

GENDER EQUALITY AND WOMEN'S EMPOWERMENT ACT 2022 - A SNAPSHOT FOR PRIVATE SECTOR ORGANISATIONS

30% of women

A designated public or private employer shall have at least 30% of women employees in the organisation

30% of women in decision-making

An employer shall ensure that at least 30% of women in the organisation are in decision-making positions at all levels

Discrimination

An employer shall prohibit discrimination in employment against women

Pregnancy

- An employer shall prohibit dismissal as a result of pregnancy
- ensure paid maternity leave of at least 14 weeks

Sexual Harassment

An employer shall ensure the prohibition of sexual harassment in accordance with the Sexual Offences Act

Equal Pay

An employer shall ensure equal remuneration for persons of equal skills, competence, expertise & knowledge without discrimination of any kind

Equal education, training etc.

An employer shall, in relation to training, education & scholarship provide equal opportunity for all employees

Access to Finance

Women shall have equal access and rights to credit and financial services, transactions and products

Application of the Act

The GEWE Act 2022 applies to public and private bodies that employ 25 or more employees

Penalties

Convicted persons will be liable to a fine not less than NLe50,000, not less than 1 year imprisonment or both; private bodies convicted will be liable to a fine not less than NLe100,000