

How can we integrate GESI principles and values into the workplace?

GESI can be integrated into the workplace through the process of **Mainstreaming**.

1. Internal approach

Embrace GESI values and principles in appointment & promotion, career planning and development, education/training, policy & procedures, reporting and performance management systems.

2. External Approach

Embrace GESI values and principles in the design, development and delivery of our policies, programs and systems.



Gender Equity and Social Inclusion in the Workplace



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What is GESI?

GESI stands for Gender Equity and Social Inclusion. **Gender equity** is the process of being fair to disadvantaged men or women so that they are able to participate fully and equally in employment and other opportunities. **Social inclusion** means ensuring that socially excluded people have equal conditions for realizing their full human rights and potential to contribute in all levels of development.

GESI Principles and Values

PRINCIPLES

- ◆ *Gender equity*
- ◆ *Social inclusion*

VALUES

- ◆ *Honesty*
- ◆ *Integrity*
- ◆ *Accountability*
- ◆ *Respect*
- ◆ *Wisdom*
- ◆ *Responsibility*

GESI Priority Areas



- *Employment ,*
- *Education & Training,*
- *Health & Wellbeing,*
- *Women in Decision Making,*
- *Economic Empowerment,*
- *Gender based violence,*
- *HIV/AIDS.*



Factors that influence or affect GESI

- **Stereotypes** - idea/opinion that some categories of people have certain characteristics (usually bad),
- **Discrimination** - when a decision is made based on a person's social attributes,
- **Gender Relations** - Social and economic relationships which exist in any family, community, workplace or society between males and females,
- **Gender Relations and Culture** - the beliefs, practices institutions and technologies of a society which influence what people believe, how they live, their values and the way things are done,
- **Sexual Harassment** - unwelcomed sexual request or unwanted sexual conduct to another person,
- **Gender Based Violence** - violence committed against someone because of their gender, usually related to violence against women and girls.

