BUSINESS SENS

The social and economic costs of violence against women are substantial

The global cost of VAW (public, private and social) is estimated at approximately 2 percent of global gross domestic product (GDP), or USD\$1.5 trillion. It is estimated that by advancing gender equality across public, private and social spheres, \$12 trillion could be added to global GDP by 2025. Advancing gender equality is one of the most important ways in which VAWG can be reduced.

Studies on domestic violence have shown that it contributes to lost economic output and productivity, increased sick leave, and lost jobs. It can result in anxiety, depression and feelings of powerlessness, humiliation, and loss of self-esteem, work motivation, performance and ultimately attachment to the workplace among women.

According to the *Assam Human Development Report (2014)*, the Gender Inequality Index is 0.375, suggesting that the existing gender disparity ensures that the State faces an approximate loss of 37 percent of potential human development, leading to high social and economic costs. Gender inequality in the spheres of education, health, employment, wage, labour force participation and other development indicators is leading to a slowdown of growth in the State of Assam.¹²

In Peru, companies lose more than \$6.7 billion a year as a result of absenteeism, staff turnover and lost productivity resulting from domestic violence at work, the equivalent of 3.7 percent of GDP.¹³

The global cost of violence against women is estimated to be US\$1.5 trillion.

Businesses increasingly recognize their role in promoting human rights and in the implementation of global agreements and principles

The United Nations Guiding Principles on Business and Human Rights was issued in June 2011 as the first global framework to address the business impact on all human rights, and outlines the roles and responsibilities of businesses and governments for combatting risks to human rights related to business activities.

In 2015, the Sustainable Development Goals (SDGs) were adopted and recognize the critical importance of partnerships among governments, business and civil society to implement human rights-based approaches. Gender equality is also recognized as both an enabler and accelerator for all SDGs. Given multiple challenges that governments and businesses may face in rural and urban areas in relation to poor infrastructure, violence, unemployment or skill shortages in some sectors, increasingly they are looking for integrated approaches that can assist them in implementing multiple SDGs.

The GWSF provides a resource to producers and their partners looking to do just this, with its explicit focus on SDG 4: Quality Education; SDG 5: Gender Equality; SDG 8: Decent Work and Economic Growth; SDG 11: Sustainable Cities and Communities; SDG 16: Peace, Justice and Strong Institutions; and SDG 17: Partnerships for the Goals.



¹² United Nations Development Programme (UNDP) 2014.

¹³ Vara-Horna, A., (2014).

HOW TO ACT ON WOMEN'S SAFETY

Violence against women is a violation of human rights with great impact on victims/survivors and their families. Businesses must stand with others to support violence-free families and workplaces

Businesses must stand with others to support violence-free families and workplaces.

Fear and experience of VAWG reduces women's and girls' freedom of movement, denying them the same opportunities and right to cities and rural communities that men and boys enjoy. It reduces their ability to participate in school, in formal or informal employment, and in public life. It limits their access to essential services, and enjoyment of cultural and recreational opportunities. It also negatively impacts their health and well-being.

In Kenya, the costs of GBV on survivors and their families is very high. The average cost in USD of medical-related expenses per survivor and family amounted to \$ 164.64. The productivity loss from serious injuries amounted to \$ 2,234.76 and the productivity losses from serious injuries were estimated at \$250 million, and from minor injuries at \$80 million.¹⁴

In a study in Mexico, some women workers said that if they denied supervisors' advances, they would be refused a bus ride to the farm, leaving them unable to get to work.¹⁵

Women who experience violence may feel anxious, distracted, stigma, and may need to take time off from work to attend court, or seek medical attention or other support available to them. Abusive partners may also come to the workplace, putting the woman and other employees at risk.

Creating a safe and empowering workplace and addressing GBV is critical for companies to function and prosper

Addressing GBV can assist companies to:

- Contribute to the health and well-being of workers, with increased productivity.
- Strengthen their effective implementation of policies and legislation.
- Retain and attract women workers and consumers.
- Unlock opportunities for women's economic empowerment, and investments in communities.
- Strengthen implementation of principles in certifications related to labour conditions and worker's rights.
- Enhance performance/ productivity and reduce sick leaves and absenteeism of staff and workers.

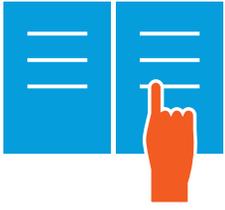
Creating a safe and empowering workplace is critical for companies to function and prosper.

"Addressing sexual harassment and other forms of violence against women is critical to our tea operations, and many sectors in global supply chains."

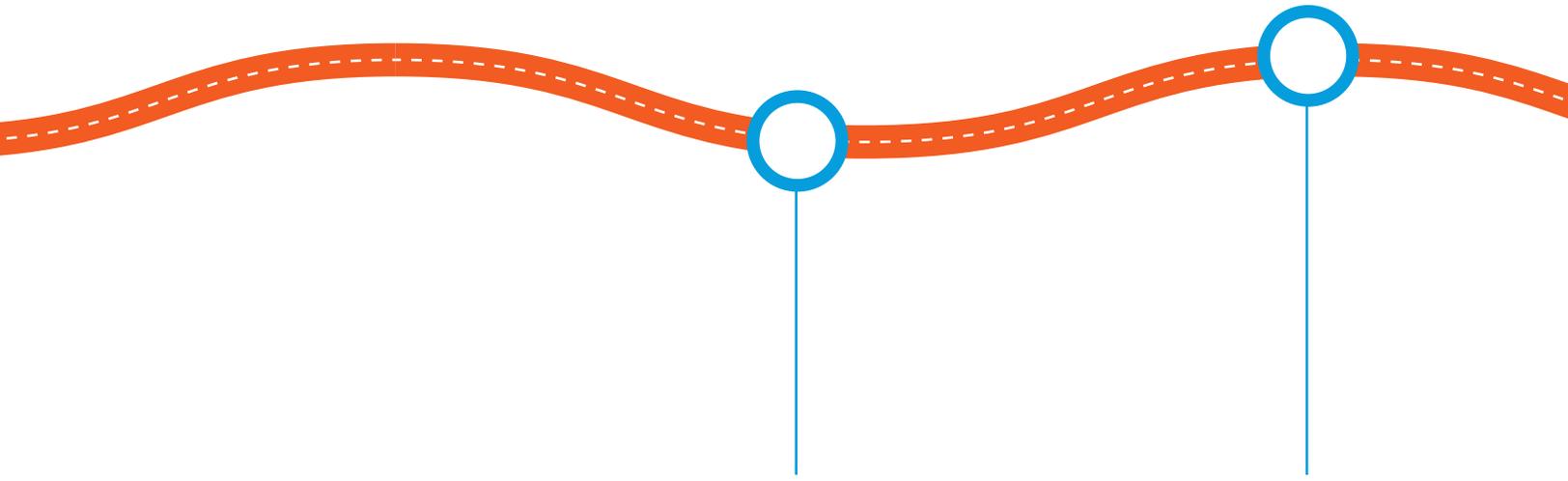
Tea Producer in Assam

¹⁴ National Gender and Equality Commission (2016)

¹⁵ Arellano (2014) in Henry, C. and J. Adams. 2018. Spotlight on sexual violence and harassment in commercial agriculture: Lower and middle income countries. Working Paper. No. 31. Rome: ILO.



1.4 HOW TO USE THE GLOBAL WOMEN'S SAFETY FRAMEWORK

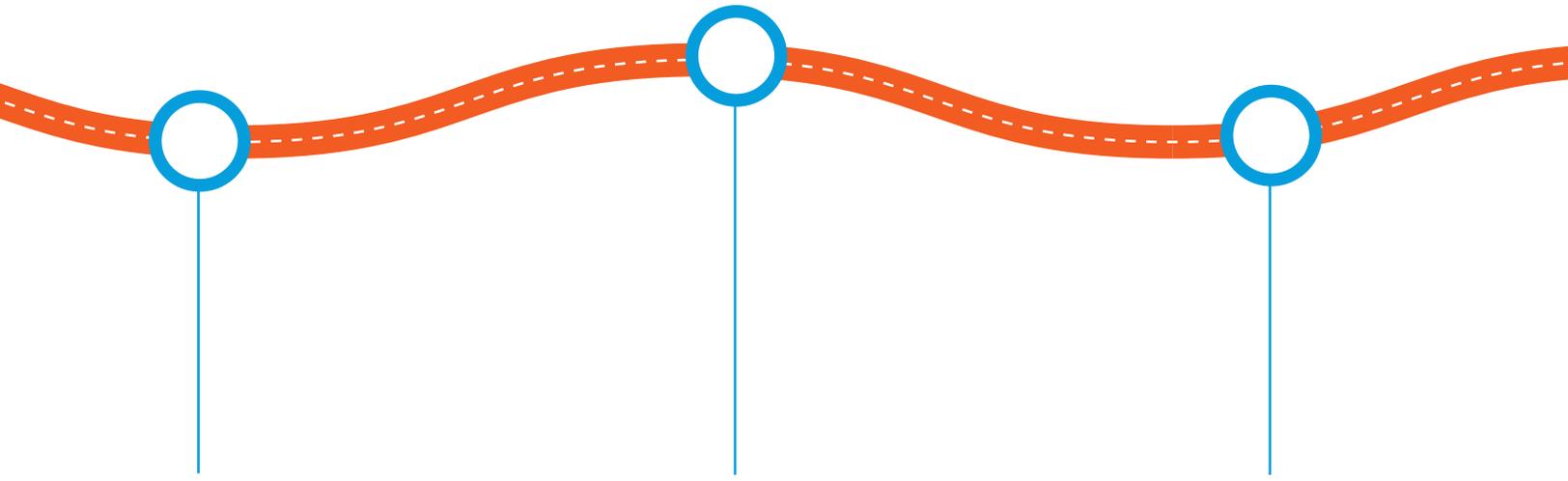


Familiarize

yourself with WHAT,
WHERE, and WHY
VAWG

Review

the theory of change
(TOC), the four
areas of action, and
key principles that
underline effective
women's safety
action



Learn about

what can be done in the four main areas of action, the roles and responsibilities of different partners, and good practices and tools

Consider where to get started

after finishing the check-in tool, and reviewing the scenario that relates to your experience

Continue your journey

in advancing the adaptation and implementation of the GWSF by consulting the additional Practical Guidance that accompanies the GWSF (forthcoming, March 2019).