

# GAI principles: Case studies of good practice

## **Principle 4. Policies and procedures are created and implemented to prevent GBVH in the workplace.**

*GBVH is a sensitive human rights and occupational health and safety (OHS) risk that can be hard to detect. Workers and other stakeholders such as communities understand the risks they face and how business activities may impact on their right to safety. Engaging with them, with additional support from local experts like trade unions and gender-focused NGOs, helps create solutions grounded in the social and cultural context of business operations. This approach ensures root causes, including power dynamics, are addressed, and actions are aligned with local laws and values, helping everyone understand their rights and responsibilities.*

### **Producer case study**

A farming production business faced several allegations of human rights abuses against workers and community members including bribery, coercion, loan sharking and GBVH by employees in and around the workplace. As a part of their action plan to remediate these violations and prevent GBVH, with the support of external human rights experts, the business developed and implemented policies and a new operational grievance mechanism, including a helpline. It formed specific committees to address issues such as women's welfare or grievance mechanisms, which included workers, and continuous training to ensure workers understood these changes and to address the root causes of GBVH in the workplace.

#### **How were actions developed and implemented?**

The business developed training centered on facilitating discussions on co-creating the acceptable and unacceptable behaviours in the workplace, examples of worker experiences, what GBVH means to workers, what are social norms surrounding GBVH, and the process and policies of their grievance mechanisms. Workers were surveyed before and after the training to understand their perspectives and influence discussions.

With the aim of training 3,000 workers total, the business took a phased approach, starting with 400-600 workers with those in the committee prioritised in the first phase. The business has trained 2,800 workers and continue to remind core groups of workers through refresher training and awareness raising to cascade learning through a train the trainer approach. This continuous learning approach to training helps embed the business' culture of zero-tolerance for GBVH.

This culture is further embedded within the workplace beyond training: the business also emphasizes and instructs potential workers during the recruitment process on acceptable and unacceptable behaviour in this workplace; improved their grievance mechanisms and workers awareness to these processes.

The business has engaged with the surrounding local community; the Human Resource department meet with women's groups to better understand the broader social and cultural understandings in a matrilineal context. Engagement has allowed for nuanced and complex discussions of consent and the extent to which business should influence personal relationships.

The business also shifted accountability onto preventing perpetrators and has directly engaged with managers and supervisors. The business has implemented a procedure for managers and supervisors to disclose romantic relationships in the workplace to minimise the opportunity for abuse of power.