



# UN Women Executive Board on SEAH

Purna Sen, UN Women - 19 June 2019

# Violence against women and girls

Discrimination

Inequality

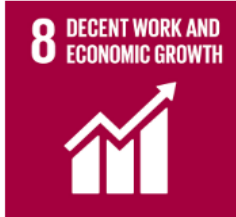
Power

Norms, beliefs and behaviours

Gender, age, ethnicity, immigration  
status, disability, sexual orientation

Sexual access and deemed sexually  
available to others

# CEDAW, Inter-American Convention, Maputo Protocol, Istanbul Convention



Relevant standards and commitments...





Me Too Social Media – over 43 million impressions

# Hashtags of the Global Movement

#MeToo

#YoTambien

#QuellaVoltaChe  
(Italy)

#BalanceTonPorc  
(France)

#Cuéntalo (Spain)

#AnaKaman  
(Egypt, Arab  
States)

#米兔 (China)

#RiceBunny  
(China)

#미투 (S. Korea)

#SendeAnlat  
(Turkey)

#Немолчи  
(Kazakhstan,  
Central Asia)

#СераКажувам  
(Macedonia)

#WithYou

#WeToo

#TimesUp

#TimeisNow

#HearMeToo

#MeQueer

A growing  
international  
consensus

- ❖ Sexual harassment is a creature of gender hierarchy... intersecting with other inequalities
- ❖ Unwelcomeness - core concept
- ❖ Quid pro quo / workplace condition
- ❖ Can take the form of various acts from looks through words to sexual touching and rape...

## Training

- ❖ Consensus on limited effectiveness of training to date
  - ❖ SH training seems to prompt resistance in some male trainees
- And
- ❖ Put women off reporting



## New approaches to training

- ❖ From what is unacceptable -> to what kind of workplace we want
- ❖ A power analysis to be central; SH is not gender neutral
- ❖ Outcomes for participants vary by their assessment of the objectives

## System wide and practice setting work

- ❖ SGs High Level Group on addressing SH:
- ❖ Policy
- ❖ Investigations
- ❖ Data, helplines, code of conduct..

- ❖ Core elements of policy and practice
- ❖ Ten essentials
- ❖ Zero tolerance
- ❖ Victim – centred approaches
- ❖ Training

The  
movement  
has created a  
moment

- ❖ Sexual harassment as a major frontline in the efforts to end violence
- ❖ Outside our policy- and law- led models of change but essential links
- ❖ The greatest global movement against sexual violence, with women – and some men- at the front
- ❖ The movement has created a moment – will we rise to the challenge?