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Speaker



Addressing Gender-Based Violence in the Workforce

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PLAY

- Movie



GBV2 My Movie.mp4

- Recording

Outline



- ❑ Addressing Gender-Based Violence in the Workforce:

- ❑ Assessing Codes of Conduct for Companies & Employees and grievance process on Gender-Based Violence and Sexual Harassment

- ❑ How to develop Approaches to Monitor and Sustain Progress on Reducing Sexual Harassment and Gender-Based Violence at the workplace



Give me some examples of GBV that you know.

Video



- ❑ Gender-based violence is a global issue
- ❑ Life-threatening health and human rights issue that can have a devastating impact on women, men, boys, and girls, as well as families and communities
- ❑ Women and girls are disproportionately affected
- ❑ There is a direct correlation between women's and girl's subordinate status in society and their greater vulnerability to violence

What is GBV



Gender-based violence is an umbrella term for any harmful act perpetrated against a person because of their gender.

The term ‘gender-based violence’ is often used interchangeably with the term ‘violence against women’

. The nature and extent of specific types of GBV vary across cultures, countries, and regions.

What is IPV



Intimate Partner Violence (IPV) is a pattern of abusive behaviour in any intimate relationship that is directed towards a current or former spouse, boyfriend or girlfriend in heterosexual or homosexual relationships

What is IPV



Population-based studies in East Africa estimate that rates of Intimate Partner Violence in the region are among the highest in the world with Kenya having one of the highest rates of IPV at **39%**.

WHO study in ten developing countries found that **15 to 71%** of the women reported experiencing either intimate partner or sexual violence at some point in their lives

Forms of GBV/IPV



Physical

Sexual

Emotional

Psychosocial

Economical/Financial

Problems associated with violence in women's lives



Low
income
women

Gender based
violence:

Depression,
anxiety and stress-
related syndromes

- A highly significant relationship between lifetime experience of physical violence by an intimate partner and suicide ideation
- A strong association between being sexually abused in childhood and the presence of multiple mental health problems later in life



Between 40 and 90 per cent of women suffer some form of violence and harassment during *the course of their working lives*

Lack of motivation

Loss of confidence and reduced self-esteem

Depression and anger, anxiety and irritability

Drivers of GBV



**-Socialization
inferiority of women
superiority of men**

-Practices such as FGM, child marriage, assault perceived as disciplining one's wife or children

**-Stigma, shame, and
the culture of silence
around GBV**

**-Normalization of
GBV through
religious and
cultural beliefs,
-Media**

**-Weak programming and
partnerships**

**-Slow or failed prosecution
of GBV case**

**-The absence of strong
prevention interventions, as
well as weak protection
mechanisms for survivors;**

Personalities and Violence



Temperament theory suggests the 4 fundamental personality types:

- **Sanguine,**
- **Choleric,**
- **Melancholic,**
- **Phlegmatic**



Personalities and Violence



- Borderline personality is a complex mental illness that affects both men and women
- Experience strong emotions , feelings, and intense anger
- Majority of people with BPD are often victims of violence themselves, e.g child abuse
- **They have learned to use aggression to deal with strong emotions because adults modeled that behavior for them when they were young**

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Personalities and Violence



- Have difficulties with impulsive behaviors
- Very impulsive engage in violence, usually not planned.
- Experience an unstable sense of self and difficulty trusting others in interpersonal relationships
- Rejection sensitivity or abandonment sensitivity can sometimes lead to aggressive behaviors.



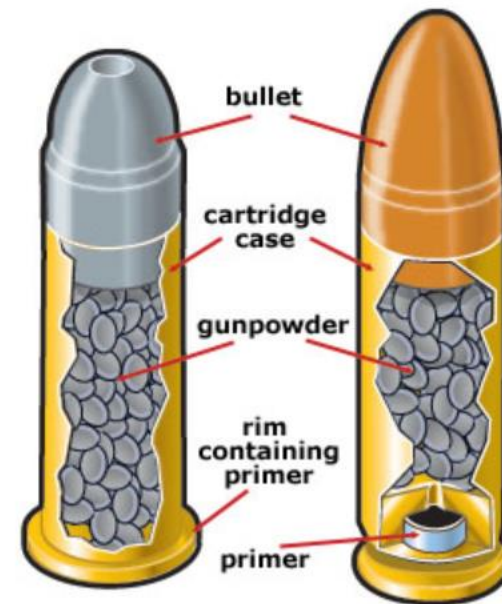
What are the causes Ammunition



Basic Components of Ammunition

The basic components of ammunition are the case, primer, powder, and projectile.

- **Case:** The container that holds all the other ammunition components together. It's usually made of brass, steel, or copper.
- **Primer:** An explosive chemical compound that ignites the gunpowder when struck by a firing pin. Primer may be placed either in the rim of the case (rimfire) or in the center of the base of the case (centerfire).
- **Gunpowder:** A chemical mixture that burns rapidly and converts to an expanding gas when ignited.
- **Projectile:** The object expelled from the barrel. A bullet is a projectile, usually containing lead, fired through a handgun barrel.



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GBV reported cases between 2015 and October 2018
by HAK (Helpline 1195)



- **Psychological torture -3747**
- **Child neglect- 2227**
- **Physical assault - 2131**
- **Economic abuse (denial of resources)- 800**
- **Defilement -699**
- Economic abuse (denial of opportunity) -258
- Child abduction -227
- Rape -219

Contributing and predisposing factors to gender-based violence GBV often results



Power relations

**Drug and
substance abuse**

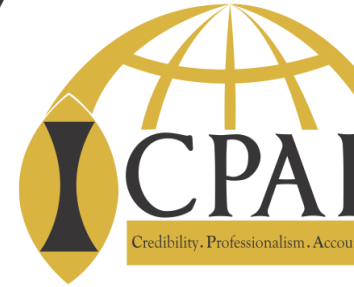
**Cultural, social,
religious, and
legal norms**

**The
environment**

**Disasters,
conflict, and
displacement**

Impunity

Domestic Violence Impacts on Workplace Productivity



There is an average of 130 lost working hours for each employee who is a survivors

This includes:

- 17,493 days of work lost due to survivors leaving work early or arriving late to work; and
- 950,725 days of work lost due to termination of employment; and
- 1,286,473 days of work lost due to survivors being distracted at work.
- 26,724 days will be lost due to physical abuse and 8143 days lost due to sexual abuse.
- 1410 days of work lost because of stalking.



Colleagues of people experiencing violence at home may:

- feel resentful because they are carrying the workload for people who are away a lot
- may be aware of the abuse their colleague is experiencing and appear unsupportive
- be worried about safety for their colleague/friend and themselves

Employees who are perpetrators of violence may:

- pose a risk to the victims colleagues
- pose a risk to workers and clients in their own workplace
- use work time and resources to harass, stalk and monitor their victim
- need to take time off to attend court or stopping violence programmes

Workers fear disclosing Domestic Violence at work because



- Disclosure will remain a barrier to reporting domestic violence on their work performance and safety unless the workplace has undertaken the necessary procedures to ensure this impact will be treated as a workplace issue and support is guaranteed
- **Workers are prepared to disclose but require and need a workplace that is supportive and informed**

Employers Should Take Responsibility



- There is a correlation between domestic violence entering the workplace and an escalation of the violence experienced.
- Domestic violence perpetrators target victims at work to increase their control and compromise the victim's economic independence.
- **A workplace safety plan needed for the survivors e.g safe space and changing contact details or keeping them confidential.**

What to do 3Rs



Recognise Signs –

- **Employee may be experiencing family violence – unexplained injuries, uncharacteristic absenteeism/tardiness,**
- **Sensitivity about home life,**
- **Special requests to leave early or taking a lot of time off ,**
- **Isolation from work colleagues,**
- **Unusual number of phone calls or emails or disruptive personal visits to the workplace by a current or former partner**

What to do 3Rs



Respond – support and empower your colleague and ask about immediate safety for them and their children

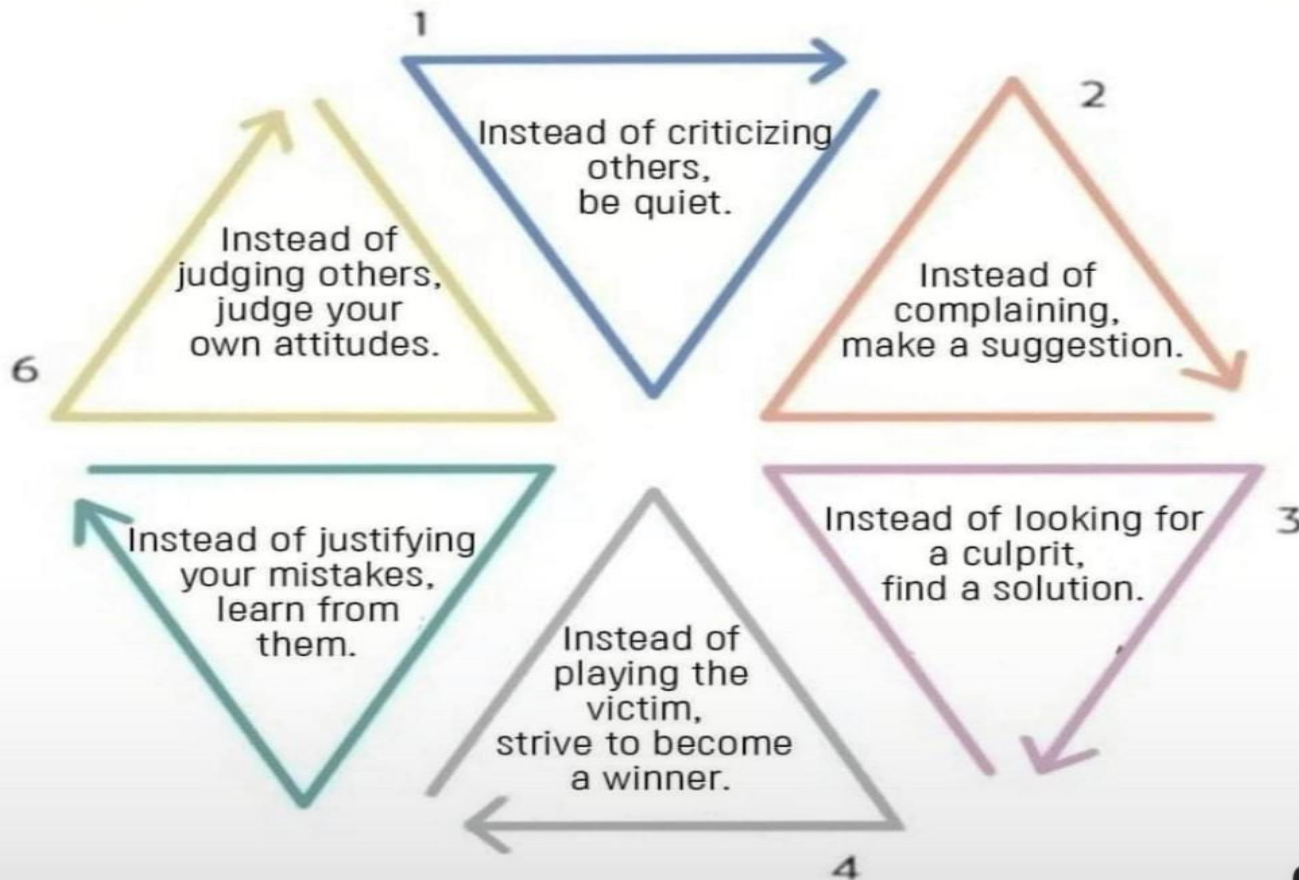
Refer – to internal or external supports

Multisectoral management approach –it is everyone responsibility

What Can you do –The 6 principles



6 PRINCIPLES OF SELF-RESPONSIBILITY



The Benefits



- Employment is a key pathway out of domestic violence
- Research shows staying in employment is critical to reducing the effects of violence
- Security of employment enables those affected by domestic violence to maintain domestic and economic stability, assisting them to find a pathway out of violence and to successfully re-build their lives

The Benefits



- With appropriate protections, workplaces and employers can enhance victim's safety, retain and develop their skills in the workplace
- Leading to increased levels of production and productivity
- Breaks the cycle of domestic violence, introducing workplace protections both saves employers costs such as recruitment, retention, re-training, health and safety

Managing Adolescents



The 4 problem areas (IPT)

- Grief or Complicated Bereavement
- Role Dispute
- Role Transition
- Interpersonal Deficits

References



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THANK YOU
QUESTIONS

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