Many respondents commented on the difficulty of reaching management positions and their interest in receiving mentorship and further training in a range of professional development areas.

The majority of respondents (62%) are aware of existing mechanisms for reporting misconduct in their workplace, and less than 7% of CCP officers reported having experienced gender discrimination or sexual harassment in the workplace.

However, of those who did experience gender discrimination or sexual harassment, only 50% and 66%, respectively, filed a complaint.

The COVID-19 pandemic had differing impacts on gender, with women being more likely than men to report its negative effects on their professional development and work-life balance (19% vs. 9%, respectively.)
Subtle Sexism in the Workplace

While subtle sexism can appear in all facets of life, subtle sexism in the workplace can be increasingly complex, with the potential to hinder career progression. Examples of subtle sexism in the workplace can include: a colleague apologizing for cursing to only one person, women being the only ones tasked with office “housework” such as taking minutes, taking care of snacks, buying presents or other practical arrangements (i.e. cleaning up) and relying on men for making difficult decisions or providing technical assistance. Even if these actions are well-intentioned or presented in a positive tone, they can undermine the experiences and progression of those affected.

What you can do:
Subtle sexism can be difficult to recognize, but if not dealt with, it can hinder job performance, lead to disengagement at work and undermine the status of both women and men in organizations. Here are some useful steps you can take today to prevent subtle sexism in the workplace:

1. Your feelings are valid: Offensive words & actions should not be ignored. If subtle sexism occurs, consider discussing this with your colleagues. Bringing this to their attention allows them to better consider their impact in the future and support a feeling of equality in the workplace.

2. Bring it forward! Gender stereotypes can hurt morale in the workplace, and can have a negative impact on meeting outcomes, an individual’s career, and their self-perception. It can also seriously undermine diversity efforts.

3. Be an active bystander. Men and women alike can come to the defense of a colleague if they are targeted by sexism. One great way to do this is to publicly highlight the achievements or accomplishments of colleagues, which can help silence attempts to undercut their status.

**Beilock, S (2021, Jan 7). How to address subtle, 'friendly' sexism at work. Forbes. (online).

Click HERE to find out more about the CCP Women's Network

CCP Namibia: Leading the way in gender equality

One of the newest countries to join CCP, Namibia is fast emerging as a gender champion. Women are well represented in CCP Namibia: the PCU established in 2021 in Walvis Bay already has 50% women officers and is headed by a woman. The PCU also achieves gender parity during its training and mentoring activities.