

Potential Benefits of the collective

Corporate companies can take a leading role in tackling GBV in several ways:

- Understand the root causes, raise awareness, and create the business case for intervention. Companies can clarify laws and regulations on the responsibilities of employers in relation to GBV.
- Leverage the workplace as an engine of positive social change. The workplace can be a powerful space to shape attitudes and behaviors, as well as to create positive role models. Workers—men and women—will be less willing to accept violence at home and in their communities if they work in a respectful environment.
- Facilitate access to services and opportunities for victims and enhance the GBV response mechanism. Businesses can facilitate access to essential services such as hotlines, counseling, legal aid, and protection.
- Campaign against violence. Companies can promote positive concepts of masculinity through campaigns or design products to provide direct support to women who seek help.

Looking forward

It's time for companies to be bold. That means adopting a comprehensive strategy on violence in the workplace, which companies have the power to eliminate, as well as helping to change norms and tackle social acceptance of violence beyond the workplace. Whether through raising their voices or protecting and supporting survivors, companies have a key role to play in addressing the systemic issue of violence against women in every sphere.



\$20.77 million

lost revenue between 2012 & 2017, due to GBV incidents, which translates to roughly 0.25% of the national budget



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THE CORPORATE COLLECTIVE AGAINST GENDER BASED VIOLENCE (CCAG)

Enabling freedom from violence, in and out of the workplace

Introduction

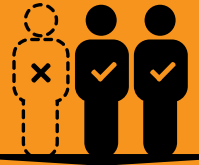
Gender-based violence (GBV) is one of the most common forms of human rights abuses in the world. It includes physical, psychological/emotional, sexual and economic violence. Globally, it is estimated that 35 percent of women over the age of 15 have experienced sexual or physical violence at home, in their communities or in the workplace.


In Uganda, one in four women between the ages of 15-49 years of age experience a form of sexual violence each year. Some of these violent incidents have forced women to lose time from paid work, amounting to nearly 11 days per year. Between 2012 and 2017, it was estimated that GBV incidents cost the Ugandan economy approximately \$20.77 million, which translate to roughly 0.25% of the national budget. It is against this background that UNFPA intends to build a collective movement and systemic response for addressing GBV in Uganda not only to protect women and girls but also to boost productivity and economic gains in individual businesses and throughout the Ugandan economy.





Why should corporate companies care about GBV?


GBV at the work place has serious consequences which are not only damaging to the physical and mental well-being of survivors and immediate family, but also to the economic and reputational well-being of companies. GBV in work places causes :-


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Absenteeism because of stress, injuries, or ill-health; victims also have difficulty concentrating at work, which results in poor performance.
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Medical costs/ employee assistance costs
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Recruitment and induction costs for new employees to replace the employees who are laid off due to inability to work.
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Management of reduced productivity.
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Relocation costs and/ or payment of terminal benefits for employees who are incapacitated and/ or unable to work.
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Reputational risks and associated costs.



What is the Corporate Collective Against GBV?

The Corporate Collective Against GBV is a forum that seeks to bring corporate companies together to prevent and respond to GBV through supportive private sector work policies and structures..

The forum shall be a public membership forum supported by UNFPA working with the corporate private sector to prevent, mitigate and respond to incidents of GBV in the workplace. The collective is a self-coordinated group that will meet bi-annually to collaborate and improve companies' business practices to prevent, mitigate and respond to GBV.

Activities:

- Establish or realign company work practices including policies, codes of ethics and conduct and structures to prevent, mitigate and respond to incidents of GBV and address inequalities between women and men.
- Facilitate member companies to train employees to be able to prevent, mitigate and respond to GBV in their work places.
- Create a knowledge sharing and learning space for the forum members on GBV prevention, mitigation and response good practices in the workplace.
- Support companies to integrate information on GBV in their work place practices to promote reporting and encourage survivors to seek support services without feeling stigmatized.
- Co-create new initiatives and innovations through use of ICT and other private sector business practices to prevent, mitigate and respond to GBV at the workplace.