



Sexual Harassment in Jordan

Executive Summary



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Forward by the Secretary General of the Jordanian National Commission for Women

The launch of the outcomes of the study on “Sexual Harassment in Jordan” comes in the context of the Jordanian National Commission for Women efforts to provide data and information that can contribute to a better understanding of the different forms and realities of gender-based violence in Jordan. The study further aims at assessing the level of social awareness of the definition and manifestation of gender-based violence and social trends towards such practices, which would guide efforts to prepare needed strategies and plans; launch and direct awareness and media campaigns to address the root causes of the multi-faceted forms of gender-based violence, create a zero-violence-tolerant environment and adopt legislation, mechanisms and measures to confront it.

Sexual Harassment is a globally denied phenomenon. Attempts to study and understand it are usually confronted with resistance, denial and underestimation of its presence as a social phenomenon, and victims still face a culture of blame and bear the burden of proof. This has led to decades of “silence on the gravity of harassment”, even at the global level, and within cultures that are considered liberal in comparison to our region. Silence and denial of facts have led to impunity, iteration of the incident and emergence of more aggravated forms of the phenomenon. In other words, events evolved from gestures to verbal insinuations, physical contact, indecent assaults and sometimes even rape.

On the other hand, the prevalence of a culture of silence and putting the blame on female victims has had its serious social, economic and political repercussions forcing women usually in seclusion upon a decision taken by themselves, their families or spouses, which negatively impact women’s economic and political participation. It is worth noting that boys and men are not immune from the phenomenon albeit to variant degrees. However, it is still difficult to assess this phenomenon due to lack of information regarding the exposure of boys and girls below 18 years of age to such a crime due to difficulties encountered in conducting studies in this connection. The study could not assess the prevalence of such crime among boys and girls below 18 years of age as it was difficult to attain relevant approvals to pursue research on this particularly vulnerable age bracket despite the need to raise their awareness, provide protection and enable them to confront such a phenomenon at home, school and in public spaces.

A sound methodological and statistical study conducted on a sample of 1366 persons (86% females and 14% males) where 322 of the selected population were perpetrators of actual harassment incidents has proven that 75.9% of the relevant sample have been exposed to one or more acts of harassment. Despite the fact that gesture-like harassment has attained the highest percentage as to the degree of prevalence i.e. 89.1% yet such a finding does not undermine the degree of prevalence of physical harassment which hit 68.7% among the population of the sample. Online harassment reached 80.8%, a matter which necessitates particular attention to such an alarming phenomenon. The study alluded to the fact that the attire of the victim has no connection with instigating harassment, although harassers insisted on establishing such a connection. The concept of wearing modest outfit remains highly relative and cannot be adopted as a measure to combat harassment. Rejection of harassment and incriminating such a social and unjustified behavior is the mainstay to counteract it. The study further proved that the official procedures followed do not encourage women and girls to report harassment hence, silence prevails. Fear of disreputableness remains to be the major driver behind silence and passivity vis a vis perpetrators. This accentuates the need to pursue an institutional and societal change towards the phenomenon as well as the adoption of a sound mechanism to offset it.

The study concluded with a number of multi-layered recommendations and interventions inclusive of:

- (a) Amendment of legislation and support of a zero-tolerant environment
- (b) Revisiting prevention, protection and rehabilitation mechanisms and building of relevant capacities
- (c) Scaling-up reporting mechanisms and response services
- (d) Pursuing networking, synergies and partnerships to counteract the phenomenon
- (e) Tapping into the influential role of media to raise awareness and stigmatize the behavior
- (f) Building databases to measure the severity of the phenomenon and steps taken to eradicate it
- (g) Devising a full-fledged national strategy to offset sexual harassment through a participatory and inclusive approach, which engages all national and governmental institutions as well as relevant civil society organizations
- (h) Drafting action plans and programs to prevent, protect and respond to the phenomenon.

Ultimately, I would like to thank all individuals and bodies who cooperated with the Jordanian National Commission for Women. Thanks are also due to the study team of Sisterhood is Global Institute, SIGI for the efforts they exerted in the preparation of the study, including filling questionnaires, holding interviews, convening focus groups and writing of the final report. I would like also to pay tribute to the bodies that furnished the study team with data and information. I do hope that the study would be a first step vis a vis a full-fledged approach to counteract such a phenomenon that was understated for long and is now in need of concerted national efforts to put an end to it.

Dr. Salma Nims

Secretary General



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Sexual harassment in Jordan

Sexual harassment is a global phenomenon that affects females more than males, and is considered the most prevalent form of violence against women and girls. However, types, forms, severity and impact of sexual harassment vary from one region to another, across cultures, and in times of peace and conflict. Latest statistics indicate that 65% of women in the United States had been sexually harassed in the streets and 55% of women in the European Union countries had been subjected to at least one form of sexual harassment; the highest percentage was recorded in Sweden 82% and the lowest was in Bulgaria 24%, while in Egypt 99.3% of women were sexually harassed.

An unprecedented global movement to combat sexual harassment was initiated in 2017 and led the international community to support this movement by dedicating the International Women's Day, on the 8th of March, to the theme entitled "Time is Now: Rural and Urban Women Activists Transforming Women's Lives." In Jordan, voices have spoken out condemning the presence of sexual harassment after a debate between a former Jordanian deputy and a victim of harassment during a television interview. This was preceded by news in the media about sexual harassment cases of female students in one of the Jordanian universities by their university professors. This evoked the same debates denouncing the production of a short film by some female university students talking about sexual harassment in the university.

In the context of the global movement, which spread throughout the Arab countries, and the widespread societal denial of the occurrence of sexual harassment in Jordan, the Jordanian National Commission for Women (JNCW) –commissioned conducting this study, which is considered the first of its kind in terms of its comprehensiveness and its coverage of the various governorates of the Kingdom. It is grounded in JNCW's belief in the importance of the production of research and data on priority areas to confront phenomena that affect the advancement and empowerment of women and girls. In the absence of comprehensive studies to assess sexual harassment in Jordan, this study is unique in its assessment of the phenomenon of sexual harassment, its prevalence, causes, motives and factors and will contribute to the development and adoption of effective strategies and recommendations for multi-levelled and sectoral interventions.

The study is based on an analytical descriptive approach employing qualitative and quantitative methodology aimed at identifying the prevalence of sexual harassment phenomenon in Jordan and understanding its nature, causes and motives in different governorates of the Kingdom and in different places (home/public places/educational institutions/workplaces and the cyberspace). In the course of this study, desktop review and analysis of literature, studies, research, legislation, and local, Arab and international instruments pertaining to the topic was carried out, as well as a field surveys on a sample 1366 persons (male and female), 322 of which were purposely selected of those who perpetrated harassment. In addition, male and female experts from governmental, national and civil society organizations were interviewed and the key findings of the study were introduced and discussed in three focus groups to assess the credibility and consistency of results and to come up with practical recommendations.

Sexual harassment has emerged in recent years as one of the violations that require effective confrontation mechanisms. The use of the term "sexual harassment" in international references has developed from "discrimination and violence against women" to "sexual molesting" down to "sexual harassment." The Beijing Declaration and Platform for Action is one of the international instruments which referred most to "sexual harassment." The Cairo

Declaration on Arab Women” issued in 2014 stressed the importance of implementing gender-based violence prevention, protection, and compensation mechanism. The executive strategy and action plan of the “Development Agenda of Arab Women 2030” highlighted the need to involve men and boys in combating discriminatory attitudes and traditional practices harmful to women and girls such as child marriages, sexual abuse and gender-based violence. The 2012 Regional Strategy on the “Protection of Arab Women: Peace and Security” called for ensuring the protection of Arab women from all forms of violence.

The Jordanian Penal Code addresses sexual harassment without mentioning the term and instead, it uses the terms “indecent flirting or behavior” crimes, “immoral conduct,” and “immoral conduct in public places.” The Jordanian domestic violence protection law (2017) does not formulate a definition for violence but referred to its definition in the Penal Code. According to the Rights of Persons with Disabilities Act (2017), violence is: “Any act or omission that deprives a disabled person of a right or freedom, restricts the exercise of any of them, or inflicts physical, mental or psychological harm on the basis of disability or because of it”. In the Cyber Crimes Act (2015), protection against cyber sexual exploitation was limited to males and females under 18 years of age. According to the Jordanian Labor Law, a male or female worker is entitled to leave his/her work without notice and retain his/her legal rights if the employer or his/her representative sexually assault him/her.

Societies tend to adopt a set of ethics and values, which are perceived as the ideals of behavior in the society, and guide what is acceptable or not acceptable as a behavior by its members. Examples of such adopted unwritten “rules”: is the unacceptance of a man attacking a woman, and the unacceptance of a man or woman to take marriage decisions without the knowledge of their families. If the system of values and ethics is coherent and effective, there will be less tendency among individuals to violate it. However, spreading violence against women in various forms, including sexual harassment, which is considered a violation of this system, points out to a shortcoming which requires intervention to protect and restore it.

The weakness of government policies and the reluctance of the State to pay adequate attention to important sectors, such as education, employment, health and well-being are one of the causes of the ethical and moral crisis. In order to deal with this crisis, there is an urgent need to study and address the reasons of distortion of ethical and societal values, including the distortion of social institutions such as the family, school and the media.

It is no longer acceptable to claim that the causes of harassment - which has become a disturbing phenomenon in society - are directly related to what women and girls wear, their ages or the places they go to. The cause is a direct result of the shortcoming within the values and ethics system, which can also be associated with the increase in the unemployment rate, sexual repression and delayed marriage. The prevailing denial in the society contributes to an increase in this phenomenon and emboldens perpetrators of harassment to commit further harassment acts and practices, especially with the persistent silence of the society amounting to tolerance and putting the blame on victims.

The silence of victims and their reluctance to report harassment cases out of shame or fear of stigma are also the results of the system of values and ethics the underpins the gender discrimination and violence against women and girls. It is a system which blames women and girls for any harm to reputation or honor and considers them as the cause for bringing shame to their families.

The general characteristics of the potential victim’s survey revealed the following: 86% of them

were females and 14% males; 82% of the respondents were Jordanians and 18% represent different Arab nationalities; 75% of the respondents live in cities; the capital was the highest in representation, reaching 32%; more than half of respondents were between 19-25 years old; about 55% of the respondents have bachelor's degrees or above; about 30% were students; 21% unemployed; 29% married; 64% have never been married; 44% of the respondents were from families composed of 3-5 members; 58% of the respondents with a family earns a monthly income of less than 800 dinars; and 7% of the respondents were persons with disabilities.

The general characteristics of the perpetrators of the harassment survey revealed the following: 80% were males and 20% females; 83% of the sample were Jordanians; 17% represent different Arab nationalities; 68% of respondents live in cities; the capital Amman was the highest in representation among all governorates and made up of 37% followed by Irbid 21%; 52% of respondents were between 19-25 years; 48% are bachelor's degree holders; 6% master's degrees holders; 1.5% Ph.D. holders; 26% were students; 19% unemployed; 26% were married; 64% have never been married; 51% were from families composed of 3-5 persons; 70% of respondents family monthly income is fewer than 800 dinars; and 5% were persons with disabilities.

Results also revealed the following: 88% of victims and 84% of perpetrators know what harassment means, but only 70% of victims and 68% of perpetrators know that the law penalizes sexual harassment. It was clear from the survey that non-Jordanians were more aware of harassment and punishment than Jordanians, while the Internet and social media were the most common means by which the two (victims and perpetrators) knew about harassment.

Main findings of the study ¹

Results have shown that the percentage of sexual harassment prevalence in its different forms among the respondents who experienced one or more form of harassment acts and behavior constitute 75.9%, broken down as following:

- 89.1% of respondents experienced one or more forms of nonverbal sexual harassment – suggestive gesturing.
- 88.4% of respondents experienced one or more forms of verbal sexual harassment.
- 68.7% of respondents experienced one or more forms of physical sexual harassment.
- 80.8% of respondents experienced one or more forms of cyber sexual harassment.
- 52.3% of respondents experienced one or more forms of psychological harassment.
- “Other relatives” constituted the highest percentage of perpetrators who committed harassment inside the home (11.8%), “male strangers” in public places (52.9%), “male colleagues” in workplaces and schools (29.1%) and “male strangers” in the cyberspace (43.9%).
- Wardrobes of harassed victims in the home when the harassment act was perpetrated were “casual short clothes or tight “ (42%), and “casual with hijab” (34.1%) in public places and (35.1%) in work and educational institutions.
- From the point of view of the harassed victims, the frequent three reasons for sexual harassment were: “weak religious beliefs” (12.9%), “lack of morality” (11.8%) and “bad parenting” (10.3%).

¹ The findings reflect the personal opinions of the respondents who participated in this study.

Reporting Mechanisms and Procedures

- Official procedures do not encourage women and girls to report harassment incidents and to break the silence.
- The weekly number of sexual harassment cases reported to the Family Protection Department varies from 2 to 5 cases.
- Remain silent by sexually harassed women inside the home was the most frequent response when harassment is perpetrated for the first time (31.8%); preventing and repulsing the perpetrator of sexual harassment were the most frequent response of victims when harassment is repeated (22.5%).
- “Preventing and repulsing” by sexually harassed women in educational institutions and work places were the most frequent responses when the act of harassment was perpetrated for the first and repeated times with (22.9%) and (25.5%) respectively.
- Remain silent by sexually harassed women in public places was the most frequent response when harassment is perpetrated one time (27.6%) of the respondents. If harassment is repeated the victims acted by “leaving the place,” (26.7%) of the respondents.
- “Blocking those who committed harassment” in the cyberspace was the most frequent response when harassment is perpetrated for the first time and when it is repeated with (30.5%) and (29.5%) respectively.
- The percentage was very low with regard to informing neighbors or the Family Protection Department when harassment is perpetrated inside the house.
- The percentage was the lowest with regard to requesting “help from those who are present or even filing a complaint with the security authorities” when harassment is perpetrated in public places.
- The percentage was the lowest with regard to informing work or university administration as a first reaction and informing a colleague as a second reaction when harassment is perpetrated in work or educational institutions.
- The percentage was the lowest with regard to informing the Cyber Crimes Unit or even filing a complaint with the security authorities when harassment is perpetrated in cyberspace.
- The most common reason for the victims’ negative reaction in all places is reputational concerns.
- The vast majority of male and female respondents did not submit a formal complaint against perpetrators.
- In most cases, the process of filing complaints resulted with the security authorities refusing to accept the complaints as there are no sufficient evidences (21.2%).

Main findings related to Perpetrators of Harassment

- The most common places for perpetrating verbal and nonverbal gesturing harassment according to the perpetrators’-respondents are public places, (40.9%) and (34.4%) respectively; the most common places for perpetrating physical and psychological harassment are educational institutions and workplaces (40.2%) and (44.2%) respectively; the most common places for perpetrating cyber harassment is the cyberspace (54.1%).
- Gesturing harassment is the most frequent form of harassment (10.4% from the number of perpetrators practice it on a daily basis); verbal harassment is the most frequent weekly form of harassment (10.6% of its perpetrators practice it on a weekly basis); physical harassment is rare (32% of perpetrators practice it rarely).

- Most of the victims of harassment committed inside the home were female cousins with a percentage of (15%) of the total respondents.
- Most of the victims of harassment committed in public places were female strangers with a percentage of (36.7%) of the total respondents.
- Most of the victims of harassment committed in educational institutions and workplaces were female colleagues with a percentage of (33.2%) of the total responses.
- Most of the victims of harassment in the cyberspace were female strangers with a percentage of (35.1%) of the total responses.
- Most of the victims of harassment were between 18-25 years old, with a percentage of (38.7%) inside the home, (38.2%) in public places and (43.8%) in educational institutions and workplaces, while in the cyberspace all ages were targeted with a percentage of (43.1%) of the respondents.
- Outfits worn by women harassed inside the home during the harassment act, according to perpetrators statements, were short or tight, with a percentage of (52.1%) of the total responses.
- Outfits worn by harassed women in public places during the harassment act, according to perpetrators statements, were casual short or tight, with a percentage of (42.4%) of the total responses.
- Outfits worn by harassed women in study and work places during the harassment act, according to perpetrators statements, were casual short or tight, with a percentage of (39.1%) of the total responses.
- The most common reasons for harassment, from the perspective of perpetrators, were: “indecent clothes” with (17%) of the perpetrators responses; “weak religious beliefs,” with (7.1%) of the perpetrators responses; “naked body and temptation,” with (7.1%) of perpetrators responses.
- 28.6% of the perpetrators blame victims and 14.7% of them blame themselves.
- The most common reason for the harassment and indecent acts against women is woman’s beauty and body, with (27.7%) of the total responses.

Recommendations

Confronting sexual harassment phenomenon in Jordan is a matter of high priority. Rapid, effective and decisive measures must be taken to deal with the challenges posed by this phenomenon in order to ensure that females, in particular enjoy their rights and live in an environment free of violence.

These recommendations are for all relevant stakeholders, formal and informal, the private sector, media, local communities, families, and the entire members of society.

At governmental and institutional levels, there is an urgent need for a political will based on clear and effective commitments to eliminate sexual harassment phenomenon. Changing social attitude requires that all relevant stakeholders including families and individuals adopt a clear positioning towards dealing with sexual harassment phenomenon, especially in terms of acknowledging the presence of this phenomenon, changing attitudes, behaviors, and prejudices based on blaming victims. There is also a need to set standards and take measures to prevent and protect victims from violence in general and from sexual harassment in particular.

It is the obligation of those responsible for providing services to victims and those responsible for

law enforcement to implement effective responses and reporting mechanism and procedures. In order to measure the impact and progress made in combating sexual harassment, it is necessary to ensure that all protection, prevention and response actions are based on scientific evidence through monitoring, documentation, collaboration and networking and to ensure that all procedures and processes undergo continuous development and improvement.

The conclusions of study confirm that prevailing social attitudes and practices which adopt hostile positioning towards women in particular, render the practice of sexual harassment acceptable and tolerated, and create obstacles to the detection of these acts and behaviors as well as formally reporting them.

Eliminating sexual harassment which is usually a precedent to acts of sexual violence against women, girls and children will not only benefit them, but also the entire society. Changing the society's attitudes towards this phenomenon and combating it will open the way for broader societal changes, including towards rape and sexual attack. It also provides a sense of security within the society, revalidates values and ethics which respect women and rejects violence, and makes the various surrounding environments such as home, public places, educational institutions, and workplaces, safe, secure and female-friendly.

Based on the findings of the study and the focus groups discussions held with a number of male and female experts representing governmental and national institutions, civil society organizations, media, consensus recommendations for various levels of action by different actors were reached:

Legislation

The Government and the Parliament to demonstrate political will based on a clear and effective commitment to the elimination of sexual harassment phenomenon by taking immediate measures and actions through:

- Amend the Jordanian Penal Code (1960) where clearly and explicitly define the term of "sexual harassment."
- Compile crimes of the Jordanian Penal code related to sexual harassment (in particular, indecent flirting crime, indecent acts crime, and indecent acts in public places crime) under one paragraph (sexual harassment).
- Clearly define the term "sexual harassment" in the Penal Code and all its forms, behaviors and acts, as well as ensure their criminalization and punishment, in particular nonverbal and psychological harassment.
- Amend the civil service regulations (2013) where to explicitly mention sexual harassment crime and its different forms. In particular, article 68 of the regulation, which states that "an employee is prohibited from engaging in any behavior, practices or acts that cause harm to public decency and morality," should be amended through instructions to be issued by the Prime Minister.
- Issue detailed instructions by the Prime Minister that include, reporting procedures and mechanisms that protect male and female informers and their jobs.
- Amend the Education law, the Higher Education law and the Jordanian public and private universities law to explicitly defining sexual harassment crime and its various forms in educational institutions, and to issue instructions based on these laws.
- Amend the Jordanian Labor Code (1996) where explicitly mention sexual harassment

crimes in workplaces and, specify penalties/punishments for sexual harassment acts and behaviors committed by employers and/or employees through/by instructions to be issued by the Minister of Labor.

- Issue detailed instructions by the Ministry of Labor that include reporting procedures/mechanism on sexual harassment cases in workplaces; obliging employers who employ more than 10 employees to amend the internal regulations to explicitly mention sexual harassment and disciplinary actions against offenders as well as related legal proceedings.
- Amend the Jordanian domestic violence protection law (2017) where indicate a clear and comprehensive definition of domestic violence and sexual harassment. The definition of the 2016 National Framework for Family Protection can be used as a reference.
- Amending the Cybercrimes Act (2015), where explicitly mention cyber harassment crimes and its forms, ensure that all male and females of all ages are under protection.

Policies

- The government to adopt a national policy and/ or a comprehensive national strategy to combat sexual harassment. This policy/strategy should be developed horizontally and vertically with the participation of all parties: governmental and national institutions, concerned civil society organizations and the media. Action Plans and executive programs should be developed to ensure the implementation of the strategy taking into account prevention, protection and response.
- Governmental institutions and private sector institutions adopt their own internal policies to combat sexual harassment based on the provisions of the law, especially policies based on the commitment of those involved in combating sexual harassment; taking into consideration principles of accountability, confidentiality in reporting procedures, simplicity, clarity, in addition to adopting awareness-raising measures and providing capacity building programs for employees.
- The government to ensure proper linkages between protection against sexual harassment and policies, programs, executive plans to ensure synergy, comprehensiveness, and effectiveness.

Supportive Environment

- Emphasize that sexual harassment is socially unacceptable: acknowledging that the problem exists is the first step towards ending violence against women, as well as abandoning the culture of tolerating perpetrators, to encourage the victims to speak out and ensuring impunity for violation and behaviors.
- Eradicate the root causes of violence against women and girls, through changing stereotypes about women, promoting gender equality, ending gender-based discrimination within the family, educational institutions and through legislation.
- Promote moral and ethical values in the society that rejects sexual harassment and other forms of violence against women and girls.
- Strengthening a supportive environment for women, girls and children as potential victims of harassment through prevention and community protection, support, assistance, and response.
- Consider the main characteristics of males and females, specifically age, gender, marital status, educational level, job position which increase their risk of being subjected to sexual harassment cases, in order to provide them with protection.
- Strengthen family bonds to confront sexual harassment by protecting their stability,

enhance gender-sensitive family education, and emphasize the important role of the family in the provision of awareness and sexual education about the dangers of sexual harassment.

- Abandon the culture of “blaming victims” in cases of sexual harassment and the mentality that deals with women and girls as being part of the problem.

Prevention, Protection and Rehabilitation

- Governmental institutions, civil society organizations, educational and labor institutions should ensure that their internal bylaws contain effective and coherent procedures on prevention and protection against sexual harassment and rehabilitation of victims and perpetrators.
- Provide capacity building/training for the staff who work in prevention, protection and rehabilitation centers on how to deal with sexual harassment cases and on how to provide social, health and psychological counseling services, and equip them with the set of skills necessary to deal with sexual harassment cases.
- Rebuild the trust between these institutions and potential victims of sexual harassment by effective and quick responses according to their needs and will, while at the same time, ensuring confidentiality and privacy.
- Introduce and enhance programs implemented by these institutions, especially those provided by civil society organizations to raise awareness on combating sexual harassment and confronting it.
- Adoption of policies and implementation of comprehensive programs across relevant institutions, civil society organizations, in particular, aiming at standardizing messages to be sent to the society, family and male and female individuals, to ensure prevention, protection and rehabilitation.

Reporting Mechanisms and Response Services

- Governmental institutions, especially the Family Protection Department, the Cyber Crimes Unit and police station should pay attention to complaints received from victims of harassment and take them seriously regardless of the gravity of the acts or behaviors. This is based on the fact that sexual harassment is usually the precedent of more advance and harmful forms of sexual violence against women, girls, and children in particular, and any leniency may lead to further sexual assaults.
- Civil society organizations, in particular, respond seriously to complaints received from victims of harassment, and not underestimate them, document and register them, provide the necessary services and refer them to authorities, based on victim’s consent and approval.
- Ensure that victims do not repeat their statements before multiple security and judicial bodies since it can negatively affect victims and make them refuse or to hesitate to file a formal complaint.
- Ensure that official reporting and complaints submission procedures are clear, safe and accessible in the various governorates of the Kingdom and that all relevant institutions have sufficient knowledge and expertise to refer victims to the competent authority, including specialized police centers, the Cyber Crimes Unit and the Family Protection Department.
- Provide all centers receiving sexual harassment cases with female investigation police officers, given the sensitivity of the subject and because many victims feel embarrassed to speak about details when officers are males.

- Adopt alternative and more effective methods and tools to establish the legal case of sexual harassment crimes and simplification of currently used ones. With the advancement of technology, smart applications were used in Egypt and Morocco and have proven their capacity and effectiveness in encouraging women and girls to report harassment.
- Provide capacity building programs to investigation police officers, law enforcement staff and lawyers to equip them with the set of skills and methods needed for effectively dealing with sexual harassment cases and provide them with the tools required to diligently fulfill their roles.

Cooperation, Networking and Partnerships

- All government institutions, civil society organizations, the private sector, and labor and professional unions should work to build partnerships, network and cooperate, and share information to achieve fundamental, comprehensive and sustainable changes to combat sexual harassment.
- Exchange of experiences between these institutions and carrying out training and awareness raising meetings for their members, including a review of successful and failed stories, ways, and means of developing and updating all policies, procedures, and measures taken.
- Standardization of procedures employed by the various institutions and linking them to a unified electronic system to track sexual harassment cases and actions taken until the case file is closed.

Monitoring and Evaluation

- Establishment of a national observatory for sexual harassment cases in order to collect, analyse data/ statistics, provide recommendations for development and update policies, programs and action plans.
- Development and unification of all data collection systems related to sexual harassment cases.
- Development of sets of indicators to help in monitoring sexual harassment phenomenon, its impact, and progress towards its reduction and/or its elimination.

Media

- Enhance cooperation with all forms of media, including print, audio-visual and electronic, in order to raise awareness of the danger of sexual harassment and the importance of combating it.
- Organize of public awareness-raising debates and discussions on sexual harassment phenomenon in a systematic and regular manner.
- Invest in social media outlets as one of the most important tools of social influence, and highlighting the role of youth in combating sexual harassment using these means.