



UN-HABITAT

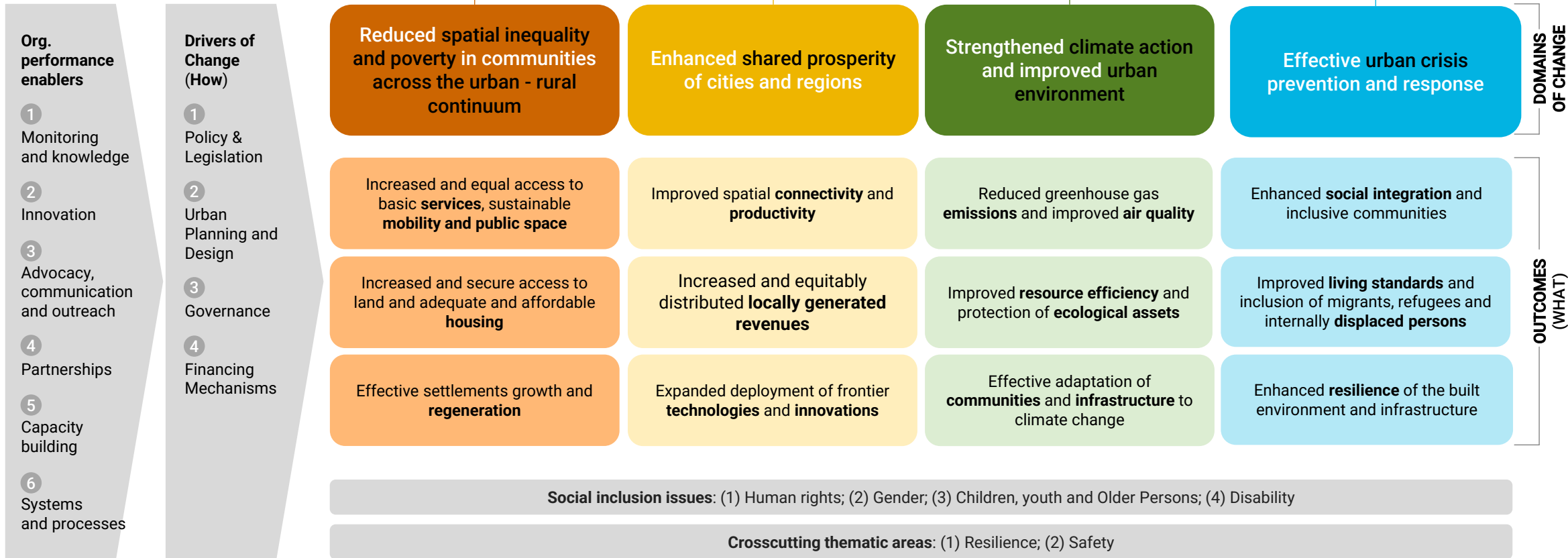
AGENDA ITEM 11: Actions taken by UN-Habitat to strengthen protection against sexual exploitation and abuse and against sexual harassment (PSEA/SH) in the workplace

Strategic plan 2020-2025

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 11: Actions by UN-Habitat to Strengthen PSEA/SH in the Workplace



**ZERO TOLERANCE
FOR SEXUAL EXPLOITATION
AND ABUSE**



Stop, prevent, protect



**SAYING *NO*
TO SEXUAL
MISCONDUCT**



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Perpetrators will be punished

BACKGROUND

- **Recalling and reaffirming the UN-wide Statement of Commitment on Eliminating Sexual Exploitation and Abuse** by UN and Non-UN Personnel; the **Minimum Operating Standards** (MOS) on Protection from Sexual Exploitation and Abuse (PSEA) by our own Personnel; the **UN Protocol on Allegations of SEA** involving Implementing Partners; the **IASC Vision and Strategy** on Protection from Sexual Exploitation and Abuse and Sexual Harassment 2022-2026; and the **IASC Definition and Principles of a Victim/Survivor Centred Approach**; UN-Habitat has taken effective actions to **strengthen protection against sexual exploitation and abuse and against sexual harassment (PSEA/SH)** in the workplace.
- This presentation is made pursuant to **paragraph 4 (e), decision 2019/4 of the Executive Board of UN-Habitat** that decided to consider, at its **first session each year**, an annual report on **actions taken by UN-Habitat** to **strengthen protection against sexual exploitation and abuse and against sexual harassment** in the workplace, as well as any other kind of exploitation or abuse.

BACKGROUND

- ❑ Since **January 2018**, the Secretary-General has requested members of the United Nations System Chief Executives Board for Coordination to **certify annually** to their governing bodies, through a **management letter**, that they have:
 - (a) **Fully and accurately reported ALL credible allegations** of sexual exploitation and abuse related to **United Nations staff and affiliated personnel** serving in their organization; and
 - (b) Provided **training** on the **prevention** of **sexual exploitation and abuse** available to their staff and affiliated personnel.
 - (c) The Secretary-General has also **requested** that **heads of entities** provide **information** on how their organization ensures that its **implementing partners** have **minimum standards** in place to **prevent** and **respond** to sexual exploitation and abuse.

BACKGROUND

→ The **management letter** from the **Executive Director** of UN-Habitat covering the period from **1 January 2023** to **31 December 2023** in the **Annex** to the **present report** was submitted to the Secretary-General in **December 2023** in which it certified as follows:

(a) UN-Habitat has acted on and **fully** and **accurately** reported all allegations **it's received** of **sexual exploitation** and **abuse** related to UN-Habitat staff and affiliated personnel serving in the organization;

(b) made **training** on the **prevention of sexual exploitation and abuse available** to **UN-Habitat staff** and **affiliated personnel** and took all **necessary actions** aimed at **strengthening protection** from and **reporting** of allegations of sexual exploitation and abuse.

Actions by UN-Habitat – More specifically we have taken the following actions:

- **Proactive Follow-up Mechanisms** – ensuring that every **victim/survivor** has received – with their consent – **assistance** and **support**, in a manner consistent with the **United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel**.
- **Accountability** – through prompt **reporting**, timely and **victim-centred assessment**, and **investigation of all allegations** that it has received, as part of its commitment to ending impunity. Where an allegation has been substantiated, UN-Habitat has ensured that the matter has been addressed consistently and in accordance with the Staff Regulations and Rules of the United Nations and Administrative Issuances.
- **Focal points** – **Appointed focal points** at **UN-Habitat headquarters** and conducted **awareness-raising activities**, on a proactive basis, for its staff members and related personnel. At the time of drafting the present report, **82 per cent** of UN-Habitat staff members and related personnel had **completed induction** or **refresher training** on **protection from sexual exploitation and abuse** and had been **reminded of their obligation to report any such incidents**.

Actions by UN-Habitat

- **Advocacy** – Communicated and advocated actively and continuously on issues relating to protection from sexual exploitation and abuse, engaged in outreach efforts to raise awareness of measures of protection from sexual exploitation and abuse, and implemented effective ways of reporting allegations of such acts.
- **Implementing Partners** – UN-Habitat in its various legal instruments is requiring its civil society organization partners and other implementing partners to implement minimum standards and adopt policies to prevent and respond to sexual exploitation and abuse, as well as assessing them on their capacity to do so.
- **Reaffirmed** that all its cooperation agreements with its implementing partners incorporate conditions relating to protection from sexual exploitation and abuse, thereby obligating implementing partners to take all appropriate measures relating to sexual exploitation and abuse committed by any of its employees or any other persons who may be engaged by the implementing partner to perform services under the respective cooperation agreements between UN-Habitat and the implementing partner.

Action by UN-Habitat

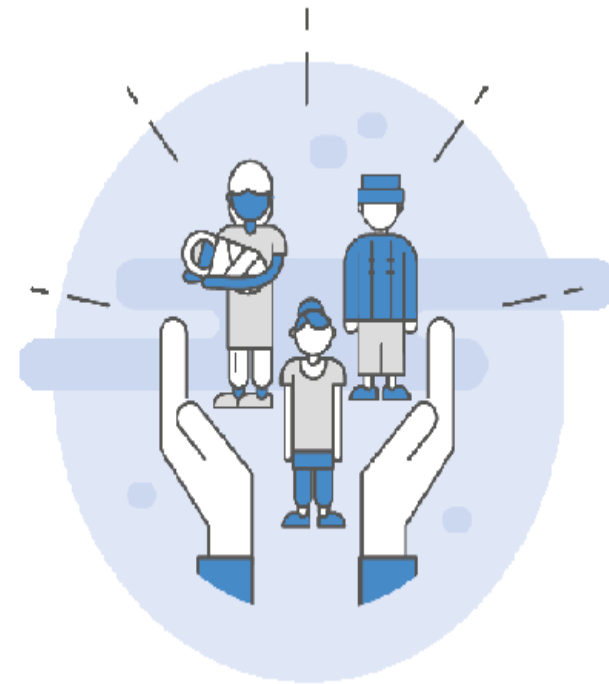
- **Annual Action Plan** – Completed the **annual action plan** to prevent and respond to **sexual exploitation and abuse** and conducted appropriate **risk assessments** for each of its operations and programmes; acted on the **results** of those risk assessments; and continued to **review those results on an ongoing basis**.
- **Zero tolerance policy** – Committed itself to implementing its **zero-tolerance policy** on **sexual exploitation and abuse**, in particular by **treating every allegation seriously** and **pursuing appropriate action**. UN-Habitat has **continuously sensitized** its personnel on matters relating to sexual exploitation and abuse through **internal broadcasts** and **reporting of cases** through a **secure online tracker**.
- **Internal broadcast** – shared the United Nations guidance document entitled “**Your Rights**” as a **reminder** to staff members and related personnel of the **rights of victims and survivors of sexual exploitation and abuse** committed by **United Nations staff members, including UN-Habitat staff and related personnel**.

2024 UN-Habitat Action Plans

- **Inter-Agency Standing Committee** – Enhance participation, through **UN-Habitat focal points**, in the Inter-Agency Standing Committee. UN-Habitat actively **participates** in the activities of the Inter-Agency Standing Committee.
- **Played a key role** in the **preparation and finalization** of the **Statement** by the **Inter-Agency Standing Committee** on **protection from sexual exploitation and abuse** and **sexual harassment**.
- **Participated** in the **recently concluded Organization-wide Inter-Agency Standing Committee workshop** held in Brindisi, Italy, from **23 – 25 April 2024** and will participate **annually** hereafter.
- **Further committed** to **actively** preventing and responding to **sexual exploitation and abuse and sexual harassment** by **humanitarian workers**, and the **role of Humanitarian Coordinators and Humanitarian Country Teams** to implement **PSEA commitments** in all response operations.

2024 UN-Habitat Action Plans

- **Conduct surveys** regularly and increase the participation of personnel, in particular those in **field offices**, in the **annual survey** on **sexual exploitation and abuse**.
- **Appoint focal points** on protection from sexual exploitation and abuse in each **regional office** and in **field offices**.
- **Continue to inform** UN-Habitat staff and related personnel of the **policy on protection against retaliation** to enable and empower them to report incidents of prohibited conduct, including **sexual exploitation and abuse**.

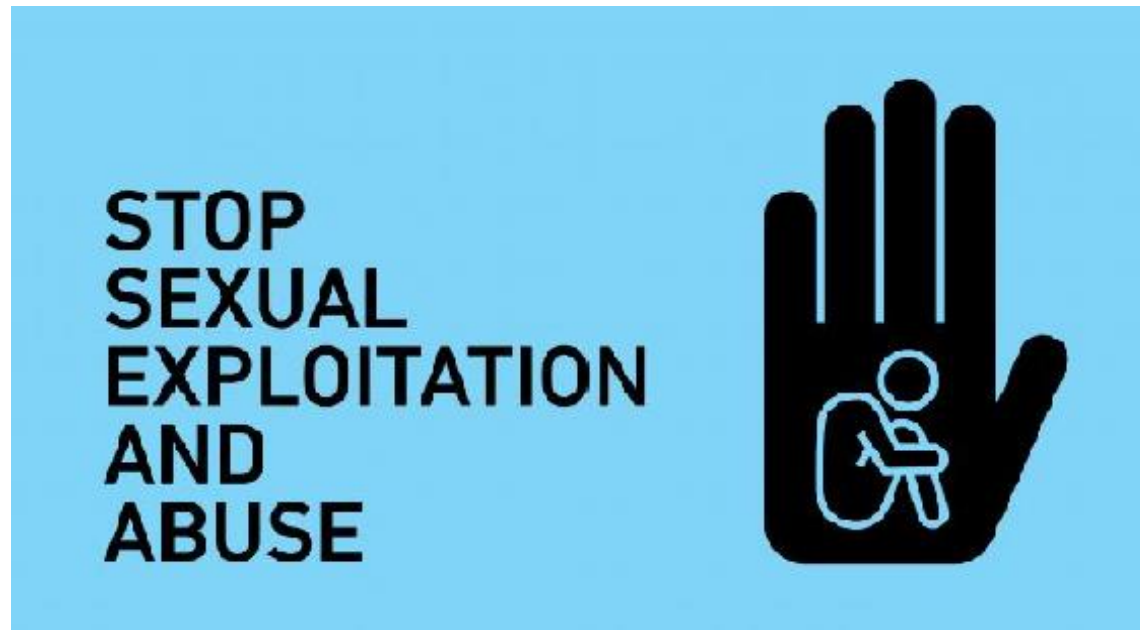


2024 UN-Habitat Action Plans

- **Increase awareness raising** –through the **use of banners** and **other promotional materials**, such as **those displayed** at the **last session** of **2023** of the Executive Board. UN-Habitat plans to **use** and **disseminate these materials** in **field offices** and **during flagship events**, such as the **World Urban Forum**, **World Cities Day** and **World Habitat Day**.
- **Training** – Provide **additional training** on **protection against sexual exploitation and abuse**, including through **specific training packages**, in particular for UN-Habitat staff and related personnel in field offices.

Number of Reports on allegations and investigations

- **Reports** – In 2023, there was one **formally** reported **allegation of sexual exploitation and abuse** involving a **former UN-Habitat staff member**. The **allegation was forwarded to the Office of Internal Oversight Services** for **appropriate action**. The case is still under consideration.



CONCLUDING MESSAGES: Recommendations and Proposed Outcomes



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Recommendations and Proposed Outcomes

- ❑ **Subject to the availability of funds**, there are plans to devote more staff and resources to the handling of cases relating to allegations of sexual exploitation abuse and sexual harassment, retaliation, and other forms of unsatisfactory conduct.
- ❑ **Proposed and recommended** to have a **staff member** at the **P-4 level** to serve as a focal point for conduct and disciplinary matters, including the prevention of and response to sexual exploitation and abuse, sexual harassment and issues of unethical conduct subject to availability of funds.
- ❑ **More training** to be undertaken on **raising awareness** of the zero-tolerance policy on sexual exploitation and abuse and reporting of cases. We planned to have a roadmap for the training sessions for the year 2024 to 2024.

Recommendations and Proposed Outcomes

- ❑ **More outreach activities** to be **conducted** in **field offices** particularly in those where there is high risk. Roadmap for missions are being planned.
- ❑ Need to **engage partners** and **other stakeholders** on the **need to ensure the protection of sexual exploitation and the organization's zero-tolerance policy on it**. Inclusion of **PSEA measures** and **safeguarding** in all **project documents** and **other UN-Habitat agreements** and **instruments**.
- ❑ **Ensuring consistency** and **symmetry** in the **handling of sexual exploitation and abuse across the organisation** and **cooperating with UN sister agencies partners**.

Thank you!

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