

HUMAN RIGHTS COMMISSION



PUBLIC NOTICE TO MONITOR COMPLIANCE OF THE GENDER EQUALITY ACT- SEXUAL HARASSMENT POLICIES IN THE PUBLIC AND PRIVATE SECTOR

The Human Rights Commission is an independent National Human Rights Institution established under section 129 of the Constitution to protect human rights and investigate human rights violations in Malawi. In addition to its mandate, the Commission has been given statutory responsibility to ensure the effective enforcement of the provisions of the Gender Equality Act of 2013.

In particular, section 9 (2)(a) of the Gender Equality Act gives the Commission powers to monitor and evaluate the policies and practices of (i) Government organs, Government agencies and public bodies; and (ii) the private sector, in order to promote gender equality and make any recommendations that the Commission deems necessary. The Gender Equality Act has also given the Government the responsibility to actively take measures to ensure that employers have developed and are implementing appropriate policy and procedures aimed at eliminating sexual harassment in the workplace.

It is in view of the aforesaid and indeed in pursuit of its mandate under the Gender Equality Act that from **1st October, 2023**, the Commission intends to conduct a nationwide intensive monitoring exercise to audit all public institutions including Ministries, Departments and Agencies on the availability and implementation of sexual harassment policies.

Following the monitoring and compliance exercise, the Commission will publicly release its findings and launch its database on the status of compliance. The general public is further informed that the Commission shall continue to monitor both the public and private sector with regard compliance to the Gender Equality Act as monitoring is a critical yardstick to measure success and challenges in terms of compliance with the Act. The Commission is ready to assist in facilitating the sexual harassment policy development for institutions that may need guidance on the same.

Any further inquiries can be made to the following:

Malawi Human Rights Commission

HB House, Off Paul Kagame Road

Private Bag 378 Lilongwe 3

Or to the following email: info@mhrcmw.org

Dated this 14th day of August, 2023

Ms. Habiba Osman EXECUTIVE SECRETARY