



Identifying, Preventing, and Responding to instances of Sexual Abuse and Harassment. Project Report - February 2025 - Eve of the Factory (#30063)

The Problem:

Factory girls are a marginalized group in the Egyptian society. 88% of factory girls belong to poor, illiterate families. The main motive for joining the labor force as early as 12 years old is the dire need to obtain an income regardless of how small it is. Girls are exposed to exploitation, violence & discrimination at the workplace. Most do not report sexual abuse at work because there are consequences: she will be iced out of her industry, shamed in public and punished in private.

Our Solution:

Not Guilty conducts training sessions on sexual abuse awareness and prevention in the workplace. One recent example was for 120 employees—both men and women—of a manufacturing company. This initiative was designed to foster a safer and more respectful work environment by educating employees on identifying, preventing, and responding to instances of sexual abuse and harassment.

The primary goals of the training were to:

- Increase awareness of sexual abuse and harassment in the workplace.
- Equip employees with tools to recognize and prevent inappropriate behavior.
- Provide guidance on reporting mechanisms and support systems.
- Foster a culture of respect, safety, and zero tolerance for harassment.

The session was highly interactive, featuring role-playing exercises, group discussions, and anonymous Q&A opportunities. Employees were encouraged to share their thoughts and ask questions in a safe and supportive environment.

Feedback from participants indicated a heightened awareness of workplace harassment, with many expressing appreciation for the clarity of information and the practical strategies provided. Some employees shared that they had previously been unsure about how to report incidents, and the training helped them feel more empowered to take action if necessary. These types of training sessions are a significant step toward fostering a safer, more respectful workplace environment.

Thank you for supporting this important work. We appreciate you.

Dr. Laila Risgallah Wahba, Founder

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