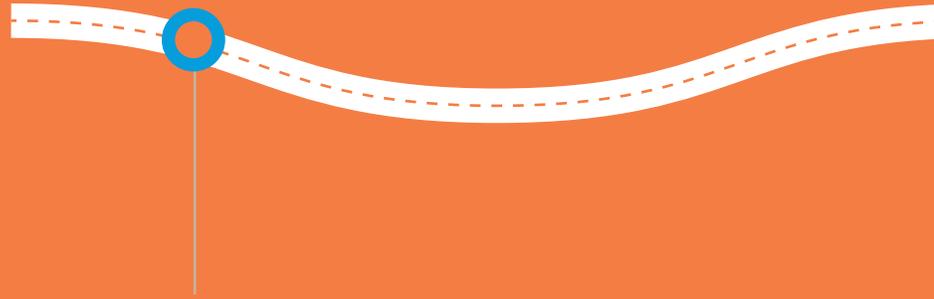


THE GLOBAL WOMEN'S SAFETY FRAMEWORK IN BRIEF



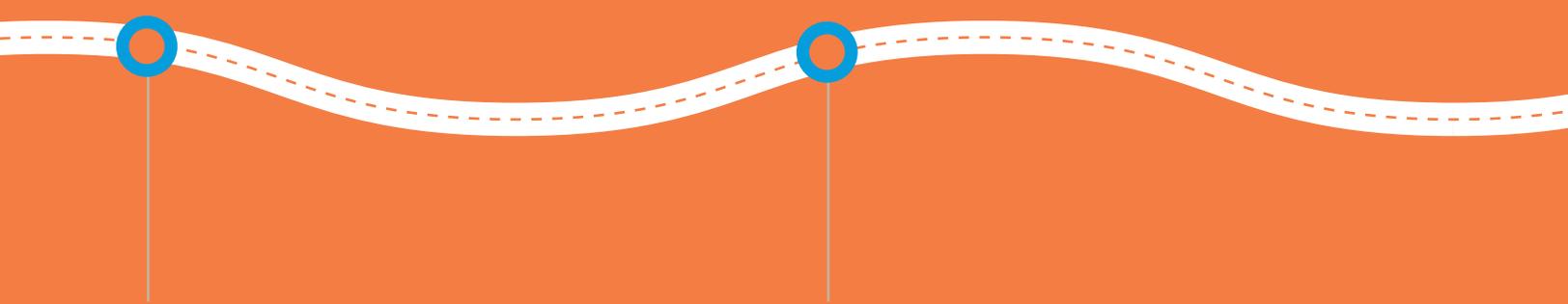
Why focus on women's safety in rural spaces in agricultural value chains?

Violence against women and girls (VAWG) is a violation of human rights and is caused by gender inequality and norms on the acceptability of VAWG.

VAWG affects women and girls' freedom of movement, participation in school, employment, leisure/recreation, and ability to safely politically organize, and their right in all spaces to live free from fear and experience of violence.

Intimate partner violence (IPV) and sexual harassment (SH) against women and girls in workplaces, especially in the informal sector, and in public spaces are highly prevalent in urban and rural areas.

The tea sector, like many other work sectors around the world, including those in agricultural value chains, is not exempt from this problem. This can be seen with the high presence of women occupying low-paid and low-skilled jobs in the sector with high risks of harassment and violence, increased media reporting of cases of VAWG in the sector, and recent action taken by some companies to urgently respond.



Ending VAWG and gender equality is a condition for sustainable development, and for sustainable agriculture (e.g. tea production)

VAWG and gender inequality not only affects decent work and the health and dignity of workers, both also affect the sustainability of tea production.

Efforts to prevent and respond to SH and other forms of VAWG can lead to:

- Health and well-being impact, with less sick leave and issues related to continuous stress and trauma of workers;
- Enhanced performance/ productivity as an enabler of women's economic empowerment/ investments in communities;
- Strengthened implementation of principles in certifications related to labour conditions and worker's rights;
- Retaining and attracting women workers and consumers.

How can the Global Women's Safety Framework assist tea producers?

The GWSF can assist tea producers working in partnership on women's safety issues to:

- **Better understand** what VAWG is, the factors that contribute to and protect against it, and how it 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 authorities 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 the local and country contexts;
- **Understand** some key steps to help producers get started on their journey; and
- **Explain** key terms and concepts used in this area (See Annex 1).

ESSENTIALS TO IMPROVE WOMEN'S SAFETY AND END VAWG

Engage partners with expertise on ending VAWG to assist in raising awareness among managers, workers and smallholder farmers on SH, IPV and other forms of VAWG. This is important as SH and other forms of VAWG are often normalized by men and women, and many women and girls may not feel at ease in reporting their experiences of violence.

Diagnose the nature and extent of the problem by supporting a scoping study to better understand VAWG, where and when it may occur, and what groups of women workers, women smallholder farmers, and girls are most vulnerable to it. It is also important to identify the causes of VAWG, and those individuals and organizations that may be working on similar issues to partner with. The range of resources will vary, and small companies and smallholder farmers can start to raise awareness on the issue and make zero tolerance clear and ensure its practice. They may consider how women's safety can be included in some of the existing initiatives they may be involved in and participate in studies that may be undertaken by NGOs, government, and other partners in rural spaces on VAWG. Some may also be able to come together and reach out to larger producers or a donor partner to support a multi-site scoping study.

Assess and strengthen the capacities of managers, supervisors and workers to prevent and respond to VAWG, including through tailored training and awareness-raising sessions.

This can help to improve their knowledge and skills to effectively implement workplace policies

and procedures in relation to VAWG, and gender-responsive plans that integrate the issue of women's safety (e.g. in sanitation, housing, recreation, economic development, etc.). Workplace policies that promote gender equality, equal pay for work of equal value, women's representation in decision-making positions, and women's access to decent work, are essential to change social norms and gender stereotypes and contribute to a positive and respectful work environment.

Ensure that complaints processes (formal and informal) for SH and other forms of violence respond to the needs of, are accessible to, and trusted by all victims/survivors, and make clear accountability measures for perpetrators. These processes should be clear, documented and known. Those who report must have multiple routes for reporting and be able to select amongst them and be protected from retaliation.

Provide information and support (e.g. women's support groups and referrals to appropriate services in the community) to those experiencing SH and other forms of violence, including assisting victims/survivors of IPV to safely continue their employment (e.g. through paid leave and flexible work schedules).

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.

WOMEN'S SAFETY ACTION IN AGRICULTURAL VALUE CHAINS

A Global Women's Safety Framework
in Rural Spaces: Informed by
Experience in the Tea Sector

(December 2018)

A Practical Guide to
Support Women's
Safety Action

(Forthcoming, March 2019)

