

# ELEVATING WOMEN'S PARTICIPATION IN THE WORKPLACE IN WEST AFRICA

THE SOLIDARITY CENTER'S PROGRAMS IN LIBERIA AND NIGERIA SUPPORTED BY  
THE U.S. DEPARTMENT OF LABOR'S BUREAU OF INTERNATIONAL LABOR AFFAIRS

Through developing union leadership skills, strengthening systems that provide the opportunities for women to become leaders in the workplace and trainings for women workers on their rights and male workers on gender roles, this program builds the knowledge, skills and behaviors to make long-term, sustainable change in a region where labor power structures are largely male dominated.

**1,649** WORKERS  
TRAINED

**71** WORKPLACES

**50** COMMUNITY  
PARTNERSHIPS

The project analyzed six collective bargaining agreements (CBAs) to evaluate their fairness and the effectiveness of mechanisms designed to address workplace violence and harassment. Recommendations were made to incorporate language from ILO Convention 190, resulting in two unions creating transformative CBAs.

## IN NIGERIA

A 30-member task force made up of the Solidarity Center's trade union partners, civil society organizations, government ministries and agencies (MDAs), as well as community and religious leaders identified key opportunities for engaging workplace managers in the oil and gas sector to advocate for workers' rights and to address issues of violence and harassment.

### TRAIN -THE- TRAINER

Train-the-trainer sessions created union member leaders to address violence and harassment at work. They learned about workplace violence and harassment dynamics, legal frameworks, prevention techniques and how to properly respond to a situation.

Collaborative mentorship sessions took place every quarter, pairing union leaders and women workers with mentors from Nigerian and Liberian labor centers and civil society organizations. In these sessions, mentors guided mentees in navigating union structures, understanding their rights and ways to advocate for themselves and their fellow workers. The mentees, especially women workers, learned more about the ways they could address violence and harassment at work while the mentors become more cognizant of the specific challenges that women workers face.

### ONGOING MENTORSHIP



[WWW.SOLIDARITYCENTER.ORG](http://WWW.SOLIDARITYCENTER.ORG)

