

FOR PSA MEMBERS: GENERAL 18/2019

13-08-2019

Know your rights as a woman

The PSA observed an escalation in incidents relating to abuse of women in the workplace and views this in a very serious light. This is deemed a violation of Human Rights and fundamental freedoms of women, an obstacle towards gender equality and impacts on the establishment and transformation of gender equality in the workplace.

In terms of the UN Declaration on the elimination of Violence against Women, 1993, women are entitled to:

- **The right to life** - *Where the employer allows bullying to continue without intervening, resulting in ill-health, they are infringing your right to life.*
- **The right to equality** - *If the employer recognises and affirms men speaking up but when a woman speaks up labels her negatively, it is not promoting equality.*
- **The right to liberty and security of person** - *Women enjoy the liberty of making their own decisions at the workplace and must enjoy security from persecution.*
- **The right to equal protection under the law** - *Where a female employee makes a protected disclosure, the law protects her like any other employee.*
- **The right to be free from all forms of discrimination** - *Where a female employee has filed a grievance, she should not be discriminated against during performance assessments, interviews or retention processes.*
- **The right to the highest attainable standard of physical and mental health** - *The allowance of psychological violence against women by the employer is infringing on the right of women to maintain good mental health.*
- **The right to just and favourable conditions of work** - *Unjust and hostile working conditions are promoted where the employer unilaterally changes a female employees' terms and conditions of employment.*
- **The right not to be subjected to torture, or other cruel, inhuman or degrading treatment or punishment** - *All employees should be treated equally.*

The PSA advises affected employees to keep a detailed log of events; to make a formal request for the person to refrain from his/her conduct and to keep record of correspondence and evidence relating to the incident.

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GENERAL MANAGER