

RESULTS SUMMARY

Combatting harassment through a joint gender committee

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PROJECT	<i>Title:</i>	Combatting harassment through a joint gender committee
	<i>Partner:</i>	COSYBU and AEB
	<i>Country:</i>	Burundi
	<i>Period:</i>	2022-2025

CHANGE

In Burundi, a formal bipartite structure has been created to promote inclusion and gender diversity making members more aware of gender diversity and inclusion. The main labour market organisations, COSYBU and AEB – supported by the LMC – have formed this joint gender committee with the aim of reducing gender inequality and harassment in the labour market through policy initiatives and direct support to members.

CONTEXT

Burundian women face systemic challenges that prevent them from having equal opportunities in the labour market. They have a high employment rate but are predominantly working in the informal economy and as low-paid unskilled workers. Women are often victims of discrimination or sexual harassment in the recruitment and in the workplaces. The AEB conducted a survey which implied low awareness on gender diversity, absence of policies for diversity and inclusion, and lack of a bipartite mechanism to promote gender diversity.

CONTRIBUTION

The LMC contributed to the establishment of a gender diversity committee by opening a dialogue with both parties on the importance of the agenda. Shared lessons from Denmark and other partner countries contributed to shaping the foundation for the committee and set its ambitions to influence policy, train shop stewards, and develop a model policy for diversity and inclusion among companies. In addition, the LMC has supported a baseline study on the current situation in the country and a campaign for the ratification of the ILO Convention 190.

IMAGES




Photo by DI




Photo by DI

[See next page for more details](#) →

ADDITIONAL INFORMATION

ACTIVITIES

Before forming of the gender committee, the AEB, in partnership with DI, has through several activities worked to address harassment and other underlying barriers for women's economic participation and to improve better working conditions for female employees. For example, through deploying a survey on barriers to gender equality among 100 AEB member companies, organising a workshop to validate the survey report, and adapting the model policy on anti-harassment, developed by DI and other East African partners, to a Burundian context. Parallel with this, COSYBU with the support from DTDA initiated campaign and lobbying efforts for the ratification of the ILO Convention 190. The bipartite committee was formed on a joint meeting between AEB and COSYBU where they, based on the knowledge compiled from their various activities, decided that they needed a joint effort to enhance gender equality on the Burundian labour market.

LESSONS

The bipartite committee is in its initial phase and needs further capacity building on gender and on how to work together as a committee respecting the different perspectives of gender equality of the social partners. Furthermore, the topics of harassment and economic empowerment of women are still quite new in a Burundian context and need to be addressed with sensibility. For example, many survey respondents stated that harassment was not happening at their workplaces. When addressed in the workshop, however, several incidents were reinterpreted as examples of harassment. The AEB has realised that discrimination and harassment against female workers negatively affects the productivity of companies and has therefore requested working further on sensitising employers and workers on the seriousness of the issue.

EVIDENCE

LMC's involvement in Burundi have led to a focus on anti-harassment and economic empowerment of women in Burundi and among local labour market organisations and companies. Through the involvement of LMC, AEB also conducted a survey on the challenges to harassment and gender equality in the country leading to an increased awareness and the formation of the gender committee among the labour market partners. It is key that the committee engages parties in the labour market as the main drivers on gender equality and awareness as it increases the chance of achieving long term structural changes.

DOMAINS

<i>Development strategy priorities:</i>	<i>Insert strategy priority</i>
<i>Changes in the lives of people facing poverty, marginalisation or vulnerability</i>	X
<i>Changes in laws, policies and practices that affect people's rights</i>	-
<i>Changes in the capacity of organisations and communities to support rights</i>	X
<i>Changes in partnerships and collaborations that support people's rights</i>	X
<i>Changes in participation of groups facing poverty, marginalisation or vulnerability</i>	-
<i>Changes in local leadership of development and humanitarian work</i>	-

GUIDANCE NOTE

This format consists of two overall sections: on page one, the results summary communicates results to an external audience using a brief summary of what has been achieved; while page two provides an opportunity to explain the background and evidence behind the claims made as part of the summary.

Page 1: Results summary

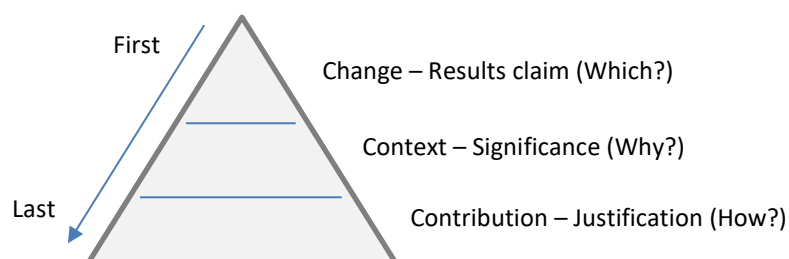
The results summary should outline of the overall change. This should be phrased in a clear and concise manner, focusing on the benefits for target groups or communities, and preferably start out by stating the overall key message as a one-line statement. It is thus important to prioritise what the key message should be and not attempt to describe every possible change that may have occurred.

Note that case studies should not describe all of the activities carried out during the implementation. Instead, it should focus on one or two key messages to be highlighted – which may also span several projects – and only outline activities to backup contributions to the highlighted change.

This can be illustrated as a “reverse funnel.” First, the “change” section introduces the overall results claim, which answers the “which.” Note that this is done before any details have been provided. Second, the “context” section outlines the problem being addressed by the project and the significance of the change. For example, by explaining “why” it benefits target groups or communities.

Finally, and lastly, the “contribution” section should provide examples to justify for “how” the intervention contributed to realising change. Note that this should focus on the plausible linkage between the change and intervention rather than describing details from activities. It is often useful to think of this as a reverse theory-of-change, i.e. “After we did X, then Y occurred, because of Z.”

Figure 1:
Reverse funnel for communication



Page 2: Additional information

The second page should provide background and evidence for project’s contribution to change. It can also address technical issues that do not fit in the results summary. The section consists of the following sections:

- *Activities*: Whereas the “contribution” section on page one provides a brief summary of the project contributions to change, the “activities” section allows for more detail on the project design, organisation and underlying activities in support of the contributions made.
- *Lessons*: Describes lessons learned through the implementation. These should relate to the results claim or alternatively the project(s) as a whole. Please consider (1) novelty – i.e. whether the change represents something new – and (2) the potential to scale and/or build on lessons going ahead.
- *Evidence*: A narrative comparison between results claims and the underlying evidence. It should answer “X led to Y, because of Z,” although it does not need to be phrased this way. It is useful to include references to a few selected documents for further details. Please see guidelines for more.
- *Domains and development strategy*: Describes contributions to defined domains and the Danish development strategy. Please consider limiting the number of domains to a few selected ones.