

WHAT WILL IT TAKE? PROMOTING CULTURAL CHANGE TO END SEXUAL HARASSMENT



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UN WOMEN

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On the International Day for the Elimination of Violence against Women, women marched under the slogan “Vivas Nos Queremos” (we want to live). The march was led by the women’s movements during parliamentary discussion against violence against women. Quito, Ecuador, November 25, 2017

Photo: UN Women/Martin Jaramillo



Maria del Rosario Hernandez, resident of Guatemala City, poses in front of the mural she helped paint. A survey in Guatemala City found that every woman reported experiencing sexual harassment in public at some time during her life. Women came together to paint murals as part of their efforts to reclaim public spaces. Guatemala City, Guatemala, April 2018.

Photo: UN Women/Ryan Brown

ACKNOWLEDGEMENTS

Women have led the international clamour for recognition of and accountability for previously under-acknowledged sexual harassment. Calling for the end of impunity, they demand a profound change in our attitudes to power, discrimination and violence. UN Women honours their voices and their struggle. Without them, this conversation would not be happening as it is now.

Tarana Burke¹, Ashley Judd², Alyssa Milano³, Tanushree Dutta⁴, Seo Ji-Hyeon⁵, unnamed farm and domestic workers, lawyers, nuns, development and humanitarian workers, scientists, students and others have all contributed to the current irresistible pressure to end sexual harassment. Challenging sexual harassment and its normality can have unforeseen and sometimes tragic consequences: Nusrat Rafi was killed after speaking about her sexual harassment, aged just nineteen⁶. UN Women honours the leadership and courage of those who have spoken their truths to the world and often paid a high price for so doing. They have highlighted the power of solidarity, pushed the content and ambition of public discussion and placed accountability and justice at the centre of our collective work.

UN Women's work in support of the elimination sexual harassment is headed by the Executive Director, Phumzile Mlambo-Ngcuka. The ideas and proposals in this publication emanate from the work of Purna Sen, the Executive Coordinator and Spokesperson on Addressing Sexual Harassment at UN Women and UN Women's advisor on ending sexual harassment, Professor Catharine A. MacKinnon. Professor Liz Kelly reviewed research and evaluations on training and made recommendations. UN Women is extremely grateful for the contributions from twenty-one others, addressing the question: What cultural change is needed to consign sexual harassment to the dustbin of history? These build on a discussion at the Commission on the Status of Women (2019).

We extend our gratitude to the Scottish Zero Tolerance Campaign for their permission to reproduce some of their materials.

ACRONYMS

AU	African Union	SDG	Sustainable Development Goals
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women	SRVAW	Special Rapporteur on Violence Against Women
ECOWAS	Economic Community of West African States	UDHR	Universal Declaration of Human Rights
EOSG	Executive Office of the Secretary-General	UN	United Nations
EVAW	Ending violence against women	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
GA	General Assembly	UNDP	United Nations Development Programme
GBV	Gender-based violence	UNDSS	United Nations Department of Safety and Security
GBVH	Gender-based violence and harassment	UNMGCY	United Nations Major Group for Children and Youth
ILO	International Labour Organization	VCA	Victim-centred approach
LGBT+	Lesbian, Gay, Bisexual, Transgender	WAGGGS	World Association of Girl Guides and Girl Scouts
NGO	Non-governmental organizations		
PTSD	Post traumatic stress disorder		

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