

Committee: Social Cultural & Humanitarian (GA3)

Issue: Eliminating violence and sexual abuse in work environments

Student Officer: Ioannou Elena

Position: Co-Chair

PERSONAL INTRODUCTION

Dear Delegates,

I am Elena Ioannou, and it is my great honor to serve as a co-chair in the 7th ATSMUN's Social Cultural & Humanitarian committee. I am a rising junior, and I will be attending the International Baccalaureate Diploma Program of Pierce – The American College of Greece.

I've been an active member of my school's MUN Club, and I would encourage everyone to join it at their schools as well. I've come to the conclusion that participating in MUN gives one great opportunity to educate oneself on crucial global issues and to also meet people from all around the world and make long-lasting friendships.

In this study guide, you will find important information that will help you get a better understanding of this significant topic, namely, the elimination of violence and sexual abuse in work environments. It will also aid you with your individual research before the time of the conference. The study guide is divided into many key sections, and I would strongly advise all of you to read it thoroughly.

If you find yourself troubled with questions that you cannot find the answers in this study guide or your own research, feel free to contact me at any hour at this email: Eleni Ioannou@acg.edu. I am really looking forward to meeting all of you!

Kind regards, stay safe,

Elena Ioannou

TOPIC INTRODUCTION

A French female nurse, an Indian male logistician and an African American female domestic employee all have something in common. They have all been victims of violence and/or sexual harassment in their work environments. This major problem is invisibly going on every day without anyone giving it the proper attention that it needs in order to be resolved.

Based on a 2019 survey conducted by the UCSD Center on Gender Equality and Health & Stop Street Harassment to estimate the prevalence of sexual harassment and assault, 83% of all employed women in the United States and 43% of all employed men in the United States have been victims of sexual harassment and/or assault.¹

In a press release, the ILO announced that this problem does not occur only in the U.S.A. but in many MEDCs in Europe as well, such as France, the United Kingdom and Romania, which are all part of the 27 countries in the European Union.²

The victims of sexual harassment and violence in the workplace rarely report the assault, leaving this issue to become more common as each day passes. Making this a fact, a 2016 study by the U.S. Equal Employment Opportunity Commission revealed that 87% to 94% of all victims did not report any complaints or lawsuits against their assaulter.³

As it can logically be deduced, this is a global issue that affects a vast number of all employees and should be immediately resolved, to secure the safety of all employees and annihilate the fears of future ones.

DEFINITION OF KEY TERMS

Sexual Harassment

“Unwelcome sexual advances, requests or sexual favors, and other verbal or physical conduct of a sexual nature when: i) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or ii) Submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or iii) Such conduct has the purpose or effect of unreasonably interfering with an

¹ Measuring #MeToo; A National Study on Sexual Harassment and Assault, UCSD Center on Gender Equality and Health & Stop Street Harassment, April 2019, <https://gehweb.ucsd.edu/wp-content/uploads/2019/05/2019-metoo-national-sexual-harassment-and-assault-report.pdf>

² Violence on the Job-A Global Problem (Press Release), International Labor Organization, July 20th, 1998, https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_007970/lang-en/index.htm

³ Select Task Force on the Study of Harassment in the Workplace, Chai R. Feldblum & Victoria A. Lipnic, U.S. Equal Employment Opportunity Commission, June 2016, https://www.eeoc.gov/select-task-force-study-harassment-workplace#_Toc453686303

individual's work performance or creating an intimidating, hostile, or offensive working environment.”⁴

Workplace Violence

“Workplace violence is violence or the threat of violence against workers. It can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. However, it manifests itself, workplace violence is a growing concern for employers and employees nationwide.”⁵

Work Environment

“The term work environment is used to describe the surrounding conditions in which an employee operates. The work environment can be composed of physical conditions, such as office temperature, or equipment, such as personal computers. It can also be related to factors such as work processes or procedures. The work environment can involve the social interactions at the workplace, including interactions with peers, subordinates, and managers. Generally, and within limits, employees are entitled to a work environment that is free from harassment.”⁶

Sexual exploitation

“Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.”⁷

Transactional Sex

“The exchange of money, employment, goods or services for sex, including sexual favors other forms of humiliating, degrading or exploitative behavior. This includes any exchange of assistance that is due to beneficiaries of assistance.”⁸

Sexual Violence

⁴ “What is Sexual Harassment”, Women Watch, United Nations
<https://www.un.org/womenwatch/osagi/pdf/whatissh.pdf>

⁵ “Workplace Violence (Fact Sheet), Occupational Safety and Health Administration, U.S. Department of Labor, 2002 <https://www.osha.gov/sites/default/files/publications/factsheet-workplace-violence.pdf>

⁶ “Work Environment”, Money-Zine, 2021
<https://www.money-zine.com/definitions/career-dictionary/work-environment/>

⁷ “Glossary on Sexual Exploitation and Abuse”, United Nations, July 24th 2017
https://hr.un.org/sites/hr.un.org/files/SEA%20Glossary%20%20%5BSecond%20Edition%20-%202017%5D%20-%20English_0.pdf

⁸ “Glossary on Sexual Exploitation and Abuse”, United Nations, July 24th 2017
https://hr.un.org/sites/hr.un.org/files/SEA%20Glossary%20%20%5BSecond%20Edition%20-%202017%5D%20-%20English_0.pdf

“Acts of a sexual nature against one or more persons or that cause such person or persons to engage in an act of a sexual nature by force, or by threat of force or coercion, such as that caused by fear of violence, duress, detention, psychological oppression, or abuse of power, or by taking advantage of a coercive environment or such person’s or persons’ incapacity to give genuine consent. Forms of sexual violence include rape, attempted rape, forced prostitution, sexual exploitation and abuse, trafficking for the purpose of sexual exploitation, child pornography, child prostitution, sexual slavery, forced marriage, forced pregnancy, forced public nudity, forced virginity testing, etc.”⁹

Mobbing

“Mobbing involves a group of workers ganging up on an employee and subjecting that person to psychological harassment. Mobbing includes behaviors such as making continuous negative remarks or criticism, isolation, spreading gossip or ridiculing the person concerned.”¹⁰

Workplace Bullying

“Workplace bullying constitutes offensive behavior through vindictive, cruel, malicious or humiliating attempts to undermine an individual or groups of employees by only one perpetrator.”¹¹

Power Harassment

“Power harassment behaviors might include yelling at a subordinate, belittling them, criticizing them harshly in front of others, assigning unpleasant or boring tasks, or excluding them from group activities or the mainstream of work. In recent years, stress-related diseases have been on the rise in Japan, as have depression and other mental health issues.”¹²

Victim

⁹ “Glossary on Sexual Exploitation and Abuse”, United Nations, July 24th 2017
https://hr.un.org/sites/hr.un.org/files/SEA%20Glossary%20%20%5BSecond%20Edition%20-%202017%5D%20-%20English_0.pdf

¹⁰ Workplace Violence and Harassment: a European Picture, Malgorzata Milczarek, European Agency for Safety and Health at Work, EU-OSHA, European Agency for Health and Safety at Work, 2010
<https://osha.europa.eu/en/publications/workplace-violence-and-harassment-european-picture>

¹¹ Workplace Violence and Harassment: a European Picture, Malgorzata Milczarek, European Agency for Safety and Health at Work, EU-OSHA, European Agency for Health and Safety at Work, 2010
<https://osha.europa.eu/en/publications/workplace-violence-and-harassment-european-picture>

¹² “Power harassment – Japanese workplace bullying”, Rochelle Kopp, Japan Intercultural Consulting
<https://japanintercultural.com/free-resources/articles/power-harassment-japanese-workplace-bullying/>

¹² “Sexual Harassment on the rise in German workplace: study”, DW, October 25th, 2019
<https://www.dw.com/en/sexual-harassment-on-the-rise-in-german-workplace-study/a-50979194>

“A victim is a person who suffers direct or threatened physical, emotional or financial harm as a result of an act by someone else, which is a crime.”¹³

BACKGROUND INFORMATION

Workplace Sexual Harassment

The International Labor organization has as its main purpose to ensure the safety of all employees, however as it can clearly be seen, this is not always the case. There have been many cases where employees had their rights violated by being victims of sexual harassment or even violence during their work hours. There have been many studies to prove that and far more cases that have been in the spotlight these past few years. This problem went unnoticed in some countries before the #MeToo Movement arose online and brought light to this crucial issue. In the following graph, you can see that both women and men usually agree that sexual harassment in general is one of the most important issues that affect women directly.

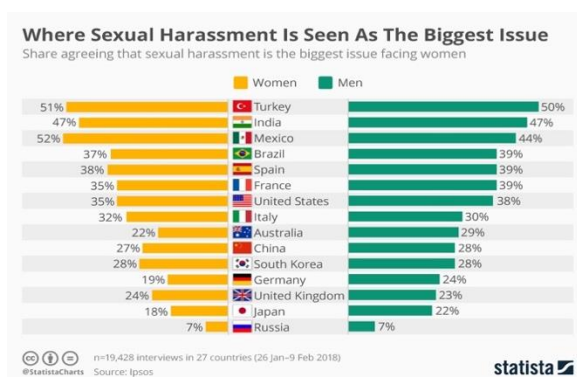


Image 1: Results of the study on the importance of eliminating sexual harassment for women's wellbeing

Even though this issue mostly affects women, men can still be victims. Research conducted by the American Law Firm Perona Langer Beck Serbin Harrison showed that in 2015 17.1% of all sexual harassment in the workplace complaints were filed by male victims. Due to certain societal and patriarchal standards, men are more cautious and afraid to talk about them being victims. Continuing, in 2016 the Australian Bureau of Statistics surveyed a big part of the population on sexual harassment, and it was found that the percentage for female victims might be double the percentage of male victims but the percentage for male victims is still grand.

¹³ “Types of Victimization”, Victim Advocacy Program, University of the Pacific
<https://www.pacific.edu/student-life/student-conduct/victim-advocacy-program/types-of-victimization>

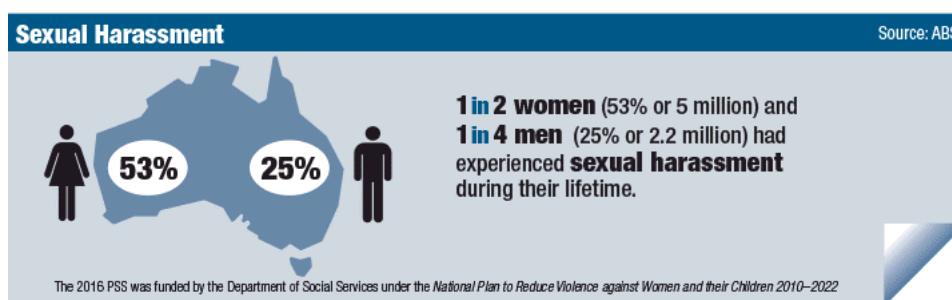


Image 2: Results of the aforementioned Australian Survey

The importance of this catholic issue is monumental as most of the times the harassers go unpunished because the victims do not want to report the incident and possible witnesses won't turn it in either, as both people in this case are afraid of causing a tumult about it in the work environment and possibly losing their jobs. This was analytically showcased in a survey conducted by the *Washington Post* in collaboration with *ABC News* in the U.S.A. in 2018.

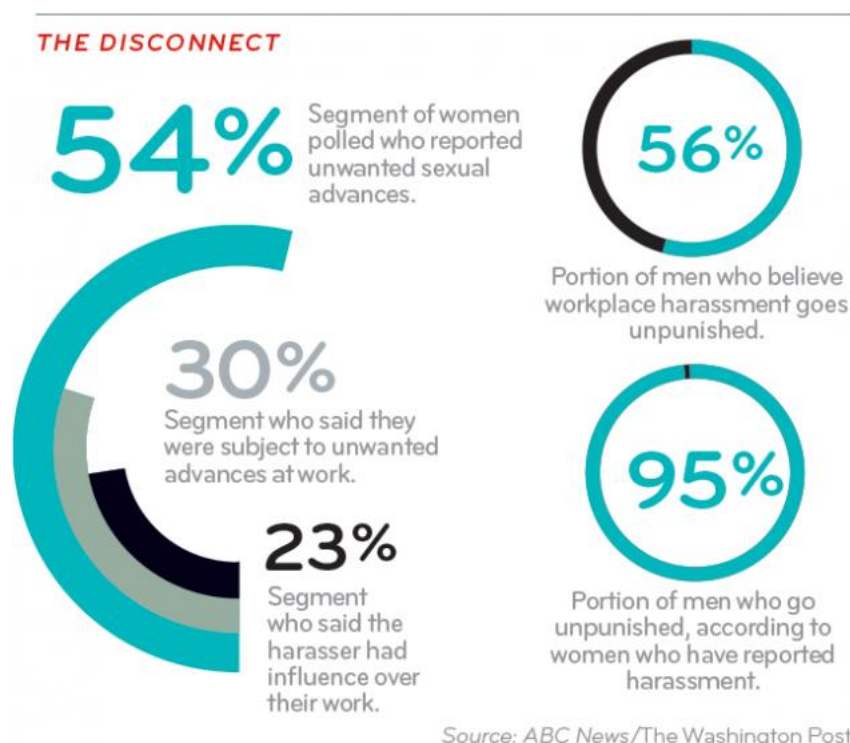


Image 3: The Results of the Aforementioned Survey/Evidence for the previous statements

As many research and studies have shown, the causes for such events stem from the inanity and folly of the assailant. Many of them - meaning the harassers - have the misconception that having a more important post than their victim in their workplace, especially if the victim is female, gives them the right to sexually harass them for their amusement, wellbeing and the fulfillment of their primal needs owing to the fact that in their minds they are the "Powerful" and "Dominant" one. The next cause is an obvious one

and that is the patriarchal belief that is deeply rooted in our society that women are inferior to men. Sadly, there are still large sums of the population of this planet who think that the aforementioned statement is true. Therefore, it seems totally normal to them to think that women in their workplace are not disturbed by them sexually harassing them, since for them that is their primary purpose of existing. Every person in their right mind acknowledges that that is a wrong and sick way of thinking. Dejectedly, people who have this ideology exist and are not exactly a minority. Based on a 2020 world-wide study conducted by the UN, there is still prejudice over women being inferior to men in many More Economically Developed Countries (MEDCs) and in Less Economically Developed Countries (LEDCs) it's even worse.¹⁴ As example, the percentage in France was 56% of the population believed the prejudice and in Pakistan there was a shocking percentage of 99.81% of the population.



Image 4: The way many men talk about women reveals their misogyny.

Workplace Violence

Another crucial unresolved issue that many employees all around the world are facing is violence in their workplace. Workplace violence can be both physical violence (ex. slapping someone, kicking etc.) or psychological, meaning bullying or mobbing. Although workplace violence is, not as common as sexual harassment in the workplace but it still exists. On this topic, there have been many rules enforced by companies trying to prevent violence of any kind, however seeing that it is a crucial topic until now, those rules do not seem to be effective enough. In addition, a second reason for it to still be unresolved is some practices that are embedded deep in the cultures of some countries. For example, *Power Harassment*, which is

¹⁴ "Almost 90% of Men/Women Globally Are Biased against Women." *United Nations Development Programme*, 5 Mar. 2020, www.undp.org/press-releases/almost-90-menwomen-globally-are-biased-against-women.

basically belittling someone, in Japan and psych-terror enforced by many employers in Germany, as it is believed that it makes employees more productive.

For this issue some people are more affected than others. In this case though, it's not their gender's fault but their employers. For example, an Occupational Service and Health Administration (OSHA) study in the U.S. demonstrated that jobs that deal with a lot of human contact have a higher risk of workplace violence than other jobs like nurses, taxi drivers, probation officers etc. However, that is just one aspect of workplace violence, namely physical violence, with the assaulter being a complete stranger. The same study proved that in the U.S. approximately 2 million people are victims of physical violence each year without counting in the percentage of people that experience psychological violence.



Image 5: The results of the aforementioned OSHA study in the U.S.A.

Psychological violence is a more common phenomenon, even normalized by some, in the workplace. The circulating belief that people work better under pressure is what powers this. Employers believe that by cursing and belittling their employees, they will ensure their productivity and sometimes they even do it on purpose to show their coworkers that they have more power than them and that, in their minds, are better than everyone else. This psychological violence should not be confused with constructive or objective criticism or even monitoring as criticism in that case is in the long-term beneficial for the person being criticized. When we are talking about psychological violence, we mean a repetitive behavior that includes humiliation or/and intimidation. According to a study conducted in 2017 by the Workplace Bullying Institute, 70% of assaulters are male, 61% of the psychological violence comes from people in control, such as employers or supervisors, 31% comes from coworkers and only 6% comes from people mocking others above them, finally 81% of all victims were part of a protected group of people, while only 19% of victims were Caucasian. In total, it is

shown that there is a 97% increase in the number of victims of psychological violence in comparison with the victims of physical violence.

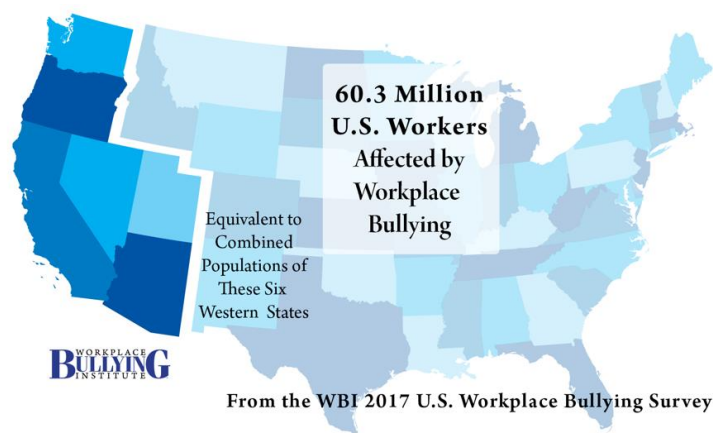


Image 6: Results of the Workplace Bullying Institute Survey

#MeToo Movement

The rise of an online movement, the #MeToo Movement, gave this issue the proper attention it deserves. The #MeToo movement gained popularity in 2017 after it went viral. It is a hashtag for victims of sexual assault and harassment. It unveiled many cases of harassment that involved very important politicians, actors and other people that were widely respected. Linking it back to this topic, the #MeToo movement uncovered cases of workplace assault worldwide and many victims have stated that it helped them speak up about their experience with harassment in the workplace. A very well-known case that #MeToo exposed involves Lockhart Steele, the former Vox Media Editorial Director. In 2017 after the hashtag went viral globally, Lockhart was accused of sexual harassment and bullying during work hours by multiple women, and he later admitted to these offences. He was fired but never persecuted and did not do any jail time. His post was given to his co-worker Melissa Bell. Consequently, it can be seen that the harassers are hardly ever persecuted by the law and are only prone to losing their job as The New York Times showed in one of their articles on this specific topic.



Image 7: Lockhart Steele



Image 8: A #MeToo Protest in 2018

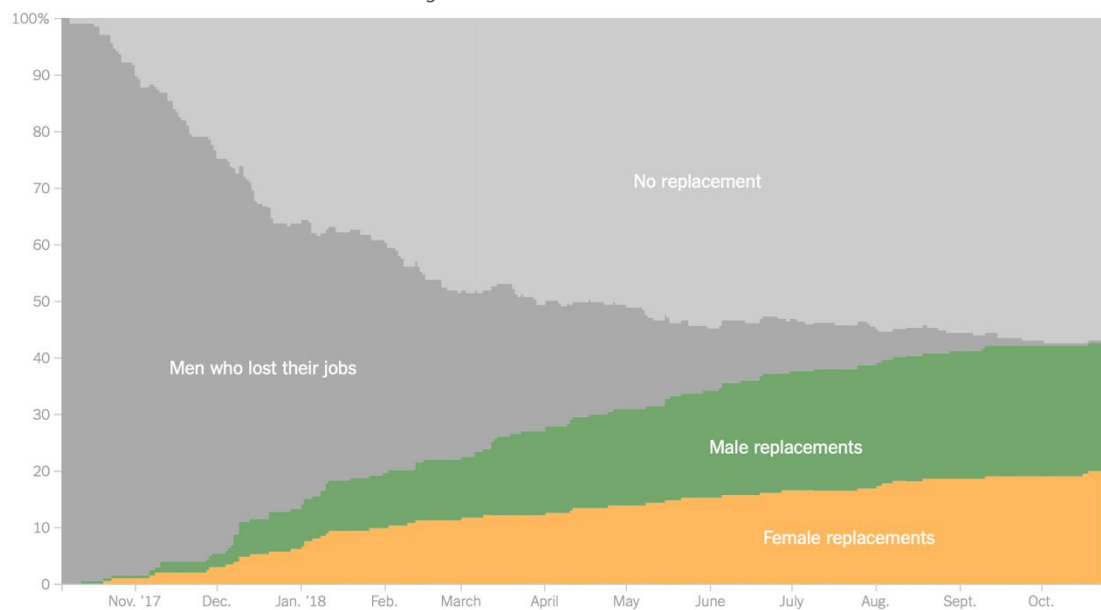


Image 9: People Replacing Men Accused of Sexual Misconduct in the U.S.A.

Impact on the victim

The ramifications of such an occurrence to a person are catastrophic. Based on a study on Harassment in the Workplace conducted by a select taskforce of the U.S. Equal Employment and Opportunity Commission, 70% of all victims of Sexual Harassment or Bullying in the workplace never reached out to a supervisor or took legal action against the harasser, thus leaving the situation unknown. Victims are afraid to talk about their experience and the causes of that could be divided into two categories: emotional distress and psycho-terror or blackmail. Firstly, in many cases the victim is too scarred by their experience with sexual harassment or bullying which results in them being unable to talk to someone about it because they would have to relive the incident and that would be too harsh on them. Secondly, frequently victims who finally speak about their harassment after years reveal that they wouldn't reveal anything about their incident before due to the fear that they could be fired from their post, judged by our society and sometimes it was even recorded that they were blackmailed by their harasser who was someone in a superior post. From what we saw, we can comprehend that all these victims have to deal with all the commotion and the pain that such an incident can bring on their own. This can cause them serious mental health issues such as depression, anxiety and in extreme cases it can even cause them suicidal thoughts. A study on "Work related sexual harassment and risk of suicide and suicide attempts" conducted in Sweden in 2020 demonstrated that 1% of workplace sexual harassment victims committed suicide after their harassment.

MAJOR COUNTRIES AND ORGANISATIONS INVOLVED

United States of America (USA)

The U.S. is one of the largest MEDCs in the world and it is only natural that they have a long history on the issue. They have enforced laws concerning the elimination of Sexual Harassment; however, they still have a major problem with workplace violence. Since the late 1980's, sexual harassment is considered discrimination due to a decision from the Equal Employment Opportunity Commission and it was established in the *Civil Rights Acts of 1991*.¹⁵ Even though laws have passed on this topic, it is not yet resolved but it is more recognizable and many victims in the U.S. have become less scared to report such incidents. On the issue

¹⁵ "The Civil Rights Act of 1991." *U.S. Equal Employment Opportunity Commission*, www.eeoc.gov/statutes/civil-rights-act-1991.

of violence, the U.S. is a leading country on the boards counting approximately 2 million victims of workplace violence a year based on the OSHA and about 400 homicides in the workplace a year according to the U.S. Bureau of Labor Statistics. To combat that many HR Managers have been advised by their government to create a “Workplace Violence Prevention Plan” that suits their exact needs.

United Kingdom (UK)

Even though the laws on sexual harassment and violence in the workplace became stricter in the UK in 2019 with the initiative of the UK Equality Body, the Equality and Human Rights Commission (EHRC) shown no change. A study conducted by the Trades Union Congress (TUC) demonstrated that over 52% of women are still being victims of sexual harassment in the workplace, while the percentage for men is unknown. In the workplace violence sector, the U.K. is like the U.S. in the leading countries on the board, counting 688,000 incidents of work violence in the work year of 2019-2020 as shown in the statistics board of the Health and Safety Executive (HSE).¹⁶

Japan

It was recorded in 2016 that 1/3 of Japanese women have experienced sexual harassment and especially in their workplace.¹⁷ There have been many laws passed by the Japanese government to eliminate this issue and, in reality, change is showing for Japan. Despite all that, the major problem of this country that makes it part of this list is deeply embedded in the Japanese culture. A common phenomenon in Japanese Work Environments is Power Harassment which relates back to verbal abuse.

Germany

Sexual Harassment and violence in the workplace have always been ongoing issues for Germany. Over the years the percentage of victims of sexual harassment is increasing rather than decreasing, however with the existence of the #MeToo movement more victims are starting to report their harassers. In 2019 it was reported that 1 in 11 women

¹⁶ “Violence at work, 2019/20”, HSE, March 2020
<https://www.hse.gov.uk/statistics/causinj/violence/index.htm>

¹⁷ “Japan: A third of Japanese working women were sexually harassed: study”, Japan Times, March 8th 2016
<https://www.business-humanrights.org/en/latest-news/japan-a-third-of-japanese-working-women-were-sexually-harassed-study/>

experienced sexual harassment in her workplace a percentage that was half for the male employees.¹⁸ Concerning the workplace violence, the situation in Germany seems familiar to the one in Japan. Verbal abuse is very common in German Work environments. It's believed that enforcing psycho-terror increases the productivity of the employees. The estimated value of people that are victims of verbal abuse in their workplace in Germany comes to 1.3 million.¹⁹

South Korea

South Korean victims of sexual assault and violence were silenced until the #MeToo movement arose. Women and men raging into the streets and calling out their perpetrators has given South Korea a lot of attention lately as huge scandals have come to the spotlight. Especially, concerning the workplace related scandals, ex-governor An Hee-jung had rape accusations on his name by his secretary. Even though he firmly denied the claims, he forfeited governorship. All these allegations in the organizational sector of South Korea have led to investigations of hypocrisy and the uncovering of other similar events.

International Labor Organization (ILO)

The ILO is a tripartite UN agency created in 1919 with the purpose of "setting labor standards, developing policies, and devising programs promoting decent work for all women and men. It is composed by governments, employers, and worker of all 187 member states."²⁰ As this issue has a direct connection with work environments and ILO's goal to ensure the safety of employees, the ILO plays a major role in resolving it. In the ILO site there are subcategories that address these issues and provide information on them.

UN WOMEN

As the majority of the victims of sexual harassment and violence in the workplace, it is only natural that UN Women is actively involved. UN Women is a UN entity with a purpose to ensure gender equality and women empowerment, therefore making it a crucial organization for this issue. Especially, on the violence sector of the issue UN Women has launched a campaign to address the problem all around the world.

¹⁹ "Workplace Bullying and Harassment in Germany", Martin Wolmerath, 2013
https://www.iil.go.jp/english/reports/documents/iilpt-reports/no.12_germany.pdf

²⁰ "About the ILO", ILO
<https://www.ilo.org/global/about-the-ilo/lang-en/index.htm>

TIMELINE OF EVENTS

Date	Description of Event
1948	Universal Declaration of Human Rights, it recognized all rights that humans are entitled to and technically made everyone equal.
1958	Convention 111, Discrimination (Employment and Occupation) Convention, It recognized all forms of discrimination and sexual harassment was included as one.
1960s	Women's Rights Movement, it led to women gaining recognized rights and the right to vote. Started the feminist movement that still continues to this day.
1979	Convention on the Elimination of All Forms of Discrimination against Women, it set the foundation for equality, recognizing all the hardships women have gone through and it was completely established that women are equal to men.
1998	ILO Declaration on Fundamental Principles and Rights at Work, demonstrated in paper all the rights workers are entitled to and their responsibilities.
2010	UN Women Creation, it helped maintain and empower the feminist movement, while acting against violations of women's rights and giving them many opportunities.
2015	2030 Agenda for Sustainable Development, it set the goal of decent work and equality which implies eliminating violence and sexual harassment in the workplace.
2017	Rise of the #MeToo Movement, women (and men) gained the courage to start talking about their experience with sexual harassment in work environments too and it brought many cases that were hidden.
2018	Report on measures to prevent and combat mobbing and sexual harassment at workplace, in public spaces, and political life in the EU.

UN INVOLVEMENT: RELEVANT RESOLUTIONS, TREATIES AND EVENTS

- **The Universal Declaration of Human Rights**

Proclaimed in the General Assembly in Paris on December 10th, 1948. Formally it is the GA Resolution 217 A. It is the most recognized UN Resolution as it acknowledges and sets the fundamental Human Rights that everyone is entitled too. In the Declaration it is mentioned that all people have equal rights, and those rights should not be violated. Linking this back to

the issues of our topic at hand, being a victim of violence or sexual harassment, especially in the workplace, is a clear violation of human rights and should not be disregarded. The Declaration mentions that whoever commits such a violation shall be punished by the law.

- **Discrimination (Employment and Occupation) Convention**

It is the 111th UN Convention held by the International Labor Organization in 1958. It sets the illegality of discrimination in the workplace, defines key terms, and recognizes all types of discrimination possible. This convention has recognized sexual harassment and violence as crucial problems in the workplace that should be eliminated. It proposes that all Member States that have ratified the Convention should report back to the ILO if something important and related occurs, else it is up to the national policy of each country to choose the means of persecution.

- **Convention on the Elimination of All Forms of Discrimination against Women**

It was adopted on December 8th, 1979, in New York. Its purpose is to eliminate all discrimination against women and its articles reflect that properly. It took 10 years for its full world-wide recognition. The Convention mentions that women should be recognized as equal to men, however as we have already seen, women are still the main victims of all attacks. As the previous convention, the UN states that it is up to the national policy of each country to choose the means of persecution.

- **ILO Declaration on Fundamental Principles and Rights at Work**

It was adopted in the 86th Session of the ILO in 1998 and it enforces a framework for the protection of the rights of workers on all the Member States. In the declaration, it is evidently stated that all workers should be protected from violence and other forms of discrimination, including sexual harassment. In this case, the ILO demands that all Member States, even those who have not ratified the Declaration, to send back annual reports with statistics on the labor market and to promote the ideas mentioned in the aforementioned declaration.

- **Creation of UN Women**

UN Women was created in 2010 after a session of the UN General Assembly. Its purpose is female empowerment and gender equality. Same as the Convention on the Elimination of All Forms of Discrimination against Women, the main purpose of this UN sector is the protection of women. As it is mentioned many times before, women are the principal victims of attacks such as the once mentioned in the topic.

- **2030 Agenda for Sustainable Development**

In 2015 the 2030 Agenda for Sustainable Development was created with 17 goals to improve the world. Goal 8 of this Agenda is Decent Work, thus increasing the quality of work for everyone and eradicating issues such as sexual harassment and violence in work environments.

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

As it is mentioned in previous sections of this study guide, there haven't been any clear and completely successful attempts to eradicate this issue globally. Even though the UN Treaties and involvement was impactful in the aspect that they raised awareness and made Member States acknowledge the issue, from the statistics it is evident that they didn't have the result they aimed for. The EU has enforced the most recent measures against this issue with their *Report on measures to prevent and combat mobbing and sexual harassment at workplace, in public spaces, and political life in the EU* in 2018, however there haven't been any clear change in the everyday life of the employees recorded. The #MeToo movement helped a lot with uncovering cases and giving magnitude to the problem, but no legislative change was made. There are many countries that still don't acknowledge the issue such as countries in the Middle East, where rights are still not fully recognized and countries in Southeast Asia.

POSSIBLE SOLUTIONS

Creation of an International Framework

In your blocks you can discuss the possible creation of an International framework that will address specific measures and laws that work environments in all member states will have to follow in order to prevent and eliminate sexual harassment and violence. You should be writing how the framework will be established and explain its utility in your resolution. In addition, try to accumulate every country's policy for it to be accessible to all countries and not rejected by some Member States. Don't forget that this is the GA3 and not the Security

Council, therefore you cannot impose measures on any Member States, however you can suggest it.

Creation of a special Hotline for the victims

It is pretty evident from previous statistics that victims do not open up about their incidents, therefore creating an anonymous hotline would be a great idea to suggest in your resolutions. Victims would be able to talk about their experiences without fear or judgement and they would be able to expose their harassers to the person they would be talking to. Thus, this would establish the recognition of more cases and would be a great way to help survivors of such occurrences. For this you will have to specify who will fund the specific Hotline and where the victims would be calling, for example it could be the UN office of each member state or another department responsible.

Development of an Awareness Campaign

Even though the #MeToo movement still exists and is a great util for raising awareness on this topic, it is not accessible to everyone, especially older generations and LEDCs. Therefore, your alliances could propose the development of a fully accessible awareness campaign, that would sensitize and inform people globally on this crucial unresolved issue. This could be done by creating a site with information on this topic and with victim stories of both workplace sexual harassment and violence, making a television and radio advertisement, a social media account and making flyers, especially for countries that do not have Internet access. You should try to think of all aspects of this solution, since it should be applicable to all Member States and not just MEDCs. You should define in your resolutions who will partake in the creation of this campaign, for how long it will run and who will fund it.

Surveillance and monthly in person monitoring

This seems like an easy-to-follow plan that one could say already happens, however many companies do not follow this policy. Thus, in your blocks you can discuss the probability of suggesting such a measure. This could work as follows: establishing cameras in all areas of the workplace, except for bathrooms and surveilling 24/7 the activity to see if any incidents are filmed and every month the UN could send a representative to review the footage and stay for approximately a week to examine the situation in that specific workplace. To propose it in a resolution, you would have to analyze who will these representatives be, which department of the UN will be responsible for reviewing the footage and who will fund this whole project in general.

LINKS FOR FURTHER RESEARCH

This is a set of links that will be very helpful for the commencing of your own research.

- <https://www.nsvrc.org/ending-sexual-assault-and-harassment-workplace>
- <https://osha.europa.eu/en/publications/workplace-violence-and-harassment-european-picture>
- <https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>
- <https://sdgs.un.org/goals/goal5>
- https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_decl_fs_96_en.pdf
- <https://www.bbc.com/news/uk-wales-politics-57834541>
- <https://www.bbc.co.uk/programmes/w3ct1jnm>
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