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

<table>
<thead>
<tr>
<th>#MeToo</th>
<th>#YoTambien</th>
<th>#QuellaVoltaChe (Italy)</th>
<th>#BalanceTonPorc (France)</th>
<th>#Cuéntalo (Spain)</th>
</tr>
</thead>
<tbody>
<tr>
<td>#AnaKaman (Egypt, Arab States)</td>
<td>#米兔 (China)</td>
<td>#RiceBunny (China)</td>
<td>#미투 (S. Korea)</td>
<td>#SendeAnlat (Turkey)</td>
</tr>
<tr>
<td>#немолчи (Kazakhstan, Central Asia)</td>
<td>#CеrаKажувам (Macedonia)</td>
<td>#WithYou</td>
<td>#WeToo</td>
<td>#TimesUp</td>
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<tr>
<td>#TimeisNow</td>
<td>#HearMeToo</td>
<td>#MeQueer</td>
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</tbody>
</table>
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?