



Gender Competence Development Training

UNSOS Section Chiefs

Mogadishu, Somalia • 29-31 May 2022

Session 6: Session 6: Gender-Sensitive Workplace

Examples of Practices for Gender-Sensitive Workplace

1. A Quarterly Meetup

Organizing regular meetups for the women in the Mission can help create a women-friendly culture. It would bring the female workforce together and provide them a chance to know each other. It can be a platform where women can discuss any issues or suggest new ideas.

2. More Women Leaders

Even though women have started getting equal opportunities in the workplace, still very few get to rise to the top leadership positions. Having women leaders imparts a sense of diversity from a top-down approach.

3. Anonymous Feedbacks

Sometimes, women don't feel comfortable discussing a situation or talking about something that is troubling them. Build a platform where women can share their views, highlight any issues, and suggest any ideas anonymously.

4. Zero Tolerance Policy

Any comments, remarks, or jokes that make women uncomfortable have no place in a work environment. Make sure that you have a zero-tolerance policy and provide an environment where women feel no hesitation reporting any misconduct or harassment.

5. Provide a Well-equipped Restroom

Women are physiologically different than men, therefore their needs should be taken carefully into consideration. For example, having a provision for sanitary napkins in the restroom would not just make women feel more comfortable but also relaxed in situations of urgency.

6. Top-Down Approach

Be a champion of gender agenda in your department and lead by example. Demonstrate your commitment by taking an active role in ensuring that your colleagues and employees take gender perspective seriously.

7. Appreciate Your Women Workforce

Make sure that you focus on the growth strategies for women employees. Make sure that you use the skills and opinions of women employees to their full advantage. Provide them equal opportunities and appreciate their efforts.

8. Department/Leadership Level Diversity

Even today, organizations have biases when it comes to leadership in different departments. For example, finance departments usually have men as leaders, while HR has women. Make sure you set the right standard by including diversity and not making decisions based on gender.

14. Conversation and Training After a Maternity Leave

When new mothers are ready to come back after their maternity leaves, make sure you provide them with sufficient time to have a conversation with the team. It would help them understand all that has been going around and be sensitive about it.

16. Women Safety Measures

Women are taking more intensive roles that demand greater devotion and time. It also means leaving the workplace late at night sometimes. At such times, provide them company transport and ensure that they reach home safely. Also, make sure that you have surveillance cameras and security staff in and around the workplace.

17. Evaluate a Female Perception

If you're a man running an organization, you might not have the same perception as the women in your organization. Make sure you provide them a chance to speak up about issues and use the feedback and suggestions to evaluate your organization from the eyes of your female employees. If anything demands attention, take the right steps immediately.

18. Have Anti-Harassment Policies in Place

If a woman in your company is ever a victim of harassment, she'll need your complete support just to make herself heard. Create anti-harassment policies to find the culprit

and dole out a punishment. When Sexual Harassment occurs against any female employee take all necessary and reasonable steps as per the applicable rules and regulations.

Source:

SpringWorks. How to Create a Women-Friendly Workplace.

<https://www.springworks.in/blog/how-to-create-a-women-friendly-workplace/>