

Welcome to the RSH webinar

31 August
2021



@SafeguardingRSH

Sexual Harassment within the Aid Sector, and the Syrian Context: The history, available services, and challenges in addressing it.

Starting soon

Panelists:

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Kinda Al Horani, Protection Program Director, SEMA

Chair:

Laith Sayed Ahmad, Syria National Coordinator, Resource and Support Hub



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Sexual Harassment – in the (Inter)national Community

Claudia Zehl / Safeguarding Advisor – Johanniter International Assistance



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Overview of presentation

- What is Sexual Harassment?
- Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) – Why this separation?
- Sexual Harassment – International Statements of Law as a starting point in drafting legislation that prohibits Sexual Harassment.
- Root causes of Sexual Harassment and its consequences
- Wrap-Up



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Sexual Harassment – in the (Inter) national Community

What is Sexual Harassment?

- Sexual Harassment is a serious manifestation of sex discrimination and a violation of human rights.
- Sexual harassment can be perpetrated against both women and men. However, the majority of cases of sexual harassment in the workplace are perpetrated by men against women.
- Sexual Harassment is not simply about the misbehaviour of a few misguided or malicious individuals → it is widespread which is shown by prevalence and persistence of SH
- In **European Union countries**, between **40 and 50 per cent of women** experience unwanted sexual advances, physical contact or other forms of sexual harassment at work.
- In the **United States**, **83 per cent of girls aged 12 to 16** experienced some form of sexual harassment in **public schools**.
- **Across Asia**, studies in Japan, Malaysia, the Philippines and South Korea showed that **30 to 40 per cent of women** suffer workplace sexual harassment.



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Sexual Harassment – in the (Inter) national Community

What is Sexual Harassment? Various Definitions

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Sexual Harassment:

A continuum of unacceptable and unwelcome behaviors and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for sexual favors and sexual, verbal or physical conduct or gestures, that are or might reasonably be perceived as offensive or humiliating.



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Sexual Harassment – in the (Inter) national Community

What is Sexual Harassment? Various Definitions

ILO

Sexual Harassment:

- “(1) (quid pro quo/ this for that) Any physical, verbal or non-verbal conduct of a sexual nature and other conduct based on sex affecting the dignity of women and men, which is unwelcome, unreasonable, and offensive to the recipient; and a person’s rejection of, or submission to, such conduct is used explicitly or implicitly as a basis for a decision which affects that person’s job; or
- (2) (hostile work environment) Conduct that creates an intimidating, hostile or humiliating working environment for the recipient.”



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Sexual Harassment – in the (Inter) national Community

What is Sexual Harassment? Various Definitions

Toolkit: Centre for Transnational Development and Collaboration (CTDC) & Women's International League for Peace and Freedom (WILPF)/Dr Nour Abu-Assab and Dr Nof Nasser-Eddin

Sexual Harassment:

Any abusive and unwanted practice, action, or behavior of a sexual nature to which a person or group of persons is exposed directly or indirectly. This can include nonphysical sexual and/or verbal behaviors that cannot be classified as assault.



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Sexual Harassment – in the (Inter) national Community

Forms of Sexual Harassment in the workplace

(a) **Physical forms** of sexual harassment such as any unwanted contact, ranging from intentionally touching, caressing, pinching, hugging or kissing to sexual assault or rape.

(b) **Verbal forms** of sexual harassment include socially and culturally inappropriate and unwelcome comments with sexual overtones such as sexually suggestive jokes or comments about a person's dress or body, made in their presence or directed toward them. They also include persistent proposals and unwelcome requests or persistent personal invitations to go out.

(c) **Non-verbal forms** of sexual harassment include unwelcome gestures, suggestive body language, indecent exposure, lascivious looks, repeated winks, and gestures with fingers. It also includes the unwelcome display of pornographic materials, sexually explicit pictures and objects, screen savers or posters as well as sexually explicit e-mails, notes or SMS messages (online)



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Sexual Harassment – in the (Inter) national Community

Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) – Why this separation?

	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
Who?	Us + Beneficiary	Us + Beneficiary	Us + Us
What?	<ul style="list-style-type: none"> Abuse of vulnerability, differential power, or trust Victim's sexual activity generates benefits 	<ul style="list-style-type: none"> Physical intrusion of a sexual nature Use of force or coercion 	<ul style="list-style-type: none"> Unwelcome advance or conduct of a sexual nature Creates an intimidating environment or becomes a condition of employment
Examples?	<ul style="list-style-type: none"> Offering money, gifts, or a job in exchange for sex Withholding due services or blackmailing for sex Hiring prostitutes Threats of sexual exploitation 	<ul style="list-style-type: none"> Unwanted kissing, touching, grabbing, or rubbing Threats of an unwanted sexual act Raping or attempted rape Any sexual activity with a child 	<ul style="list-style-type: none"> Touching, kissing or speaking inappropriately to a colleague at work Attempted or actual sexual assault Raping or attempted rape



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Sexual Harassment – in the (Inter) national Community

Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) – IASC Championship (2018) towards a more holistic approach

- The **IASC Championship Strategy** promotes a vision where “people caught up in crises feel safe and respected and can access the protection and assistance they need without fear of exploitation, abuse or harassment by any aid worker, and in which aid workers themselves feel supported, respected, and empowered to deliver such assistance in working environments free from sexual harassment.”
- The 2019–2020 IASC Champion, the High Commissioner for Refugees Filippo Grandi, included in his priorities an acknowledgement of the importance of workplace culture and an emphasis on curbing the power imbalances that give rise to sexual misconduct.

Moving towards an holistic approach to all forms of sexual misconduct, recognizing that both SEA and sexual harassment have similar root causes.



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Sexual Harassment – in the (Inter) national Community

Sexual Harassment – International Statements of Law as a starting point in drafting legislation that prohibits Sexual Harassment.

CEDAW (Convention of the Elimination of all Forms of Discrimination Against Women) 1979

- General Recommendation 1992 (GR) 19, Article 11, §17 – *Equality in employment can be seriously impaired when women are subjected to gender –specific violence, such as sexual harassment at the workplace.*
- GR 19, Article 11 § 18 defines sexual harassment

ILO (International Labour Organisation)

- The Violence and Harassment Convention (No. 190) and its accompanying Recommendation (No.206) from 2019



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EU The Charter of Fundamental Rights of the European Union

- Directive 2006/ 54: Harassment and sexual harassment are contrary to the principle of equal treatment between men and women and constitute discrimination on grounds of sex for the purposes of this Directive. These forms of discrimination occur not only in the workplace, but also in the context of access to employment, vocational training and promotion. They should therefore be prohibited and should be subject to effective, proportionate and dissuasive penalties.

Istanbul Convention (2011)

- Article 40 states that “Parties shall take the necessary legislative or other measures to ensure that any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment, is subject to criminal or other legal sanction.”

ETC...



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Sexual Harassment – in the (Inter) national Community

Root causes of Sexual Harassment and its consequences

- Understanding sexual harassment as a matter of sex and gender inequalities of power that intersect with other dimensions of inequalities including race and ethnicity, age, disability and sexual orientation, etc. (intersectionality)
- Sexual harassment is systematic and structural: it is linked to broader social, economic and political distributions of power that vest authority, decision making and belief in men
- Sexual Harassment is often less about sexual interest and more about reinforcing existing power relations. Traditional gender roles and stereotypes of how women and men should act are replicated in the world of work.
- E.g. When women are seen as breaking these roles- by working outside the home or entering a traditional male-dominated occupation- sexual harassment may be used a form of punishment or deterrent.



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Sexual Harassment – in the (Inter) national Community

Consequences of Sexual Harassment

VICTIMS	EMPLOYERS	SOCIETY
<p>Psychological suffering including humiliation, reduced motivation, loss of self-esteem;</p> <p>Behavioural change including isolation, deterioration of relationships;</p> <p>Stress-related physical and mental illness including drugs and alcohol abuse;</p> <p>Victims foregoing career opportunities, leaving employment or committing suicide;</p>	<p>Decreased enterprise productivity, due to:</p> <ul style="list-style-type: none">• impaired judgment• compromised team-work• de-motivation• absenteeism <p>No applicants will fill vacancies at workplace where they fear sexual harassment;</p> <p>Progress and innovation within the enterprise are hindered when the environment is deficient in trust and team spirit;</p>	<p>Long-term rehabilitation costs for the reintegration of victims;</p> <p>Unemployment welfare benefits and retraining;</p> <p>Invalidity costs for those with impaired working capacities;</p> <p>Legal and criminal justice expenses;</p> <p>Women's undermined access to high-status and well paid jobs, traditionally male-dominated;</p>



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Consequences of Sexual Harassment

- Sexual harassment results in large monetary costs for governments and employers, particularly in terms of medical care and counselling, lost productivity, case settlement and judicial monetary awards.
- For employers, sexual harassment can also lead to significant reputation costs. It also creates significant health, economic and career costs for victims.
- Sexual harassment may exacerbate already existing gender gaps in the world of work, including the pay gap and the gap in labor force participation of women, and to the segregation of women into sectors and occupations with lower remuneration or that have limited career prospects. This contributes to the unequal status of women in the world of work and in societies around the world.
- Sexual harassment may be more present in highly feminized sectors where the majority of the production workforce is female but line supervisors and managers are men. In this context, the fear – or the reality – of being sexually harassed may keep women from entering certain sectors that are often higher paid, therefore contributing to the gender pay gap.



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Key Messages on Sexual Harassment

SH can take many forms, from inappropriate jokes to rape and attempted rape. SH constitutes an act of misconduct and every organization should take action to prevent SH.

PREVENTION FIRST

1

SH may occur inside or outside the workplace and work hours, and may be perpetrated by or target any colleague, of any status and of any gender.

SH CAN HAPPEN ANYWHERE

2

Employees should treat all colleagues with courtesy and respect, be aware of how their own behaviour may be perceived, and take action where appropriate.

RESPECTFUL WORKPLACES

6

KEY MESSAGES

RELATING TO SEXUAL HARASSMENT (SH)

All organizations need policies and processes to ensure that victims are supported and perpetrators face consequences.

NO IMPUNITY

3

In accordance with a victim-centred approach, the victim's rights, needs and preferences should be central in any process and in support services.

VICTIMS FIRST

5

The victim has the right to support and assistance that is provided in a timely, sensitive, confidential and impartial manner.

SUPPORT AND ASSIST VICTIMS

4

Be careful with further victimising survivors!



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Key Messages on Sexual Harassment

- Sexual harassment is still widely tolerated in the world of work, and deeper societal change is needed. To address sexual harassment as a form of gender-based violence it is necessary to tackle its underlying causes and risk factors. These include gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender-based power relations.
- There is a connection between sexual harassment and SEA, the abuse of power, workplace culture, and organizational and humanitarian system structures.
- Structural sensitivity is needed and alignment of PSEAH commitments with localization commitments to promote co-leadership with local non-governmental organizations of country-level PSEAH mechanisms.



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التحرش في اماكن العمل في السياق السوري

مقدمه : كنده الحوراني

مديره برنامج الحماية في رابطه الاطباء المغتربين السوريين -سيما



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رحله المنظمات السوريه في مجال الصون

• تدريبات عبر المنظمات الدوليه حول الاساءه والاستغلال الجنسي في العمل الانساني .

• تاسيس شبكه (PSEA) منع الاساءه والاستغلال الجنسي في الشمال السوري .



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المبادره السوريه لمناهضه العنف الجنسي القائم على النوع الاجتماعي

تعريف بالمبادره

اهم برامجها

- ابحاث وتحليل
- تمويل مشاريع خاصه بالعنف القائم على النوع الاجتماعي والوصمه المجتمعيه
- توفير تدريبات اون لايين
- التوثيق القانوني للحالات
- التخطيط الاستراتيجي
- تقديم خدمات الدعم النفسي



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حمله "لنكون بأمان"

- سبق الحمله جلسات نقاش مركزه بمشاركه ممثلين عن 11 منظمه سوريه(شركاء المبادره) من رجال ونساء لمدته 5 ايام . تم خلالها الاتفاق على تعريف واضح لمصطلح التحرش الجنسي في اماكن العمل
- **"سلوك غير مقبول وغير مرحب به ياخذ عده اشكال منها ما هو جسدي او لفظي او مرئي ,وهو تصرف عدواني مهين يؤدي الى الحط من قدر الشخص وكرامته الانسانيه "**
- بدأت الحمله على منصات التواصل الاجتماعي للمنظمات بنشر بروشورات خاصه بالحمله ومقاطع فيديو مصوره توضح معني التحرش وكيفية التعامل معها في بيئه العمل .
- تصوير رساله من قبل المشاركين لتشجيع المتضررين من التحرش على الابلاغ
- اختتمت الحمله بعقد مؤتمر لمدته يومين تحت شعار المؤتمر السوري الاول لمكافحة التحرش في اماكن العمل في 30-31 من شهر اب 2020



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أهم مخرجات المؤتمر السوري الاول لمناهضة التحرش في أماكن العمل

التوقيع على الاعلان السوري لمكافحة التحرش في أماكن العمل

والذي تضمن :

1- اعتراف المنظمات السوريه بحدوث حالات تحرش في أماكن العمل وادراكها للاثار السلبيه لهذه الانتهاكات من الناحيه الاجتماعيه والاقتصاديه والمهنيه والنفسيه على الضحايا واسرهم . وتقوض قدره المؤسسات على تحقيق اهدافها وتضر بمصداقيتها .



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أهم مخرجات المؤتمر السوري الاول لمناهضة التحرش في أماكن العمل

2- تعهد ممثلو المؤسسات التي وقعت على الإعلان بما يلي :

- 1-تبني نهج عدم التسامح مع الشكاوي وحوادث التحرش , ومعالجة اسباب وجذور هذه الانتهاكات بشفافيه .
- 2- تطوير مناهج تعليميه موحده لتتقيف العمال الحاليين والمدراء حول موضوع التحرش في امكان العمل .
- 3- نشر الوعي باستمرار حول مفهوم التحرش واشكاله المختلفه في بيئه العمل .
- 4- نشر الوعي القانوني حول مفهوم ومحدوده الموافقه والقبول وتيسير الوصول الى الخدمات القانونيه .
- 5- فتح حوار بين الادارات في المؤسسات والعاملين فيها بهدف الوصول الى فهم مشترك حول التصرفات غير المقبوله وغير المرغوبه للعاملين على اختلاف ثقافتهم .
- 6- تعزيز التواصل بين الافراد في المؤسسات لخلق بيئه عمل مبنيه على الاحترام من خلال الحوارات البناءه .
- 7- مراجعه سياسات المؤسسات وتطويرها لتتلافى اي قصور من شأنه تقويض قدره الافراد على الابلاغ او التساهل مع حوادث التحرش .
- 8- تطوير اليات ابلاغ متنوعه وموثوقه وسريه وامنه وسهله ,لتمكين الضحايا من الابلاغ دون خوف من الانتقام .
- 9-العمل على تطوير اجهزه رقابه ومساءله فاعله من خلال توسيع دائره المحاسبه وتضمين جهات مستقله مهمتها النظر في اليات مهمتها النظر في اليات المساءله الداخليه وشكاوي التحرش.



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أهم مخرجات المؤتمر السوري الاول لمناهضة التحرش في أماكن العمل

3-تأسيس ثلاث لجان مختصة من المشاركين بإشراف المبادره مختصه بقضايا :

الإبلاغ

التثقيف

المساءله

وتمت تسميه منسقين من قبل المنظمات في هذه اللجان



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التحديات التي تواجه التصدي للتحرش في السياق السوري

- 1- عدم اعتراف الكثير من ادارات المؤسسات بوجود هذه الظاهره ضمن بيئه العمل المؤسسات الانسانيه وبالتالي انعكس ذلك على ضعف كبير في السياسات الخاصه بالمؤسسات وقدرتها على معالجه هذا النوع من الانتهاكات .
- 2- الفجوه القانونيه والاداريه والتنظيميه الناتجه عن غياب مؤسسات الدوله والتي فرضت على المؤسسات العمل في بيئه غير مستقره مع غياب اطار قانوني موحد معترف فيه يمكن اللجوء اليه في الداخل السوري .
- 3-الوضع القانوني للمنظمات السوريه في تركيا وعدم التصريح باذونات العمل للكثير من الموظفين , مما قد يتسبب بضياع حقوق العديد من الضحايا .
- 4-عدم وجود اليات ابلاغ امنه تضمن السريه , مع ضعف قدره المنظمات على اجراء التحقيقات شفافه ومهنيه .
- 5-الخوف من الوصمه المجتمعيه , ومن الانتقام وفقدان الوظيفه وعدم القدره على ايجاد فرصه عمل اخري



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Please Feel Free to Contact Us

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Useful resources

- [SEAH\) | Safeguarding Resource and Support Hub \(safeguardingsupporthub.org\)](https://safeguardingsupporthub.org) الأسباب الجذرية للاستغلال والانتهاك الجنسيين والتحرش الجنسي)
- [Safeguarding Resource and Support Hub \(safeguardingsupporthub.org\)](https://safeguardingsupporthub.org) كيفية تطبيق المعايير العالمية بشأن الإستغلال الجنسي والانتهاك والتحرش الجنسيين |
- [Safeguarding Resource and Support Hub \(safeguardingsupporthub.org\)](https://safeguardingsupporthub.org) Experiences of sexual harassment and violence towards staff in the international development and humanitarian aid sector |
- [Safeguarding Resource and Support Hub \(safeguardingsupporthub.org\)](https://safeguardingsupporthub.org) فهم الاستغلال والانتهاك الجنسيين والتحرش الجنسي والعنف القائم على النوع Bitesize: |



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