

Addressing Sexual Harassment to Ensure Women's Access to the World of Work and to Advance Their Economic Empowerment



UNITED NATIONS

الاسواق
ESCWA

Shared Prosperity **Dignified Life**



Sub-Committee on Women
9-10 July 2024

Sexual harassment and the impact on women's economic empowerment



Negatively impacts women's mobility



Negatively impacts women's access to education, healthcare, finances and employment



Negatively impacts women's economic empowerment

What Constitutes Sexual Harassment?

Showing unwanted sexually explicit imagery

Making conditions for employment

Staring or looking at someone's body

Requests for sexual favours

Sending inappropriate emails or messages

Unwanted touching or other physical contact

Sexual remarks about someone's appearance

Continually asking someone out who isn't interested

Legislation that Addresses Sexual Harassment in the Arab Region

	Algeria	Bahrain	Comoros	Djibouti	Egypt	Iraq	Jordan	Kuwait	Lebanon	Libya	Mauritania	Morocco	Oman	State of Palestine	Qatar	Saudi Arabia	Somalia	Sudan	Syria	Tunisia	United Arab Emirates	Yemen
Criminalizes sexual harassment	Green	Green	Green	Green	Green	Green	Green	Yellow	Green	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Green	Yellow	Green	Yellow	Green	Green	Yellow
Criminalizes sexual harassment in the workplace	Yellow	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red	Green	Yellow	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Green	Yellow
Provides civil remedies for sexual harassment offenses	Red	Green	Yellow	Yellow	Yellow	Yellow	Red	Red	Yellow	Red	Red	Yellow	Yellow	Red	Red	Green	Red	Red	Red	Red	Yellow	Red

A comprehensive and holistic approach to addressing sexual harassment in the world of work

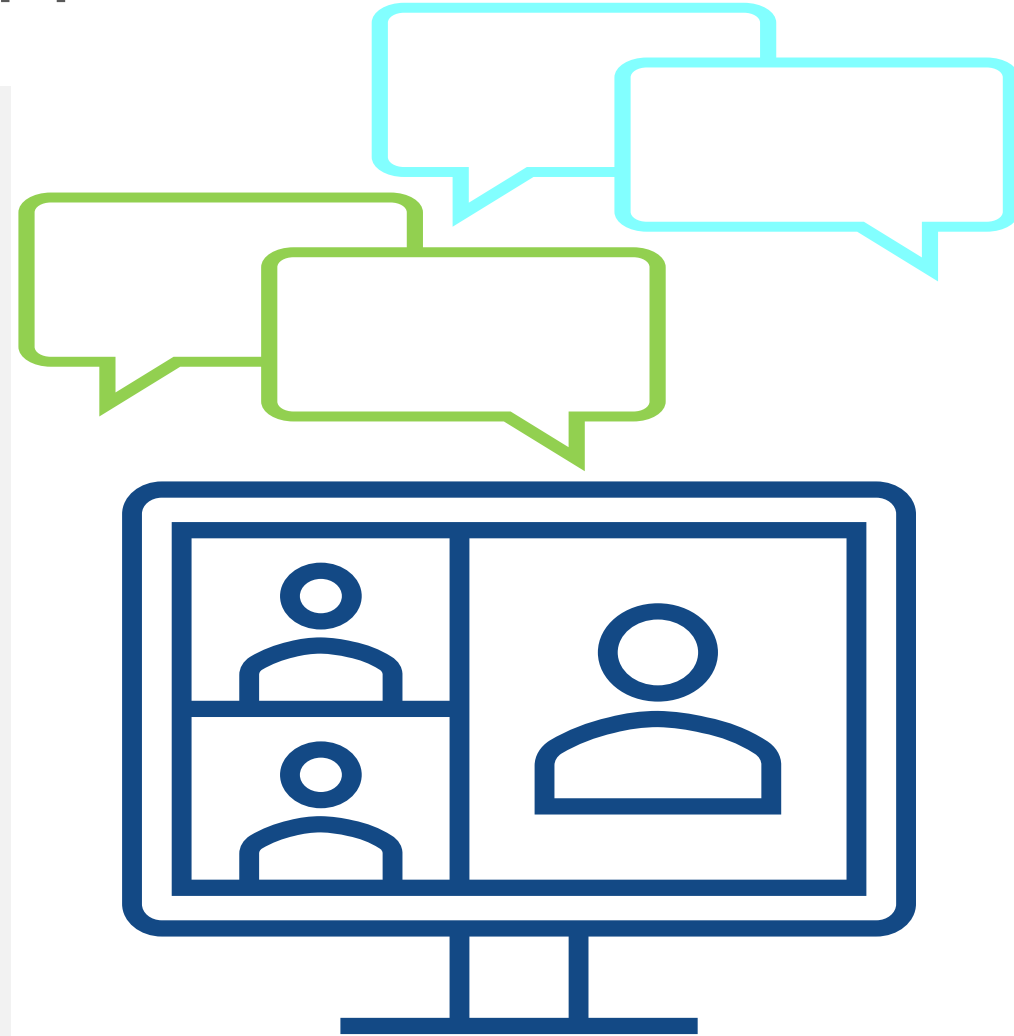


Survivor-centred Approach

- Helplines for survivors of sexual harassment
- Online mechanisms (portals, forms and/or emails) for reporting.

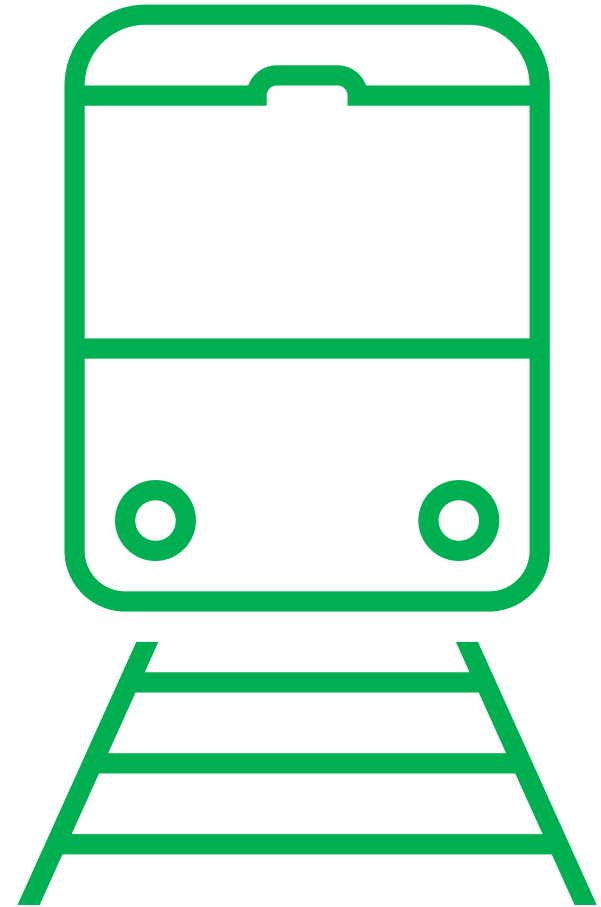
These efforts complement the work of civil society organizations:

- Awareness raising
- Case management
- Psychosocial support
- The provision of legal aid

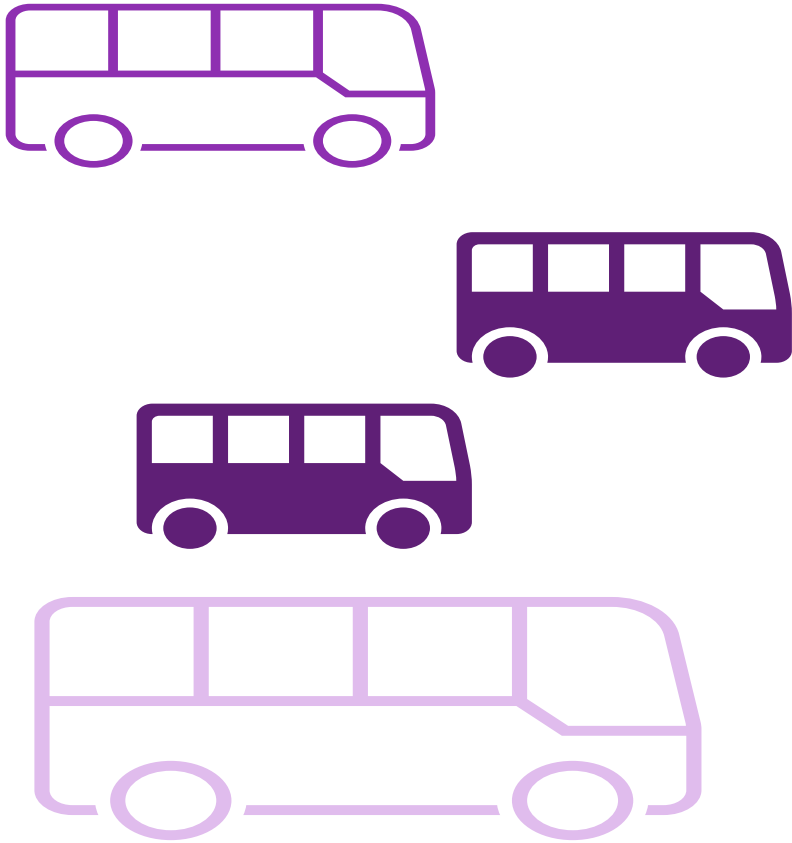


Inclusive Environment: Casablanca, Morocco

- Women drew attention to a lack of transport in the Casablanca, which:
 - Prevented them from reaching gainful/diverse employment
 - Negatively impacted their careers
 - Ultimately impacted their ability to improve their income
- With the creation of the tram:
 - The majority of users were women
 - Women became more engaged with the public sphere
 - Women felt safer using public transportation and accessing employment



Awareness Raising: Tunisia



- Research indicated that 1 in 4 women in Tunis is harassed on public transport
- An awareness raising campaign was launched in 2021: "Safe Transport Is a Right!"
- The campaign drew attention to sexual harassment and women's right to safe and accessible transport.
 - Information about Law n.58/2017
 - Awareness raising videos were shown on transport
 - Awareness raising radio spots
 - Women became aware of the toll-free hotline 1899

Policy Implementation: Egypt



- The Egyptian government issued a law criminalizing sexual harassment in 2014. Cairo University also formulated an anti-harassment policy.
- The Supreme Council of Universities ruled that all universities in Egypt must set up units to combat harassment and violence against women, including:
 - Developing codes of ethics
 - Developing operational manuals
 - Working with male students
 - Building alliances with government allies

Addressing Sexual Harassment in the World of Work in Lebanon

Law no. 205 for 2020 on Sexual Harassment

On 21 December 2020, the Government of Lebanon passed the Law to Criminalize Sexual Harassment and [for] Rehabilitation of Its Victims.

The law criminalizes and punishes sexual harassment, including sexual harassment in the workplace.

Developed Standard Operating Procedures (SOPs) on Sexual Harassment in the Workplace

Building on Law no. 205, NCLW developed Standard Operating Procedures (SOPs) on Sexual Harassment in the Workplace that are under review with the Ministry of Labor and under consideration for adoption.

Developed an online self-learning training course for employees and supervisors

To ensure understanding of the law and ensure proper implementation through measures that address sexual harassment.

Designed and implemented an awareness-raising campaign

The campaign urged employers to adopt the SOPs and implement the training course.



Shared Prosperity **Dignified Life**



Thank you