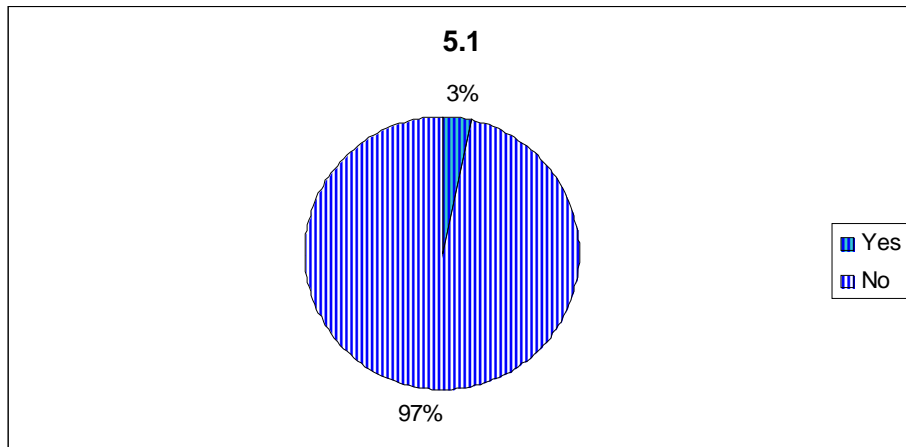
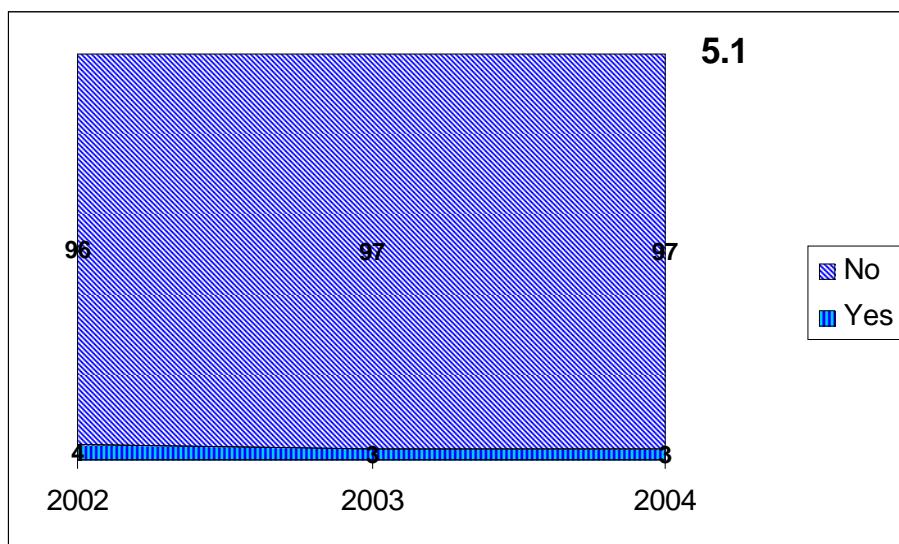


Section 5 - Harassment

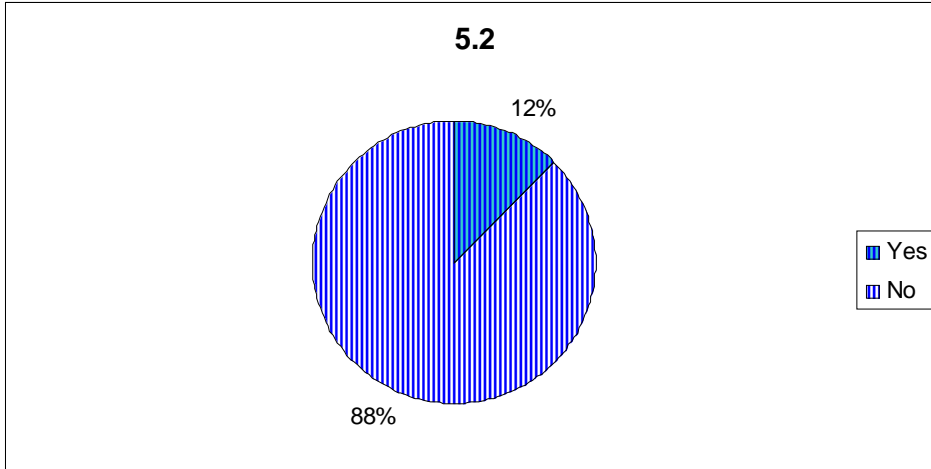
5.1 Have you personally experienced sexual harassment in your work place while being a JPO?



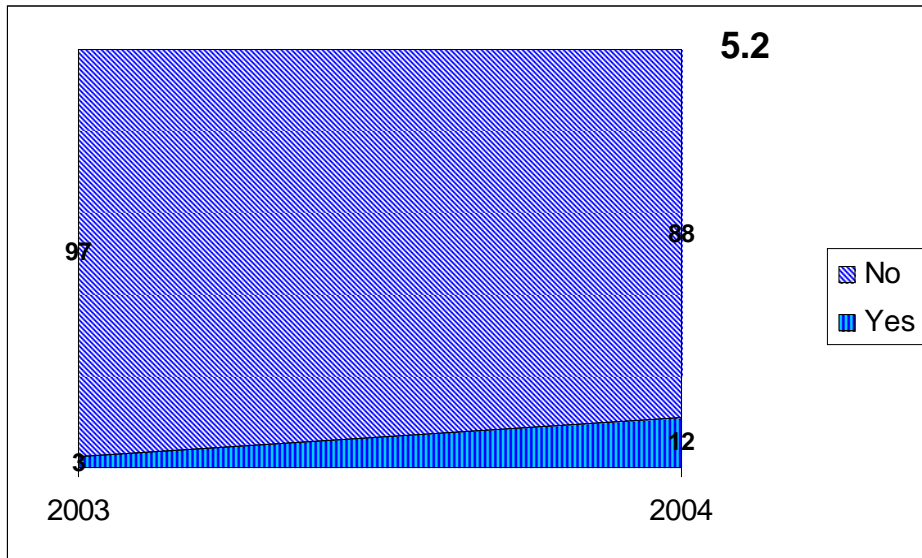
	Yes	No
2004 results 145 answers (5/140)	3 %	97 %
2003 results 152 answers (5/147)	3 %	97 %
2002 results 141 answers (6/135)	4 %	96 %



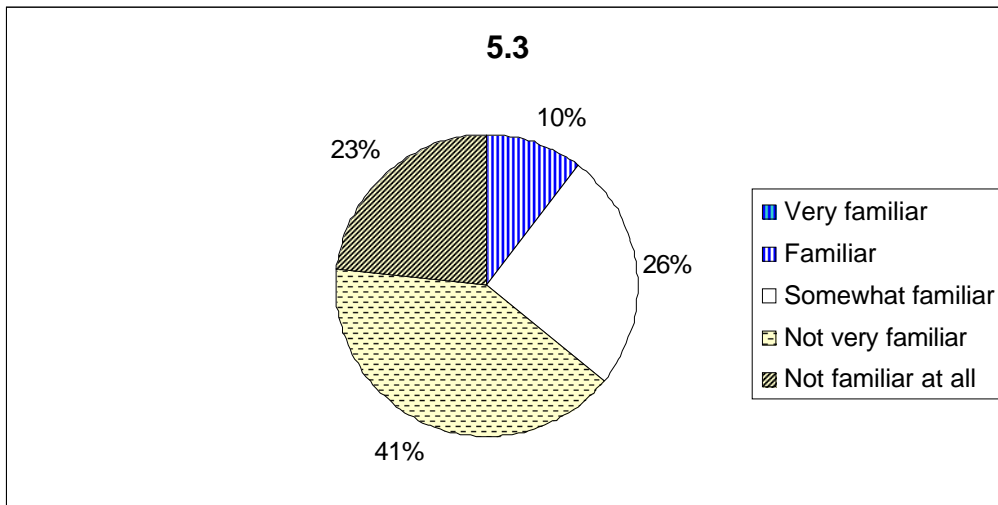
5.2 Have you personally experienced work related harassment in your work place while being a JPO?



	Yes	No
2004 results 145 answers (18/142)	12 %	88 %
2003 results 152 answers (10/142)	7 %	93 %



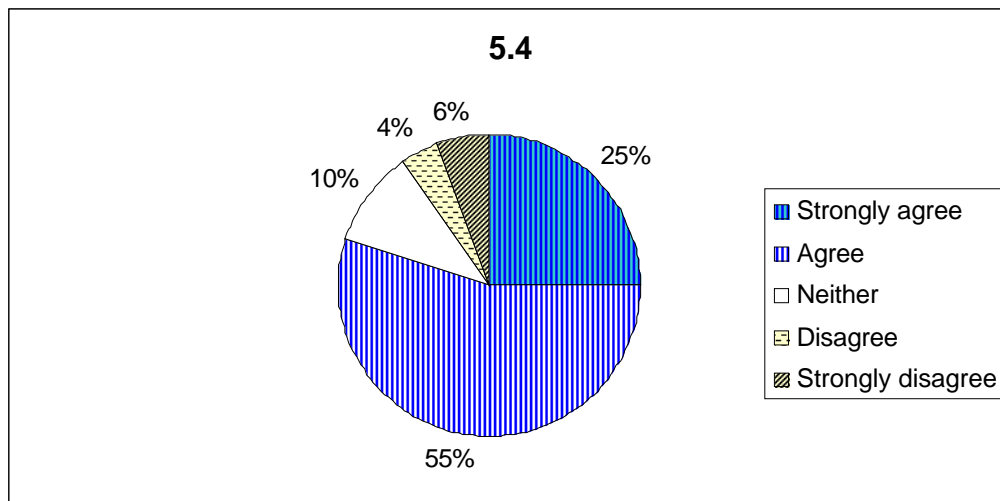
5.3 How familiar are you with the procedures for reporting harassment?



	Very familiar	Familiar	Somewhat familiar	Not very familiar	Not familiar at all
2004 results 145 answers (0/15/37/59/34)	0 %	10 %	26 %	41 %	23 %
	Yes				No
2003 results 154 answers (39/115)	25 %				75 %
2002 results ³² 141 answers (67/74)	48 %				52 %

³² Wording of the question in the 2002/3 Survey: "Are you familiar with the procedures for reporting sexual harassment and/or do you have someone in your office that you would feel comfortable to talk to in case you experienced sexual harassment?"

5.4 “I have someone in my office that I would feel comfortable talking to if I experienced harassment”

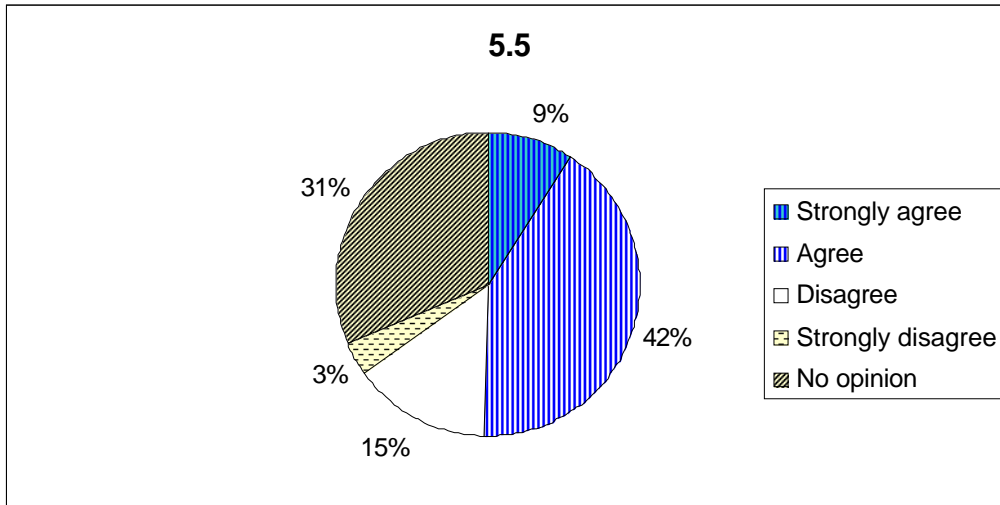


	Strongly agree	Agree	Neither	Disagree	Strongly disagree
2004 results 144 answers (36/79/15/6/8)	25 %	55 %	10 %	4 %	6 %
	Yes			No	
2003 results³³ 152 answers (136/16)	89 %			11 %	
2002 results³⁴ 141 answers (67/74)	48 %			52 %	

³³ Wording of the question in the 2003 Survey: “Do you have someone in your office that you would feel comfortable to talk to in case you experience harassment?”

³⁴ Wording of the question in the 2002 Survey: “Are you familiar with the procedures for reporting sexual harassment and/or do you have someone in your office that you would feel comfortable to talk to in case you experienced sexual harassment?”

5.5 “I believe there is a need for the JPOSC to be more active in informing about the procedures for reporting sexual harassment”



	Strongly agree	Agree	Neither	Disagree	Strongly disagree
2004 results 143 answers (13/59/21/55/45)	9 %	42 %	15 %	3 %	31 %

5.6 What are your ideas as to what the JPO Service Centre could do to support JPOs who are victims of sexual harassment?

Provide information

“I have noted that the Website offers a section on Harassment: definitely a good initiative.”

“Inform about procedures and contact points.”

“Maybe send out email regularly on how to deal with the issue when it occurred or is occurring?”

“Information on the subject and procedures, secondly, maybe have a focal point with special training on the subject.”

“Inform them about the procedures and ensure their protection in the process of resolving the issues.”

“Provide information on related policy and procedures and support a quick and smooth reassignment process.”

“Provide information and moral support; visit JPOs with problems.”

“It is not necessarily the issue of other JPOs being harassed, but colleagues in general and knowing the procedures to report such harassment.”

“Inform the mechanism and support that JPOs can have for both types of harassment.”

“Create a special network for JPOs who were victims of harassment for exchanging.”

“Inform about the procedures; the ombudsman and advice the JPOs how to solve the problems.”

Provide confidential advice/support

“Collaborate with the Ombudsperson and get one part-time/full-time person dealing with JPOs only. (That is if many JPOs have been victims of harassment).”

“Have focal point and clear guidance.”

“Act as reporting channel and counsel. In my case I have no one in the office to turn to, and no relevant contacts in HQ to use.”

“A more personal evaluation of the JPOSC and the respective JPO.”

“Assist them in how to deal with the problem and how to report it.”

“Push the organisation to show with concrete actions, reprehensive measures to perpetrators of harassment.”

“Do everything possible to guarantee anonymity of the victim.”

“First of all the JPO would have to agree to any action the JPOSC take. If the JPO wants to change duty station, she/he should get the full support of the JPOSC. Maybe make the RR. DRR. aware of the problem but I am not sure this would improve the situation of the JPO. A very tricky subject...”

“Establish trust between a JPO and his HR associate, so JPOs feel comfortable reporting such matters.”

“Report to HR at HQ to take necessary sanctions to the concerned.”

“Provide anonymous guidance over phone.”

“I prefer the direct approach, i.e. the JPO should deal with it firstly and if this is not possible then delegate it to JPOSC for instance. JPOSC can call up the "harasser" and tell them what is wrong etc. -to put pressure on these to be more professional. But then again, it is difficult to have such an "ombudsman" function in the JPOSC I think. There should be an ombudsman in the office dealing with these important issues because it can happen to everyone- male and female.”

“Assign a contact person.”

“Follow up regularly with JPOs how things are going on the initiative of the JPOSC, you never know what might be going in the CO but some people avoid to report”

“The JPOSC has already supported the JPOs in the office in tackling certain issues related to harassment and the office atmosphere. Thanks for that!”

“Inform them that you are neutral. That whatever is said will not affect the assignment.”

“Involve the respective RR and require him to facilitate an independent external investigation through Headquarters staff.”

“Listen and try to ensure that appropriate measures are taken to protect the JPO (and colleagues).”

“Provide support in the sense of giving suggestions, ringing them to have a talk and explain procedures and possibilities, back them up at all times. If a very serious case, allow them to re-assign.”

“The JPOSC could offer JPOs who are victims of harassment (the finance and contact information) to visit a psychologist.”

Support reassignment procedures

“Listening; possibility to be reassigned if circumstances require so.”

“When possible it is better to reassign them. It is not easy to stay in the Office after a violent harassment experience.”

“Document the process and help negotiate for reassignment if situation is irreparable at duty station.”

“Strong sanctions against perpetrator, including immediate termination of contract if needed. Reassignment of JPO.”

Other comments

“I did speak to my RR about the harassment. Nothing was done, nor was I given any feedback. I feel putting pressure on the RR about the fact that the JPOSC is aware that under the RR a JPO is being harassed and then attempting to not assign a JPO to an office where the RR's is present. The Regional Director should also be made aware of the occurrence. I have a situation where the harasser was promoted (but stayed at the duty station) as the regional bureau was not aware, or maybe they were, about the incidents.”

"I think, if possible, all harassment cases, as any problems, should be addressed in the country office level first (with supervisors, with peers/colleagues, or with sexual harassment focal point - in case of sexual harassment). JPOSC can guide us or give advice to us how we can tactically address the issues at the duty station level, if asked. It is only when all the attempts at the duty station to resolve the issue that JPOSC should come upfront to rescue JPOs - this is a reminder to myself as well as other fellow JPOs not to be too dependent on the good service and care JPOSC provides - you are not our babysitters!"

"5.2 refers to humiliation by my former supervisor. Following advice from JPOSC, I spoke to the Director of our office and things improved slightly (with me finally being shifted). I think it's difficult for JPOSC to play a larger role in harassment cases. In cases of serious harassment I would personally feel more comfortable to talk to somebody who is physically here than to JPOSC over the phone."

"Firstly we need to change the image of JPOs in the UN system. Most supervisors feel that JPOs are fresh graduates who are capable of little if left on their own, hence are considered apt for writing progress reports, memos, etc. The way JPOs are marketed has to be changed so that we have more respect and acceptance in the work place."

"Have better communication with the Rep from the start and raise the importance of informing the staff in his/her office about the JPO programme. That would create a better understanding of the JPO's role in the office."

"Since I am not sure to which extent the Centre has been involved in this issue, I would like to reserve my comments."

"It is up to the CO to prevent harassment. If the CO fails and if indeed a JPO claims to be harassed, the JPOSC should simply just call him or her back whilst the matter is investigated."

"Start by straightening out the more overbearing issues that seem to prevail in the office. I've heard many stories of JPOSC being highly agitated at JPOs (in the region), for issues that in fact were the fault of JPOSC. This climate is not conducive to me reporting harassment. I would probably talk to a colleague, [agency] HR or my government. JPOSC would be a last resort."