

# THE STRATEGIC PLAN

2020-2023

## EXECUTIVE BOARD OF UN-HABITAT

First session of the year 2022  
29-31 March 2022

**AGENDA ITEM 12:** Action by UN-Habitat to strengthen protection against sexual exploitation and abuse and sexual harassment in the workplace.

Neil Khor, Chief (a.i.)  
Office of the Executive Director

## | Action Plan : 4 areas

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1. Advocacy : Secretary-General's Zero Tolerance Policy; the Model Code of Conduct
2. Focal Point System: All offices away from Nairobi have a focal point
3. Training: mandatory training on PSEA, SEA and dedicated training as part of capacity building.
4. Monitoring & Reporting: Reports are submitted to EOSG in July of every year but lack of dedicated staff has limited our capacity for more comprehensive reporting and quality control.



## | Actions by the Executive Director

- **Incorporation of SEA as part of the Capacity Building Unit's portfolio**
- Establishment of the Focal Point System for all offices away from Nairobi
- Ensure all staff complete their mandatory training that includes SEA & PSEA (part of the ED's compact)



## | Actions by the Management

- **Internal communications:** Dedicated feature story on SEA in the HabPost, internal magazine for all staff and personnel.
- **Development of the ‘Speak Up App’:** To ensure there is a safe medium to reach dedicated resources, report cases and seek guidance on the subject of SEA & PSEA.
- **Dedicated Training on SEA & PSEA:** Establishing a working partnership with UN Women, OCHA and other UN agencies to tap into their dedicated resources to strengthen UN-Habitat’s capacity to build capacity of staff and implementing partners.



## | Why we need dedicated resources

- **Monitoring:** Without any dedicated staff, monitoring is through the Regional Programme Division, which is mostly project funded. Depending on available resources in the field, monitoring is not comprehensive.
- **Reporting:** Without any dedicated staff member and with existing colleagues doing two or three functions, reporting is very limited. The Secretariat welcomes soft-earmarked support and stands ready to work with any Member State to translate the action plan into more solid actions throughout the Programme.



# THANK YOU!

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