Sexual Harassment – UN Women’s work

UPDATE FOR EXECUTIVE BOARD
Sexual harassment
Progressing a common understanding

UN Women contribution includes framing and defining SH

See core elements:

- Define sexual harassment as...a human rights violation of gender-based discrimination, regardless of sex, in a context of unequal power relations...

- Define sexual harassment to include its intersection of gender with other structural social inequalities, prominently race, ethnicity, age, disability, nationality, religion and any other social vulnerabilities such as poverty

- Recognize sexual harassment in employment as unwelcome sexual conduct in the world of work. (1) an environmental workplace condition, made up of persistent or pervasive conduct or a single serious incident, or (2) proposal or execution of an exchange of a workplace benefit or absence of workplace detriment for sexual compliance. Each type is equally grave.

- 4. Sexual conduct, to be harassment, is unwelcome. Unwelcomeness is the standard used, not “consent”.
Assume no workplace is immune
Make common cause
Understand the human rights violations at the core of the problem
Know that intersecting discriminations shape vulnerability and impunity
Spell out what victim focus looks like in practice
Clarity on what zero tolerance means in practice
Sexual harassment - updates

- UN Women - Internal
  - Task group
  - Policy - including all-staff consultations
  - Consulting on needs
  - Providing support to COs and ROs
Sexual harassment - updates

- UN system – High Level Task Force
  - Co-Chair Policy SWG – model policy
  - Helplines
  - Reporting
  - New: investigations
  - Gender Focal Points
Sexual harassment - updates

- Beyond the UN
  - Group of Friends
  - Lessons learned and promising practices - with Finland and Germany
- Publication
- Core elements - WEPs
- Activists, researchers, private sector
- Times Up Global
Sexual harassment - plans

Investigations

CSW – what would it take?

Publication - Cultural change

Victims rights charter

Bystander work

Training