



UN-HABITAT

AGENDA ITEM 9: Actions taken by UN-Habitat to Strengthen Protection against Sexual Exploitation and Abuse and Sexual Harassment (PSEA/H) in the Workplace

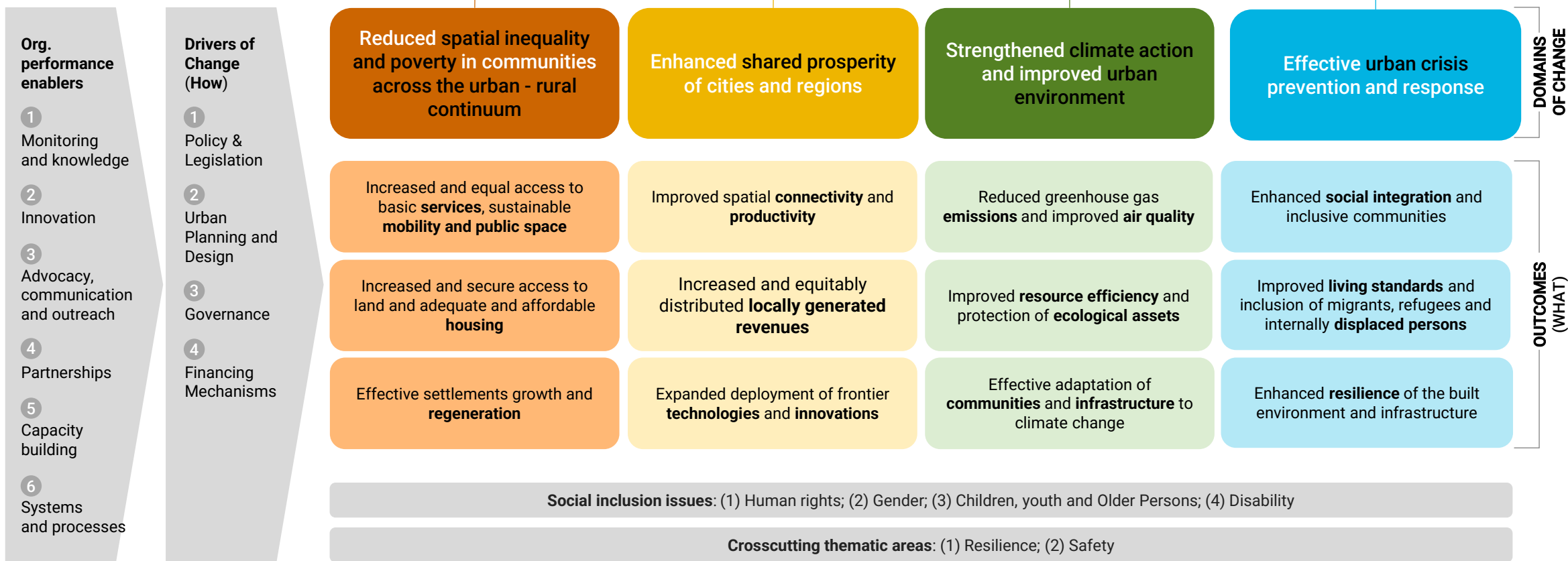
Date: Wednesday, 29 March 2023

Strategic plan 2020-2023 (2025*)

Vision: A better quality of life for all in an urbanizing world

Mission: UN-Habitat promotes transformative change in cities and human settlements through knowledge, policy advice, technical assistance and collaborative action to leave no one and no place behind

Objective: Sustainable urbanization is advanced as a driver of development and peace, to improve living conditions for all in line with SDGs



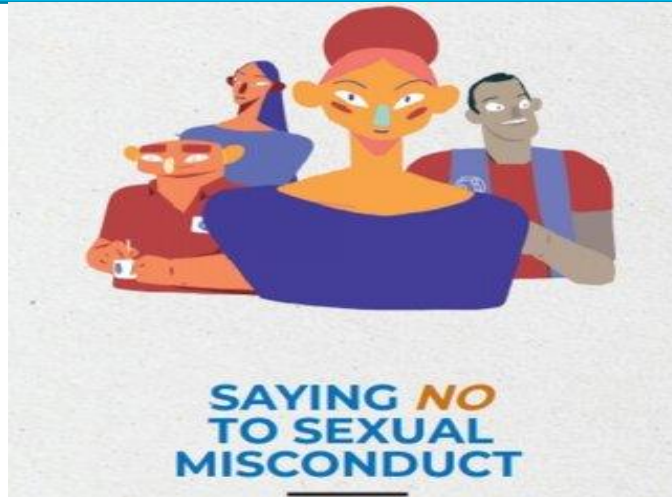
AGENDA ITEM 9: Actions taken by UN-Habitat to Strengthen PSEA/H in the Workplace



**ZERO TOLERANCE
FOR SEXUAL EXPLOITATION
AND ABUSE**



Stop, prevent, protect



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Perpetrators will be punished

BACKGROUND

- Recent years have seen an **unprecedented increase** in cases of **sexual harassment, sexual exploitation, sexual abuse, discrimination, misconduct, retaliation, and abuse of authority** within the United Nations (UN) system.
- Recent UN reports have further suggested that senior leaders of each entity should inform the UN leadership of measures taken to address ethical violations in a timely manner.
- The reputation of the UN is one of its most valuable assets, but also one of its most vulnerable. The **UN Ethics Office** provides **excellent direction for many ethics questions that arise in UN-Habitat's work**. However, the greatest influence on outcomes is developing **an effective compliance program that requires UN-Habitat to promote and integrate ethical standards into its organizational culture**.

BACKGROUND

- This presentation highlights the activities and milestones undertaken by UN-Habitat, as a UN Secretariat entity, to strengthen its **protection against sexual exploitation and abuse and sexual harassment (PSEA/SH)**, in the work place.



Action Plan Areas

- **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** – Focal points at UN-Habitat Headquarters, (Nairobi), and country specific focal points in all UN-Habitat offices away from Nairobi.
- **Monitoring & Reporting** – Reports submitted to the Executive Office of the Secretary-General (EOSG), every year. Additionally, the Executive Director submits an **PSEA Annual Action Plan** to the Secretary-General’s office for which she is held accountable.
- **Incorporation** of PSEA as part of UN-Habitat’s **Capacity Development Training Unit’s** portfolio.

Action Plan Areas

- **Training** – Mandatory PSEA/H training for **ALL UN-Habitat personnel** (*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.
- **Specific Training Packages** – A standardised approach and **training for all UN-Habitat Implementing Partners**, subject to availability of funding.
- **Review & Adaptation of Specific Training Packages** – Developed by the International Organisation for Migrations (IOM), United Nations High Commissioner for Refugees (UNHCR) and 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**” The Office for Special Coordination on SEA flagged high-risk countries to be prioritised.

Action Plan Areas

- ➔ **Participation in Relevant Global PSEA/SH 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.

**OUR LIVES BEGIN TO END
THE DAY WE BECOME SILENT
ABOUT THINGS THAT MATTER.**

MARTIN LUTHER KING, JR.

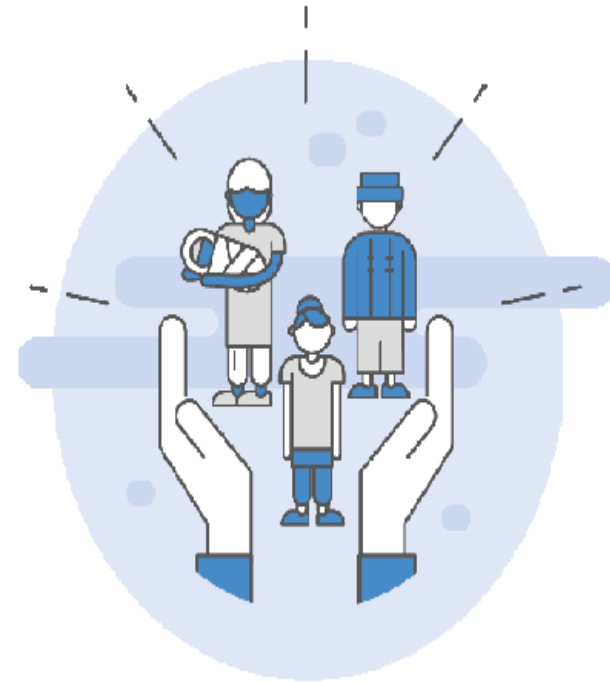
Actions by UN-Habitat

- **Focal Points** – Established in Nairobi, focal points and country specific focal points in all UN-Habitat offices away from Nairobi.
- **Internal Communication** – Dedicated feature stories on PSEA/SH in **HabPost**, an internal UN-Habitat magazine shared to all UN-Habitat personnel through electronic broadcasts to raise awareness and ways of reporting SEA/H.
- **Reporting & Monitoring** – Monitoring reports generated by information on UN-Habitat's **Speak UP** App.



Actions by UN-Habitat

- **Ensuring** all UN-Habitat personnel **complete the mandatory training and participation guidance in PSEA/SH**, (*part of the Executive Director's Compact with the Secretary-General*).
- **Implementing Partners** – UN-Habitat is committed to **not partner** with **any implementing partner** that **fails** to appropriately address, SEA/H. Consistent with the United Nations standard conditions of contract, **ALL UN-Habitat Agreements of Cooperation** with its **implementing partners incorporates conditions** relating to **sexual exploitation** and **sexual abuse** and **obligates implementing partners** to take appropriate measures to prevent sexual exploitation or abuse of any one by it or by any of its employees or any other persons who may be engaged by the implementing partner.

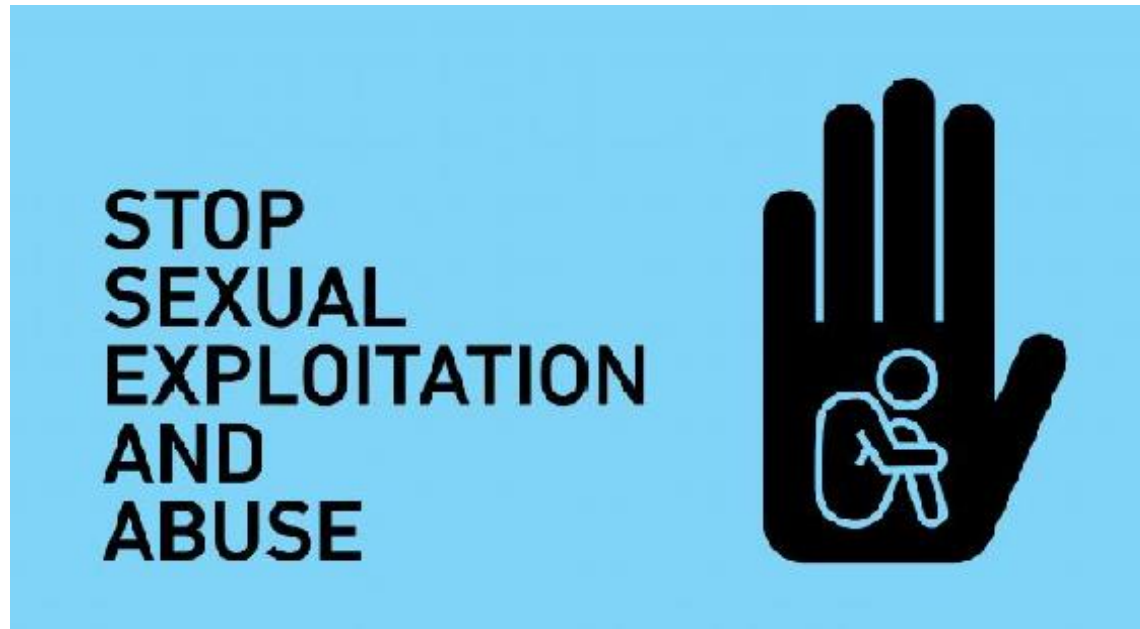


Actions by UN-Habitat

- **Identified training opportunities** for UN-Habitat personnel, particularly in countries that are flagged as “*high risk*”, (OSCSEA).
- **Leveraged other training opportunities to raise PSEA/SH awareness** to ensure it is a regular ‘agenda’ item.
- **Sanctions for non-compliance** – In accordance with **ST/SGB/2003/1**, with the support of UN-Habitat’s Legal Unit and, in consultation with the Office of Legal Affairs (OLA), if there is evidence to support allegations of sexual exploitation or sexual abuse, such cases may be referred to national authorities for criminal prosecution.

Number of Reports on allegations and investigations

- **Reports** – There have been **no reported allegations** of sexual exploitation and abuse or sexual harassment involving UN-Habitat staff or non-staff personnel for the **year 2022 to date**.



CONCLUDING MESSAGES: Recommendations and Proposed Outcomes



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**SAYING *NO*
TO SEXUAL
MISCONDUCT**



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Recommendations and Proposed Outcomes

- ❑ The role of the **Conduct and Discipline** and **Sexual Exploitation and Abuse** focal points need to be enhanced and resources allocated to undertake its work.
- ❑ **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.
- ❑ **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.
- ❑ The **'Speak UP'** App devised by UN-Habitat for the receipt and reporting of sexual exploitation and abuse needs to be strongly promoted and its functions enhanced within the United Nations system.

Thank you!

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