

"A BETTER QUALITY OF LIFE FOR ALL IN AN URBANIZING WORLD"

THE STRATEGIC PLAN

2020-2023

EXECUTIVE BOARD OF UN- HABITAT

Second session of the year 2022
21 – 23 November 2022

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



| Agenda Item 4 – Action Plan Areas and Progress (cont.)

- ➔ **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 :



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□ 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



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