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

### **ACTION PLAN**











An initiative of the United Nations funded by the European Union

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First published 2023

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Language: English edition

ISBN 9789220398005 (print) ISBN 9789220398012 (web pdf)

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Printed in Zimbabwe



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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 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 years<sup>1</sup>. According to Zimbabwe National Statistics Agency (ZimStats) 2012, about 64% of persons with disability are employed in the informal sector<sup>2</sup>.

**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 is 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.

<sup>&</sup>lt;sup>1</sup>2019 Labour Force and Child Labour Survey (LFCLS)

<sup>&</sup>lt;sup>2</sup> 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

	7	A		•	Tim	Timeframe	Timeframe			\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	IMPLEMENTIG
2	Output results	Activities	4	42	63	40	Y23	Y24	Y25	LEAD AGENCT	AGENCIES
		1.1.1 Organise									
		engagement meetings								NCDPZ- it is a national	Gender Commission,
		with Legislature and the								organization with	Min of Women, Min of
		Executive to lobby for	×	×	×	×				structures in the 10	Youth, ZRP, Justice.
_		explicit funding for								provinces and it covers all	OPDs, ILO, Plan
	Constitutional	PWDs								types of disability	International, UNDP
	provision mac	1.1.2 Conduct awareness									Gender Commission,
,	says Iuilus	raising with members of									Min of Women, Min of
=	permitting on	+ + + + + + + + + + + + + + + + + + +								NCDB7 8. Epilopey 1 620116	Youth, ZRP, Min of
	disability		>	;	;	;	;	;	;	of the Plind and Smile	Justice. OPDs,
	matters	PWDs on importance of	<	×	×	×	×	×	×	OLUME BIIITA ATTO STITILE	Informal Traders
	amended	funding for disability								Action International	Associations ILO, Plan
		issues									International, UNDP,
											ZCIEA
											Min of Justice,
		<b>1.1.3</b> Produce position	×	>						Zimbahwa Instituta	Attorney General
		paper and petitions to	<	<							office, OPDs, Informal
											Traders Associations

		Outcome: Exister	nce of harmonized and con interests	nplim and a	entar	y disak tions o	oility ir f PWD	s in w	ve nor	Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025	omotes the rights,
	Ċ	Output voculte	Activities			Time	Timeframe			I EAD AGENCY	IMPLEMENTIG
	5	ישרופאוויז	Activities	Q1	Q2	Q3 Q4	4 Y23	3 Y24	Y25	LEAD AGENCI	AGENCIES
			Parliament advocating for disability funding								UNDP, ILO, Plan International, MSU Disability Legal Department, ZWLA, ZLHR, ZCIEA
			<b>1.1.4</b> Conduct Media advocacy for disability funding	×	×	×	×			Smile Action International	Radio stations like Khulumani FM. YA FM, Skyz Metro, ZiFM, CapiTalk, Hevoi FM, ZBC print media. Electronic media, social media
3	2.1	SGBV of PV included in National Disability P	2.1.10rganise country wide dissemination activities for the National Disability Policy using disability friendly modalities (braille, large fonts, videos and audio)	×	×	×	× ×	×	×	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: Exister	nce of harmonized and cor interests	nplim and a	entar Ispira	y disa tions	bility   of PWI	inclus Os in v	ive no vorkpl	Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025	omotes the rights,
	Output results	Activities			Time	Timeframe	(I)		I EAD AGENOV	IMPLEMENTIG
5			Q1	Q2	(3	Q4 Y2	Y23 Y24	.4 Y25		AGENCIES
		2.2.2 Review the National Disability Policy to be elaborate and be broader on SGBV of PWDs at workplaces	×	×	×	×	×	×	Ministry Public Service, Labor and Social Development	Min of Justice, OPDs, Zimbabwe Institute, Legal Aid Foundation, ZWLA, Musasa, ZCIEA
		<b>2.2.3</b> Resource mobilisation for awareness raising activities	×	×	×	×	×	×	NCPDZ	ILO, UNDP, EU, Plan International, Government of Zimbabwe and other development partners
2.2		<b>2.2.1</b> Conduct trainings on constitutional rights and recourse	×	×	×				NCPDZ & Disability Lawyers	Gender Commission, Min of Women, Min of Youth, ZRP, Min of Justice. OPDs, Informal Traders Associations, ZCIEA, ILO, Plan International, UNDP,
	(Public sector, Private sector,) on PWDs legal frameworks	2.2.2 Conduct sensitization on existing employment laws, Disability Act and policy	×	×	×	×	× ×	×	NCPDZ & Disability Lawyers	Public Protector, ZCTU, ZFTU, Mini of Labor and Social Development, Gender Commission, Min of Women, Min of Youth,

Outcome: Exister	Outcome: Existence of harmonized and complimentary disability inclusive normative frameworks that promotes the rights, interests and aspirations of PWDs in workplaces by 2025	nplim and	ental sspira	ry dis	abilit s of P	y incl WDs i	lusive n wor	norn kplac	d and complimentary disability inclusive normative frameworks that prointerests and aspirations of PWDs in workplaces by 2025	omotes the rights,
Output results	Activities			Tin	Timeframe	me			I FAD AGENCY	IMPLEMENTIG
Carbar Carrie		Q1	Q2	Q3	Q4	Y23	Q2 Q3 Q4 Y23 Y24 Y25	Y25		AGENCIES
	documents that governs									ZRP, Min of Justice.
	the workplace									OPDs, Informal
										Traders Associations,
										ZCIEA, ILO, Plan
										International, UNDP,
	2.2.3 Produce IEC									ASSOD, OPDs,
	material in appropriate								Midlands State University-	Development
	formats (braille, sign	×	×	×	×	×	×	×	National Translation	Partners, Ministry of
	language, audio, video								Committee & ZIMNAD	Information
	and large fonts)									

## ➤ 2.2 Pillar 2: Data, Knowledge and Awareness

ability	Implementing	Agencies	ED	
	Implen	Age	MWACSMED	
	Lead	Agency	ІГО	
		Y25		
		Q4 Y23 Y24 Y25		
25	Timelines	Y23		
by 20	Time	Q4		
rmats		Q2 Q3		
ble fo		Q1 Q	× ×	
Outcome 1. Increased documentation, consolidation and dissemination of 3GBV research and information in disability accessible formats by 2025	40.00	Activities	Electronic 1.1.1 Develop and disseminate disability disability disaggregated data disaggregated collection tools for SGBV	
	Output /	Results		
			2.	
			7	

Ministry of Labour Social Welfare- Disability Affairs			Implementing	Agencies						NASCOH, OPDs	print media	houses, radio	Stations, 2DC							
Gender Commissi on		SGBV practices against PWDs at the workplace by 2025	Lead	Agency						7 9 7 9 7 1	150/10012	ZCIEA								
	×	kplace		Y25				×			×	<b>:</b>				>	×			
	×	ne wor		3 Y24				×			×					;	×			
	×	s at th	ines	4 Y23				×			×						× 			
×	×	PWD	<b>Timelines</b>	3 Q4				×			×			×			× 			
×	×	Jainst	•	6)	×			×			×			×			× 			
×		es ag		Q2	×			×			×			×		;	×			
		ractic		5																
1.1.2 Conduct SGBV information management trainings for organisations	1.1.3 Develop and update an online database collating all research and programming activities on SGBV across the nation which is disability disaggregated	Outcome 2- Decreased SGBV pr	A c.t.: .:t.	Activities	2.2.1 Conduct stakeholder sensitisation workshops on	SGBV in the workplace	2.2.2 Train organisations	(formal, informal & OPDs) on	SGBV in the workplace	2.2.3 Conduct multiple media	awareness campaigns on SGBV	in the workplace with focus on pwns	rwos 7 2 4 Hzgisz go go staristical sub-	2.2.4 I rain community leaders on disability and SGBV	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)	
data management system on	SGBV established			NO Outputs						Improved	2.2 forms of SGBV									
														8						

### Pillar 3: Reporting for SGBV 2.3

Dough Bright Strain Str	S	o Output Results	Activities			Tim	<b>Fime Frame</b>	ne			Time Frame Lead Agency	Implementing
Development of SGBV issues in the iEC materials in workplace vernacular accessible formats (braille, brigge across or stakeholders and ionits and video)  Outcome 2: Improved apport for survivors of SGBV and timely completion of reported cases by 2025  Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  No Outputs  Activities  1.1.6 Figage a consultant the ecosystem to review existing policies  2.1 Figage a consultant the ecosystem to review and strengthen are reviewed and organisations facilitate enforcement. 21.2 Provide technical enforcement. 21.2 Provide technical policies  1.1.1 Conduct and video)  Activities  Activities  1.1.2 Figage a consultant the ecosystem to review and strengthen and strengthen are reviewed and organisations are reviewed and organisations are reviewed and strengthen are reviewed and st				Q1	Q2	<b>Q</b> 3	Q4	Y23	Y24	Y25		Agencies
Development of SGBV issues in the recognition workplace vernacular accessible formats (braille formats)))).			1.1.1 Conduct a Needs									
Development of SGBV issues in the vernacular workplace   T.1.2 Identify district   1.1.2 Identify district   1.1.2 Identify district   1.1.3 Material			analysis for PWDs on	>	>					_		
IEC materials in workplace   Activities		Development of	SGBV issues in the	<	<					_		
1.1 SGBV in accessible formats (braille, large analysis accessible formats (braille, large analysis and video)  1.2 Identify district  1.2 Identify district  1.3 Material audio, large development in local formats for all users  1.3 Material audio, large formats for all users  1.4 Material audio, large formats for all users  1.5 Mo Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  1.4 Maneworks and formats for all users  1.5 Formats (braille, formats for all users)  1.6 Material audio, large formats for all users  1.6 Material audio, large formats for all users  1.7 Formats for all users  1.8 Material audio, large formats for all users  1.9 Material audio, large formats for all users  1.1 Engale accessible frameworks and accessible frameworks and and organisational and organisational framework and strengthen are reviewed and organisations		IEC materials in	workplace									Dorothy Duncan
1.1 SGBV in accessible for meeds analysis  Accessible formats (braille, large fonts and video)  Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  No Outputs  Legal frameworks and to review existing policies are reviewed and organisational with a view to reporting mechanisms policies  1.13 Material Accessible formats for all users  No Outputs  Activities  Timelines  X		vernacular	1.1.2 Identify district									ZCTU
1.1 SGBV in accessible accessible formats (braille, 1.1.3 Material audio, large development in local fonts and video) languages in accessible formats for all users  No Outputs Activities Timelines  No Outputs Activities Q1 Q2 Q3 Q4 Y23 Y24 Y25 Tead Agency  Legal frameworks and 2.1.1 Engage a consultant the ecosystem to reviewed and repartational are reviewed and organisational facilitate enforcement, of support to organisations policies  2.1.2 Provide technical enforcement, of support to organisations policies  1.1.2 Provide technical enforcement, of support to organisations policies		languages on	actors or stakeholders	×	×					_	70	EMCOZ
formats (braille, audio, large development in local formats for all users  Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  No Outputs  Legal frameworks and troeiew existing policies to review existing mechanisms with a view to review and strengthen policies  1.1.3 Material  x	<u>–</u>		for needs analysis								ZHRC	ZFTU
formats (braille, 1.1.3 Material audio, large development in local fonts and video) languages in accessible formats for all users  No Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  No Outputs  No Outputs  Legal frameworks and 2.1.1 Engage a consultant the ecosystem to review existing policies  2.1 with a view to review and strengthen policies  1.1.2 Provide technical enforcement of support to organisations policies  1.2 Provide technical enforcement of support to organisations policies  1.3 Material Research (Control organisations) are reviewed and strengthen policies  1.4 A		accessible										ZNLB
audio, large development in local fonts and video) languages in accessible formats for all users  Outcome 2: Improved support for survivors of SGBV and timely completion of reported cases by 2025  No Outputs Activities Timelines O1.1 Engage a consultant the ecosystem to reviewed and organisational are reviewed and organisations are reviewed enforcement of support to organisations and organisations policies  2.1 Provide technical enforcement of support to organisations policies  2.2 A X X X X X X X X X X X X X X X X X X		formats (braille,	<b>1.1.3</b> Material									Gender Comm
Outcome 2: Improved support for all users     X		audio, large	development in local									ZCIEA
Computes     Activities     Timelines       Legal frameworks and treviewed with a view to reviewed enforcement, of support to review and strengthen     2.1.1 Engage a consultant the ecosystem are reviewed enforcement, of support to organisations policies     X<		fonts and video)	languages in accessible		×	×	×					
Coutputs     Activities     Timelines       Legal frameworks and view existing policies are reviewed enforcemency of support to review and strengthen     2.1.1 Engage a consultant the ecosystem are reviewed and organisational enforcemency of solicies     X			formats for all users									
Courputs     Activities     Timelines       Legal     2.1.1 Engage a consultant the ecosystem are reviewed with a view to review and organisations enforcemen; of support to organisations policies     x												
No Outputs     Activities     Timelines       Legal     Q1     Q2     Q3     Q4     Y23     Y24     Y25       frameworks and the ecosystem are reviewed and organisational enforcement. 21     are reviewed and organisations facilitate enforcement. 31     x     x     x     x     x     x     x     x       2.1.2 Provide technical enforcement. 31     support to organisations policies     x     x     x     x     x     x     x       policies     to review and strengthen     x     x     x     x     x     x	٥ ا	utcome z: Improved	support for survivors of se	ibv an	a time	ely cor	npieti	on or r	eport	ed cas	ses by 2025	
frameworks and to review existing policies are reviewed and organisational with a view to support to organisations policies are review and strengthen policies are reviewed and organisations policies are reviewed and organisations are reviewed and organisations are review and strengthen policies are reviewed and strengthen policies are reviewed and strengthen policies are reviewed and strengthen policies provide technical policies provide technical policies provide technical p	ž		Activities	Time	ines						Lead Agency	Implementing
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the ecosystem to review existing policies x x x and organisational are reviewed and organisational reporting mechanisms facilitate 2.1.2 Provide technical enforcement of support to organisations policies to review and strengthen are reviewed and strengthen to review and strengthen are reviewed and strengthen are reviewed.			2.1.1 Engage a consultant									ZHRC
are reviewed and organisational A teporting mechanisms Facilitate C.1.2 Provide technical and organisations and strengthen policies are reviewed and strengthen are strengthen and strengthen and strengthen and strengthen and strengthen are strengthen and strengthen and strengthen are strengthen and strengthen are strengthen and strengthen are strengthen and strengthen are strengthen are strengthen and strengthen are strengthen and strengthen are strengt			to review existing policies	>	>							Gender Commissi
facilitate facilitate choide technical support to organisations to review and strengthen to review and strengthen facilitate choide technical choices for eview and strengthen choices for eview and strengthen choices choices choice ch	,			<	<						Icio & Cocial	ZLHR
facilitate 2.1.2 Provide technical x x x x x x x x x x x x x x bolicies to review and strengthen	i	-										Legal Resource
enforcement of support to organisations		facilitate	2.1.2 Provide technical								נמוחובו	Foundation
policies to review and strengthen policies	, .	enforcement of	support to organisations			×	×	×	×	×		WCOZ
		policies	to review and strengthen									Social Partners

ZCTU Legal dept	ZLHR MUSASA WCOZ ZCIEA	ZLHR ZHRC WCOZ Social Partners	
Connect, ZWLA		ILO	
×			
× ×			
×		;	× ×
	×	× ;	×
×	× ×	×	
×	×	×	
their reporting mechanisms 2.1.3 Conduct training for employees on the reporting systems and channels 2.2.1 Develop a directory of service providers on	of service providers on SGBV 2.2.2 Conduct training seminars for service providers on SGBV in the workplace 2.2.3 Identify service providers providing Pro bono legal services for victims of SGBV	2.3.1 Develop a disability inclusive training manual on SGBV in the workplace 2.3.2 Train paralegal	workplace 2.3.3 Train paralegal officers on basic sign language and communication with PWDs
	Legal aid and counselling services for survivors are availed	Paralegal officers are	in feeding the pipeline at local and sector level
	2.2		7.3

### 2.4 Pillar 4: Mechanisms to address SGBV

no	tcome 1. All employers	Outcome 1. All employers in both formal and informal sectors to ensure disability inclusive mechanisms to address SGBV by 2025	ıl sect	ors to 2025	ensn	re dis	ability	, inclu	ısive	mechanisms to	address SGBV by
2	Outpute Bosults	Activition			Tim	<b>Timeframe</b>	Je			Yough Angle	Implementation
2	Outputs results	Activities	ĺζ	Q2	63	Q4 Y23 Y24 Y25	Y23	Y24	Y25	read Agency	Agencies
		1.1.1 Engage a consultant									
		to review and mainstream	;	;	;	;					
	A revised statutory	disability in policy and	×	×	×	×				/4/0 o 1001/4	
	2000 Labour Act	legal frameworks on SGBV								MPSLQSW-	Ç
	Model Code and	1.1.2 Conduct training								(Disability	ILO
1.1	Soctor specific /	workshops, and media								Alialis alid	NACCOL
	sector specific /	awareness campaigns on	×	×	×	×	×	×	×	Laboui Depus) Trado Haiono	יחסטפאוו
	codes of conduct	available mechanisms								II ade Oilloils	ง รูบาว
	inclusive of disability	(Policy and labour Acts)								4CIEA	
		1.1.4 Build capacity of	>	>	>	>					
		OPDs on SGBV training	<b>×</b>	<b>×</b>	×	×					

# 2.5 Pillar 5: Coordination and Institutional Arrangements

Out	come 1: OPDs empov harassment (in	Outcome 1: OPDs empowered to take the lead in harassment (including SGBV) against P	n cool	rdinat at the	ting a	nd str cplace	engtl (pub	nening lic, pr	g inst ivate	in coordinating and strengthening institutions on ending violence ar PWDs at the workplace (public, private and informal sectors) by 2025	in coordinating and strengthening institutions on ending violence and sexual PWDs at the workplace (public, private and informal sectors) by 2025
No	Output Results	Activities			Tin	Timeframe	ne			, 1000 W Part	Implementing
			ĺδ	Q2	63	40	Y23	Q1 Q2 Q3 Q4 Y23 Y24 Y25	Y25	Ledu Agency	Agencies
		1.1.1 Conduct									
		Training of trainers of	;	;	;	;					
0.0		OPDS on SGBV and	×	×	×	×					
		related statutes									

x x x x different disabilities in Zimbabwe	FODPZ  Zimbabwe National of the Deaf (ZIMNAD) for	S.L		× × ×	Government, OPDs, Trade Unions,		Affairs, Labour organisations, ZCIEA			ILO, NASCOH & organizations	× × FODP2					
×	×			×		>					×					_
×	×			×		>	<				×					
×	×			×		>	<				×					
1.1.2 Conduct sign language trainings on SGBV	1.1.3 Mobilise resources for capital equipment support	i.e. computers, to OPDs	1.1.5 Provide	operational costs support	1.2.1 Conduct	training workshops	for stakeholders on	1 WDS alld 3GBV	1.2.2 Train	stakeholders on	disability	indilagement including basic sign	lincidaling pasic signi language			
Institutional	capacity of OPDs are strengthened				Effective	coordination of	OPDs, Employers,	VVOI NEI 3, F UDIIC,	Private Sector,	Intormal Sector,	Irade Unions	Development	development	st	place	
	<del></del>					7	<b>i</b>									

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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