

% of respondents who agreed with these statements:

"my organization has done everything it can to make me feel safe"



■ Agree ■ Disagree

"in this field there is equal pay for equal work"



■ Agree ■ Disagree

*Rated on a scale of 1-10. Responses between 1-5 classified as "disagree", between 5-10 as "agree"

Gender breakdown in Senior Management Team

NGOs

1/.72 ratio*



■ Female ■ Male

UN agencies

1/.62 ratio *

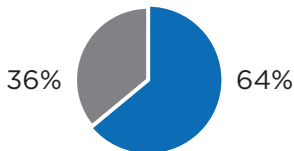


■ Female ■ Male

*Statistically significant difference

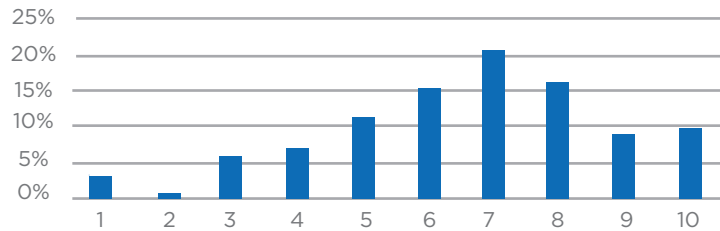
% of respondents who felt they were discriminated against from getting a job opportunity because of gender

Negative Discrimination



■ No ■ Yes

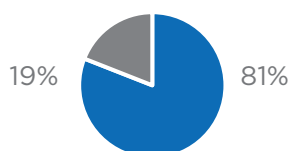
If yes, how sure women were that they experienced gender-based discrimination



*Scale of 1-10: 1 is "not sure", 10 is "I have evidence", = mean

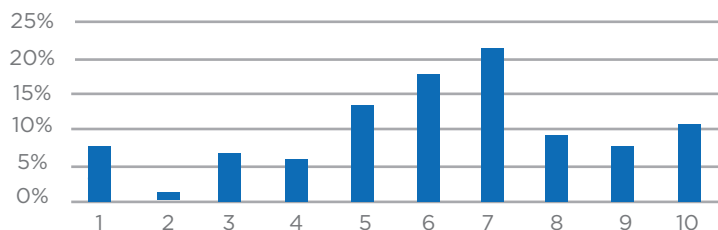
% of respondents who felt they were favored for getting a job opportunity because of gender

Positive Discrimination



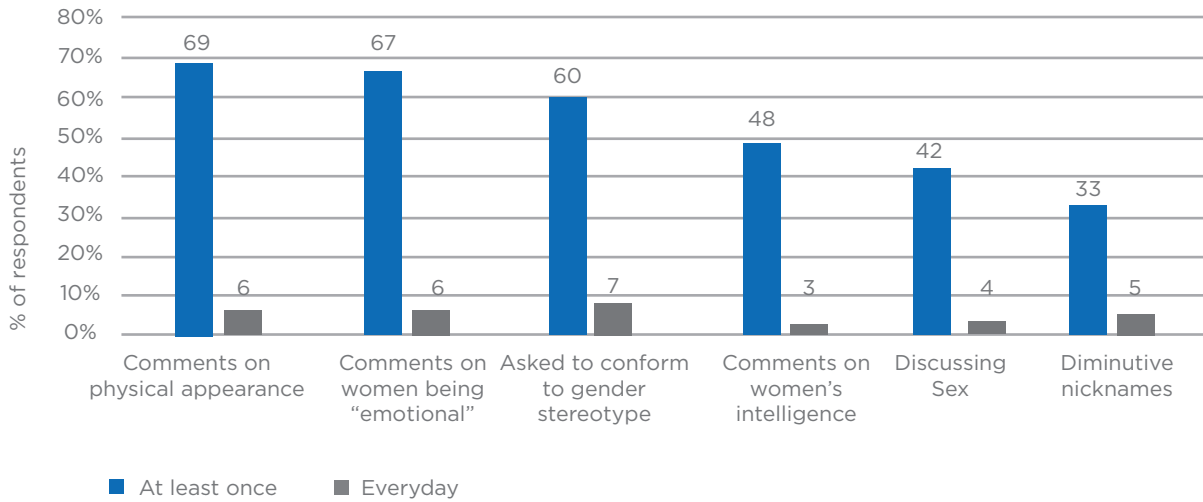
■ No ■ Yes

If yes, how sure women were that they were favored because of their gender



*Scale of 1-10: 1 is "not sure", 10 is "I have evidence", = mean

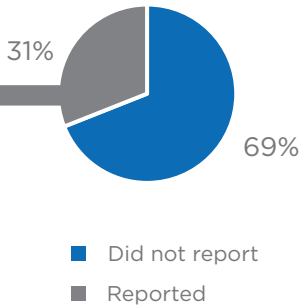
Gender Based Comments



- 51% of women who reported having these experiences at least once report that it came from a male supervisor
- International aid workers report comments on physical appearance and demands to conform to stereotypes more than national counterparts (statistically significant, $p < .05$)
- In the past month before taking the survey, women have felt badly on average 1.7 times due to gender-related comments made by colleagues. This number is not associated with age or number of years of experience, and is equal between national and international workers.

31% of the women who experienced gender-based harassment, aggression, and assault, officially reported the act

Reported

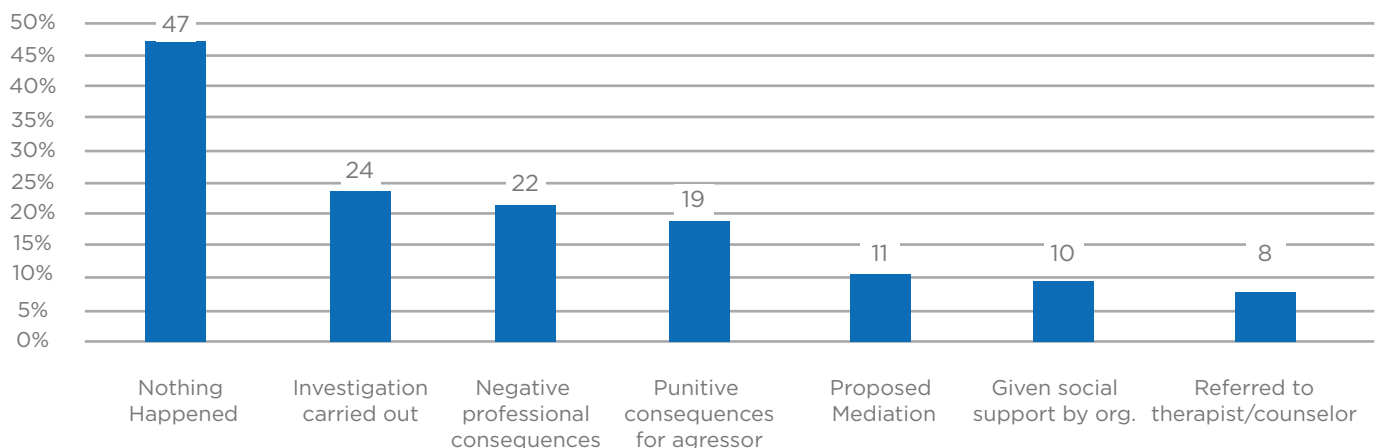


Reasons for not reporting (in order of frequency)

- Concerned about **professional consequences**
- Felt it was not **“serious enough”** or **“violent enough”** to report
- **Did not trust the** system/anyone
- **Absence of mechanism** to report
- **Lack of “proof”** and/or knowledge of how to report
- Dealt with it **personally** (i.e confronted the abuser)
- Being told not to report because of a **cultural excuse**
- **Shame, confusion**
- Fear of **reprisal by aggressor**

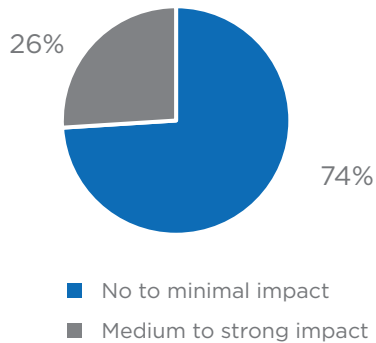
- When women denounce these acts, they reported it first to the head of office/mission, followed by the direct supervisor and then human resources/staff counsellor. The person they reported it to was in the majority of cases a man (56%) that was part of their organisation (95%).
- The level of satisfaction reported about the way the organization handled the incident is 3.7 out of 10, with 36% of women being “not at all” satisfied.

% of women who did report and experienced following results:

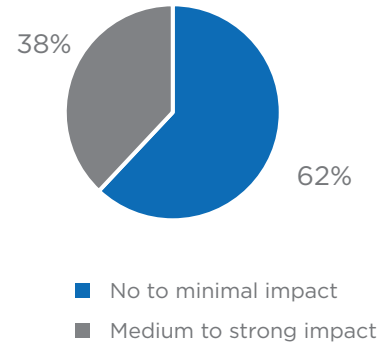


- Qualitative results confirm that, after reporting, most women felt minimized, judged, or ignored. Two respondents shared instances of being fired after reporting.
- There were several examples of constructive results, including two instances of the woman being moved to a safer location.
- Of those women who reported ‘negative professional consequences’ when they reported, 25% say they lost their jobs and 18% report being blocked professionally.
- When an investigation was carried out, the investigator was in 83% of cases internal to the organization.

% of respondents who felt these experiences had impact on career



% of respondents who felt experiences had impact on psychological wellbeing



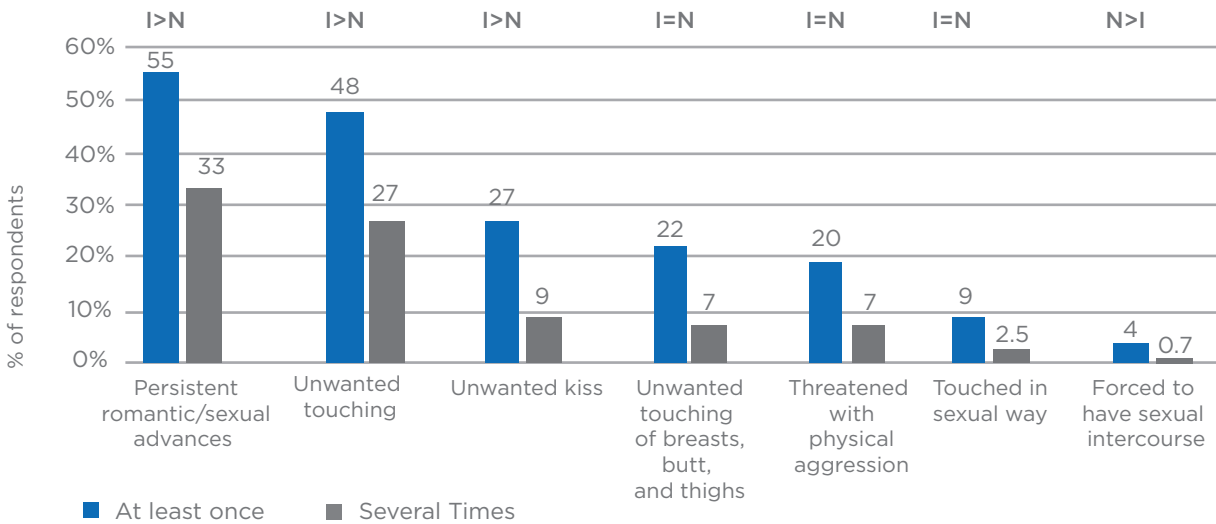
OUR STORIES

Qualitative Findings from Survey (in order of frequency)

1. **Many women felt they were being denied opportunities because of their gender, mostly through generalized sexism, although a few were targets of retribution for denying romantic/sexual advances**
2. **Most women just “took themselves out of the game” by:**
 - Choosing to leave a mission/country/organization
 - Hesitating or refusing to take a job opportunity because of fear of repeated exposure to a previous experience of discrimination /harassment/assault
 - Leaving the field altogether (or considering leaving the field altogether)
3. **Developing coping mechanisms/changing behaviors that had negative impacts on their job performance**
 - Becoming more withdrawn, quiet, passive, shy
 - Become more aggressive, direct, rude
 - Withdrawing from certain situations (both professional and social) that could be helpful to career
 - Loss of motivation for work
4. **Some women used these experiences to empower themselves to develop strategies to deal with these issues themselves, or to alter career to work as gender advisor or in protection to address the issue at a systemic level**
5. **Five women shared instances of being forced to leave because of their experience**



Experiences of sexual aggression and assault while on mission



- The number of times these events happened to a woman is not correlated with age, number of years of experience in the field, or number of missions. However, the acts are correlated to each other ($p<.05$), meaning there is a strong probability that a woman who reports one of these acts will also have experienced another one.
- All acts above are reported as being committed by male colleagues; of the women who affirmed they had experienced these acts, 33% reported that it came from a male supervisor.

I= International Staff N= National Staff
 Data comparisons are statistically significant ($p<.05$).

- The data reflects the frequency of reporting the above instances among national and international staff members. In many instances, international staff members reported more or equal occurrences of sexual aggression and assault indicators as compared to national staff.
- The one critical exception is for forced sexual relations. Though there is no difference in international and national staff in the occurrence of this acts, when it occurs, the number of times it happens to a national staff is greater than for an international staff.