Modules: – Social dialogue as a tool for gender equality

### Consortium participants:

* Bipartite or individual

### Partner participants:

* Bi- and tripartite

### Basis for concept:

* Projects in Uganda
* Activities by Global social partner organsiations

### Maturity of S*o*cial Dialogue in partner country:

* Unstructured and structured

### Preconditions

* Dialogue established between national or enterprise level social partners

### Target group

* National federation of employers and national confederation for trade unions.
* Union officers at national and regional level
* Employers and employers representatives at national and regional level
* Representatives from ministry of labour

### Objectives

* Establish an understanding of the special challenges met by women in value chain productions
* Establish an understanding of the importance of dealing with sexual harassment and violence in the workplace.
* Help the parties establish a common understanding of the use of social dialogue as a tool to deal with gender issues in the enterprise
* Train participants in initial OHS analysis.
* Modules can be used for both individual employers and trade union grops as well as for bipartite groups.

**Format:**

* Module 1: Gender equality
* Module 2: Sexual harassment and violence
* The modules can be a part of a larger social dialogue concept, but they can also be elements in general capacity and awareness training

### Focus of workshops:

* Developing the understanding that OHS is rights based but that there is a large common interest in a good working environment between the social partners
* Developing understanding of the challenge of sexual harassment
* Training the use of a sexual harassment procedure at company level

### Output and outcome

* Understanding of social dialogue as an important tool for gender equality
* Increased skill in handling sexual harassment cases

### Participants

* 15-20 Participants

### Facilitators and consultancy

* Facilitators must have practical experience with Social Dialogue
* Useful with a trainer, who has experience with Gender issues – especially for the discussion of Sexual Harassment

### Material:

* PowerPoint presentations
  + Gender inequality and social dialogue
  + Sexual Harassment and gender based violence
* Practical examples
  + Practical examples of gender equality through social dialogue
  + Practical example - Challenging sexual harassment in horticulture through social dialogue in Uganda
  + Practical example - Main points of a sexual harassment procedure
* Process tools
  + Process tool: Where does Sexual Harassment take place? – farm
  + Process tool: Where does Sexual Harassment take place? – factory
* Activity Sheets
  + 1: Exploring gender-specific elements of women’s employment in global supply chains
  + 2: Sexual harassment procedure - Case