AGENDA ITEM 4:
Actions taken by UN-Habitat to
Strengthen Protection against Sexual
Exploitation and Abuse and Sexual
Harassment in the Workplace in 2022

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Agenda Item 4 — Actions taken by UN-Habitat to Strengthen PSEA/H in the Workplace

BACKGROUND

→ Recent years have seen an increase in reported cases of sexual harassment, sexual exploitation and abuse and other misconduct, within the United Nations (UN) system

→ Recent Secretary General reports have further suggested that leaders and senior managers of UN entities should ‘lead from the top’ to prioritise PSEA/H

→ The reputation of the UN is one of its most valuable assets, but also one of its most vulnerable. UN-Habitat to promote and integrate ethical standards into its organizational culture

→ This short presentation highlights the activities and milestones undertaken by, the UN Secretariat and UN-Habitat, to strengthen protection against sexual exploitation and abuse and sexual harassment (PSEA/H), in the work place.
**Agenda Item 4 — Action Plan Areas and Progress**

- **Advocacy** — Advancing the Secretary-General’s ‘zero-tolerance’ policy at the workplace; a ‘Model Code of Conduct’ was developed to combat harassment including, sexual harassment at the workplace.

- **Focal Point System** — Two focal points at UN-Habitat Headquarters, (Nairobi), and, country specific focal points in all UN-Habitat offices away from Nairobi

- **Monitoring & Reporting** — Reports are submitted to the Executive Office of the Secretary-General (EOSG), every year. Additionally, The ED submits an PSEA Annual Action Plan to the SGs office for which she is held accountable

- **Incorporation** of PSEA as part of the Capacity Development Training Unit’s portfolio

- **Training** — Mandatory PSEA/H training for **ALL UN-Habitat staff** (*part of the Executive Director’s Compact with the Secretary-General*). Other on-line or in-person ‘refresher’ training is being pursued with partner UN entities
Review & Adaptation of Training Packages — Developed by the International Organisation for Migrations (IOM), UNHCR, UN Women in collaboration with other UN entities. Courses include, ‘Saying No to Sexual Misconduct’; ‘PSEA at the Front Line: Together we say no’. For PSEA focal points, the ‘PSEA Coordinator Course’ — OSCSEA flagged high-risk countries to be prioritised.

Participation in Global PSEA/H Coordination Mechanism — Inter-Agency Standing Committee (IASC) PSEA Coordinators & Technical Advisory Group, PSEA Brown Bags and SEA Working Group (WG) meetings, organised by the Officer of the Special Coordinator in improving the United Nations response to sexual exploitation and abuse, United Nations Headquarters, New York.

Internal Communication — Dedicated feature stories on PSEA/SH in HabPost, an internal UN-Habitat magazine shared to all UN-Habitat personnel through electronic broadcasts.
Agenda Item 4 — Action Plan Areas and Progress (cont.)

† Adoption of — Victim Centred Approach, prioritising rights and dignity of victims

† Sanctions for non-compliance — In accordance with ST/SGB/2003/1, with the support of UN-Habitat’s Legal Unit and the Office of Legal Affairs (OLA), cases may be referred to national authorities for criminal prosecution.
CONCLUDING MESSAGES :
In conclusion, The Secretariat will continue to prioritise PSEA/H, including:

- More collaboration with UN Partners
- Target full compliance with mandatory training
- Continue awareness raising with staff and implementing partners
- Fully embrace a Victim Centred Approach
- Will seek support for additional dedicated resources