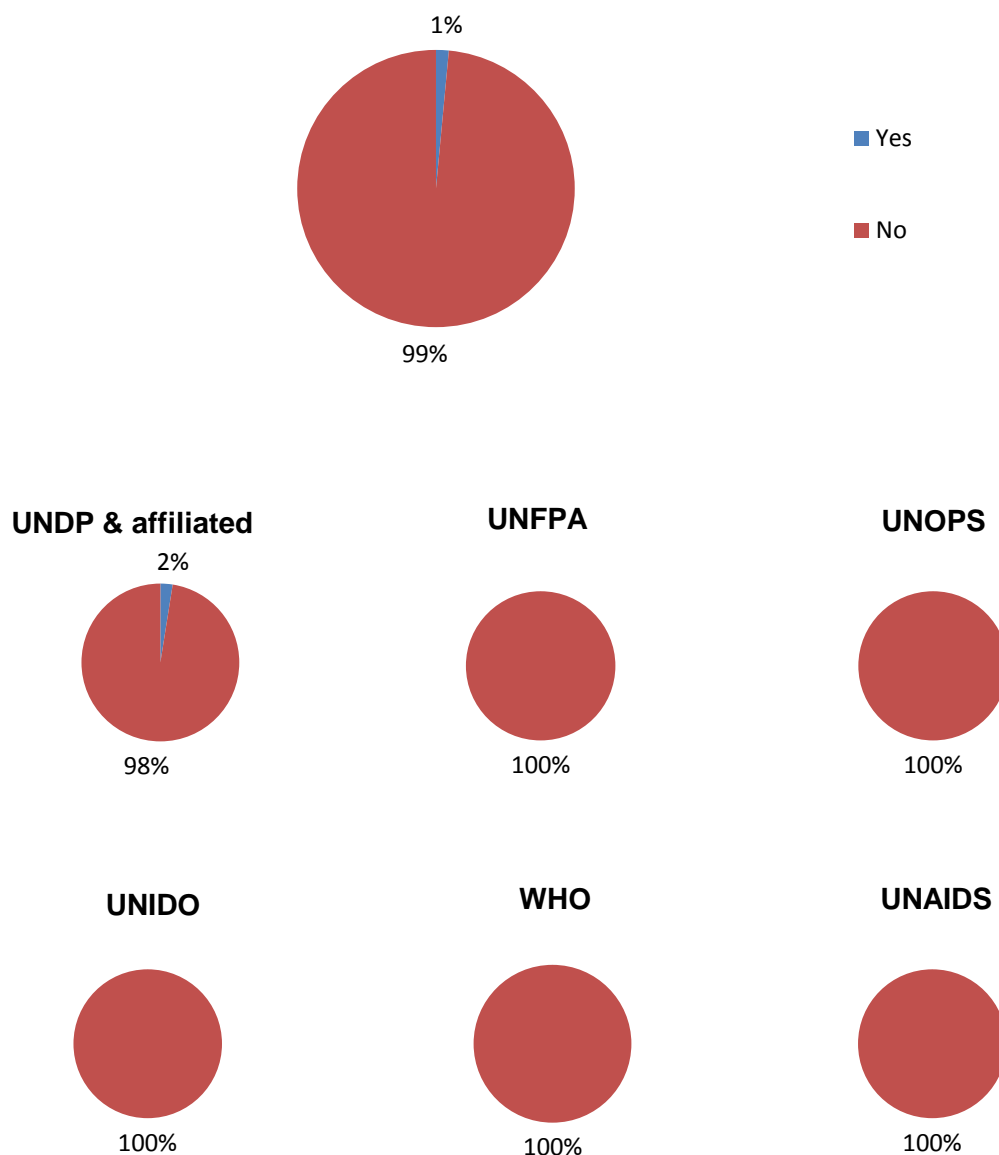


Section 5 – Harassment

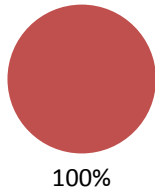
5.1 Sexual Harassment⁷ :

5.1.1 Have you personally experienced sexual harassment in your work place while being a JPO in the last twelve months?



⁷ “Sexual Harassment is understood as any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature (including pornography, sexually -coloured remarks) that has or that might reasonably be expected or be perceived to cause offense or humiliation to another”. (UNDP Human Resources User Guide, Workplace Harassment, Sexual Harassment & Abuse of Authority, BOM – OHR, February 2005 and revised in March 2008)

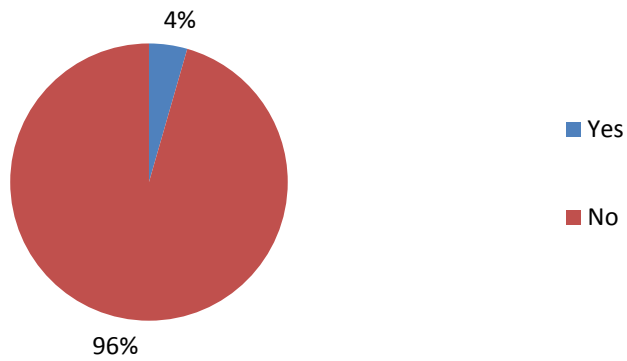
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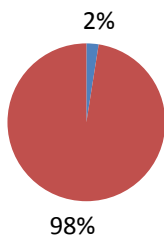
Comparison of global results from 2008 to 2009



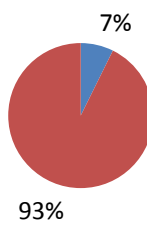
5.1.2 Have you personally witnessed sexual harassment in your work place while being a JPO in the last twelve months?



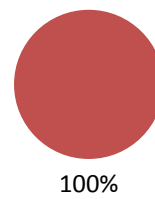
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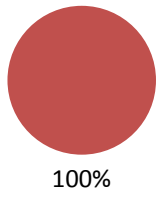
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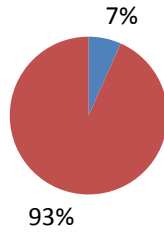
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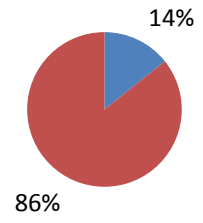
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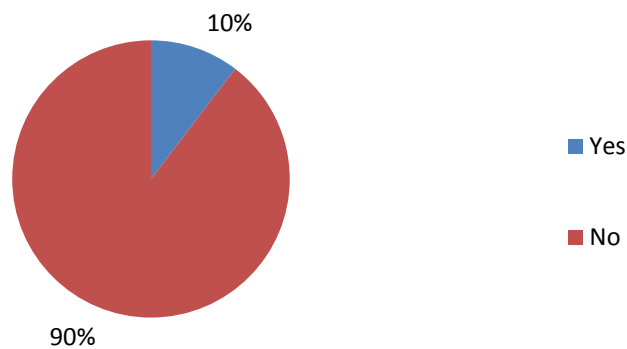


Comparison of global results from 2008 to 2009

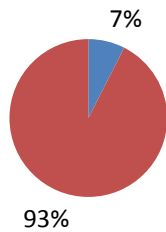


5.2 Work-related harassment⁸:

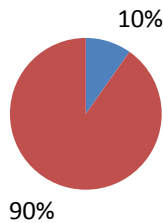
5.2.1 Have you personally experienced work-related harassment in your work place while being a JPO in the last twelve months?



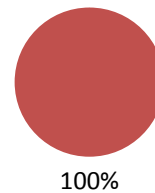
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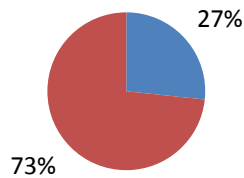
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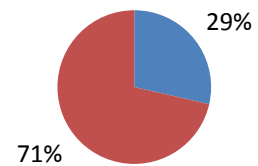
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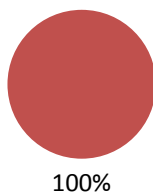
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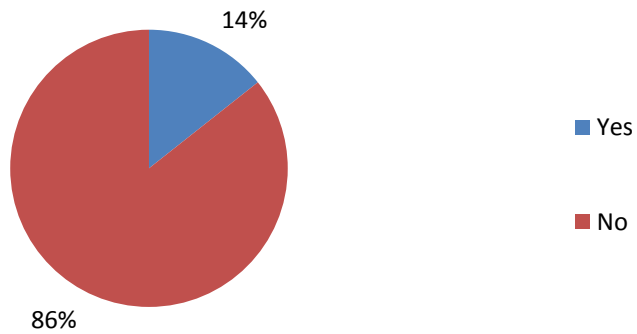


⁸ Work-related harassment is any “biased or prejudicial treatment at work e.g. abuse of authority, unfair treatment on the basis of race, sex, religion or disability, inappropriate comments or jokes that has or that might reasonably be expected or be perceived to cause offense or humiliation to another”. (UNDP Global Staff Survey 2007)

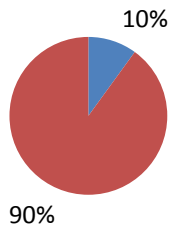
Comparison of global results from 2008 to 2009



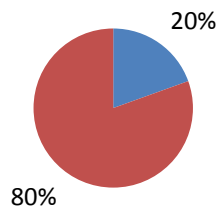
5.2.2 Have you personally witnessed work-related harassment in your work place while being a JPO in the last twelve months?⁹



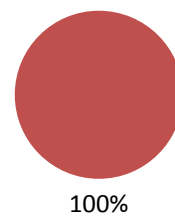
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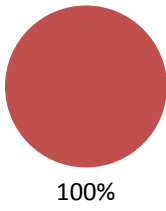


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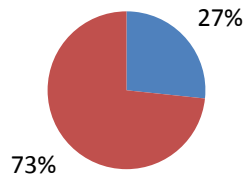


⁹ Former question: “Have you personally experienced and/or witnessed **work-related harassment** in your work place while being a JPO?”
2009 JPO Satisfaction Survey

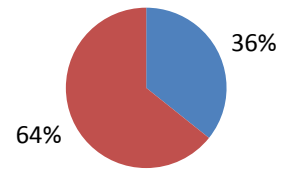
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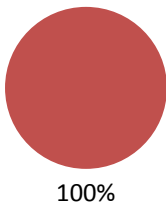
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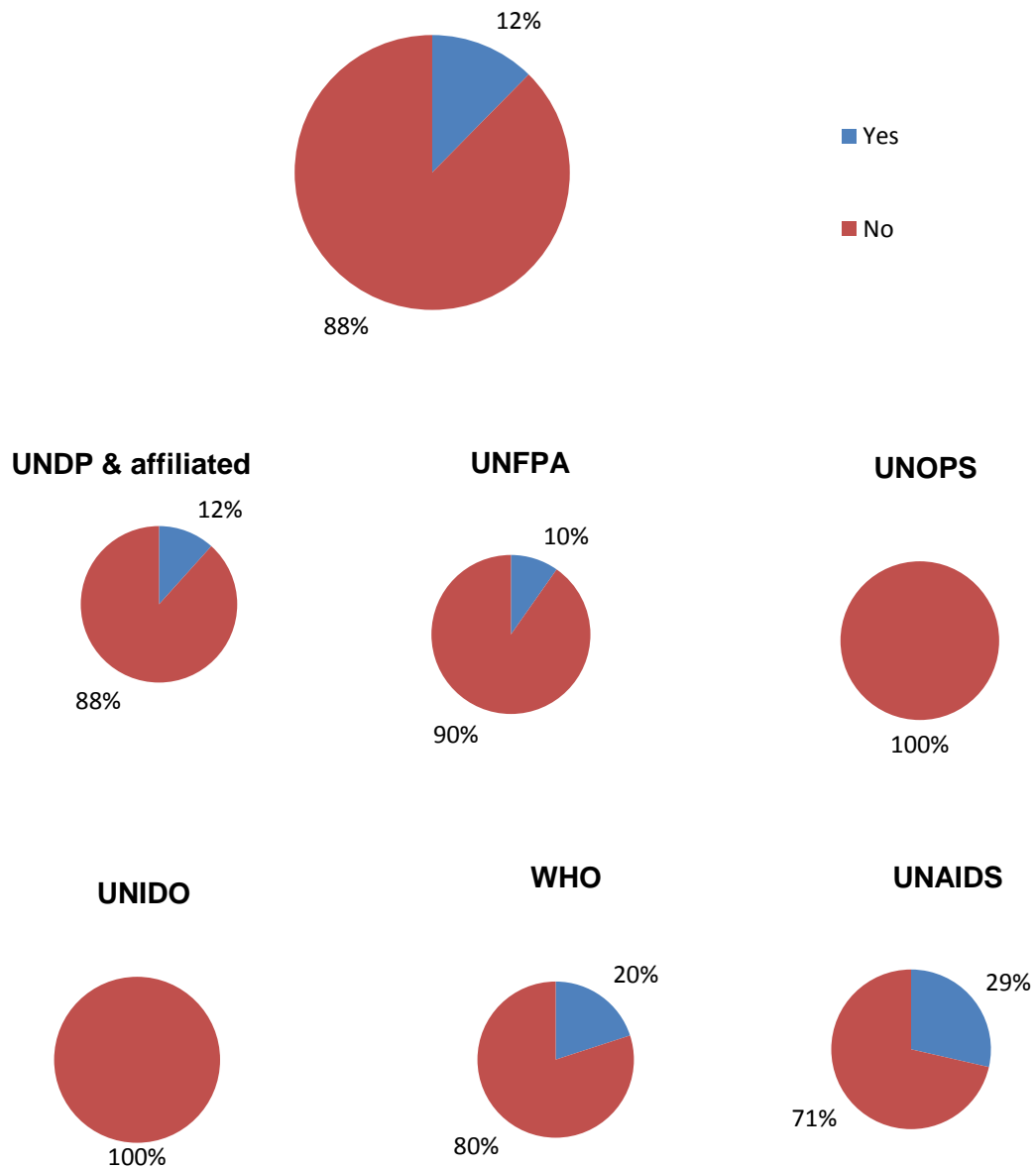


Comparison of global results from 2008 to 2009



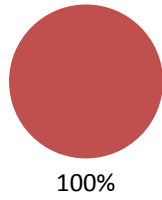
5.3 Abuse of Authority¹⁰:

5.3.1 Have you personally experienced abuse of authority in your work place while being a JPO in the last twelve months?



¹⁰ The abuse of authority is the improper use of a position of influence, power or authority by a staff member or non-staff personnel against another staff member or non-staff personnel or a group thereof. This is particularly serious when the person in question uses his or her influence, power or authority to arbitrarily influence the career or employment conditions (including, but not limited to, appointment, assignment, contract renewal, performance evaluation or promotion) of another staff member or non-staff personnel. (UNDP Human Resources User Guide, Workplace Harassment, Sexual Harassment & Abuse of Authority, BOM – OHR, February 2005 and revised in March 2008)
2009 JPO Satisfaction Survey

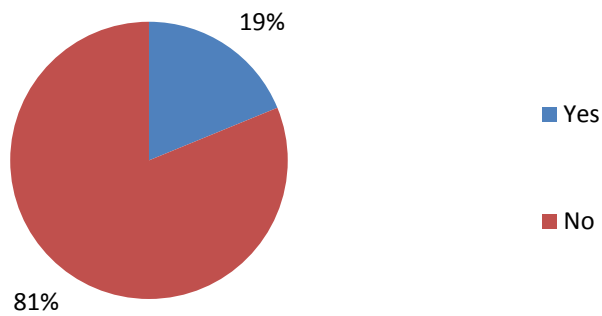
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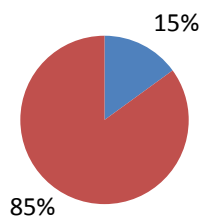
Comparison of global results from 2008 to 2009



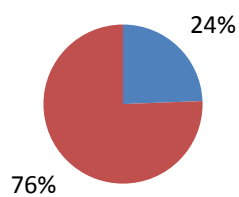
5.3.2 Have you personally witnessed work-related harassment in your work place while being a JPO in the last twelve months?¹¹



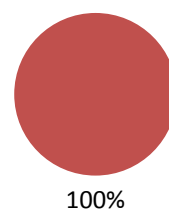
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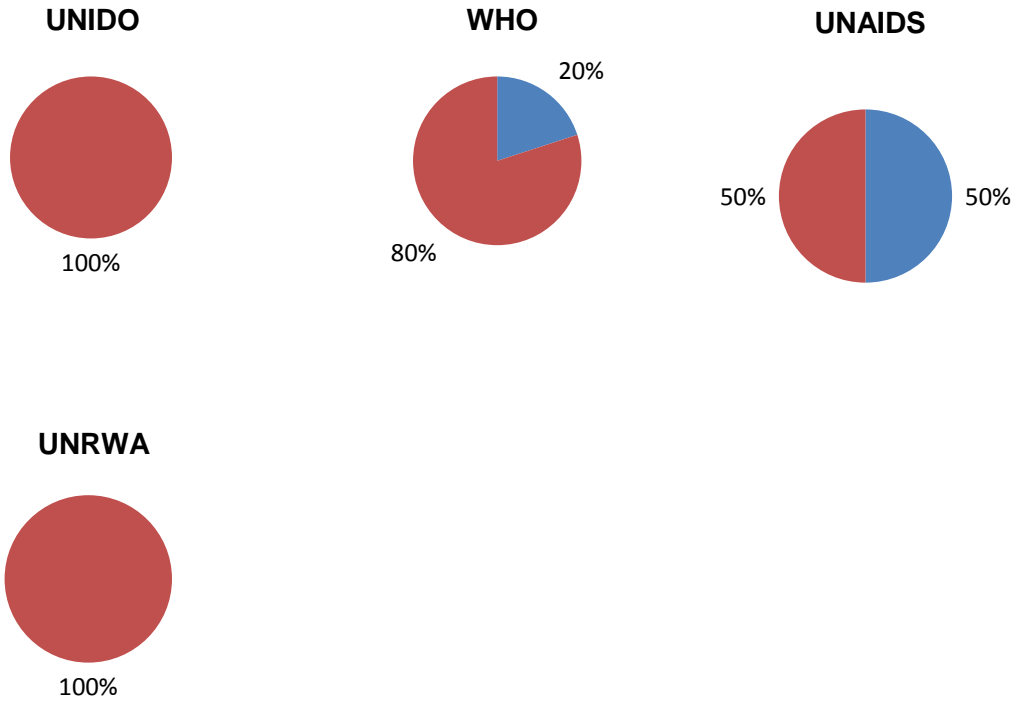
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¹¹ New question (2008 JPO Satisfaction Survey)
2009 JPO Satisfaction Survey



Comparison of global results from 2008 to 2009



5.4 If you have responded yes to one of the above questions, have you taken any action towards reporting the incident you experienced and/or witnessed in the last twelve months?

“Yes, mentioned it to supervisor”

“No I have not reported this at they are smaller incidents which are nevertheless demoralizing”

“Shared my concerns with the new Management and they have taken the mater seriously and ultimately resolved”

“No, none of the incidents I considered were serious enough to undertake an official reporting.”

“Some of it has been discussed openly in the office, other parts have not been reported”

“no”

“I tried to talk first with my supervisor because her usual answer was that she didn’t want to have problems with me when I suggested that we could work with other units,... at the end I informed the JPO center in the meeting in NY about my situation and since the situation continued to be the same I requested reassignment”

“I am not sure if it can be described as work-related harassment but when I was pregnant here in [my country office] I experienced a rather interesting process which did not lead to anything.
[]

"I have reported it to the PSEA cluster"

"considered reporting to the Staff Council but not undertaken any action"

"I was not directly involve, nor anyone of my area. The only action I took was to advice my colleague to make an statement about it but the person didn't made one."

"Use of authority was by the government (use of additional funds for activities that strategically and technically did not make sense within our current programme) - we (UN staff) were asked to not comment on it."

"Sexual harassment: I've heard about physical and verbal sexual harassments in the office (experienced by UN colleagues and cleaning staff, perpetrators were male UN staff). I was told this by concerned person in confidence, was asked not to report the cases as the concerned person would see herself with the UN counsellor. The UN should have ONE GUIDLINE for all UN staff and not separate ones by agencies."

"there has been a couple of minor incidents that didn't lead to anything but were dropped. On one occasion I have talked about it in more general terms with my JPOSC contact person."

"No, not so far. One person has a sexist attitude and I'd like to take it up with his supervisor."

"I have arranged a meeting with the Human Resource Department to discuss the issue."

"I discussed it with the person who committed the abuse, but did not come to a solution."

"Also I spoke with my colleague affected by abuse, to see if we should take action. But finally we did not follow up."

"No, it was more of an attitude of my former supervisor than any incident."

"Yes, I reported an inappropriate email with racial remarks to the office manager, who took further action."

"No I have not. But after that incident I saw, I took the ethics etc course, and have better knowledge of what can be done if I see that happening again."

"No. The kind of Sexual Harassment I've experience and witnessed is so common in the culture here that it's difficult to report. Sexual advances from male colleagues is common, and it's common to witness it happening to other women.

A few colleagues gossip and speak really badly of each other, especially when it's national vs. ex-pat situation. I've said I'm uncomfortable when people discuss in front of me, and decided that the next time it happens, I'll report to my supervisor.

And lastly, it is extremely common to hire people one knows, or to use "contacts".

"Yes. A manager who had taken a personal dislike to me went out of his way on numerous occasions and in very unpleasant ways to create problems for me /thwart my career prospects. He has since moved away but is still [collaborating]."

"Yes"

"Yes I have taken action and reported the incidents, even though it is confidential."

"No. We have once discussed among colleagues about taking action, but no action has been taken due to hesitation and "fear" of the further consequences."

"Yes, I contacted Human Resources office at the [agency's] regional office."

"The abuse of authority witnessed is on a small scale, and it has also been fairly 'public' in the office and no other (incl senior) colleagues have taken action. And I am not sure how to interpret what I have witnessed, but I would find some incidents to be abuse of authority."

"A person came to me for advice regarding workplace harassment in her unit (again at third person) I asked my supervisor for advice and based on this advise advised the person involved who then, in turn, discussed follow up with her supervisor"

"I have informed informally, and change of duty station; I was recommended not to give many details on the case when requesting to move to a new duty station"

"Yes, I talked to my supervisor, team leader, DRR and RR."

"Work-related harassment occurred not in the office, but with counterparts."

"One of the managers uses her authority to impose her will, even if it entails fabricating the truth. This has lead to colleagues feeling unfavoured in the work place and feeling worried about their careers. I have reported my personal experiences to my supervisor and the JPOSC."

"No"

"I have asked for advice from the agencies staff counsellors and ombudsman. I have changed departments and supervisor so the problems I encountered no longer affect me."

"For purposes of your statistics it should be noted that my answers to these questions regarding harassment and abuse of authority witnessed did not occur with current agency but with my prior agency []. Therefore I request that you add the tallies of these questions to [my agency's] total. Action was taken but the complaint was not properly addressed and retaliation against my person resulted."

"The person who experienced abuse of authority reported the incident."

"yes"

"Some actions"

"I talked to the Deputy Rep. about the incident."

"I talked to my supervisor, but trying to minimize the problem. She proposed herself to help me, but I preferred to let it go in order to work in a good atmosphere."

"I have offered advice to the person affected of abuse and encouraged him to speak to human resources or someone else with capacity to act."

"Yes. I informed the Country Director."

"I have been sexually harassed by a government official I have to work with regularly with inappropriate comments. I have reported the incident to my supervisor who has offered full support. Because the incident has been of minor nature I have asked that no steps are taken at this point if no further incidents occur."

"I have launched a complaint to the Representative and to the Regional Director as many of my colleagues have, but so far no action has been taken to resolve the issue."

"No"

"I reported the incident just orally to who is in charge to solve the problem, according the hierarchy"

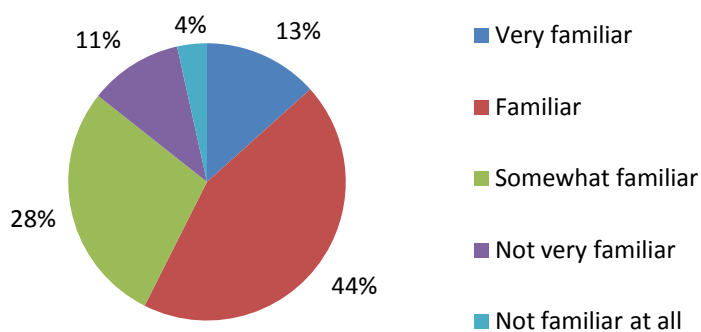
"Yes, I did talk to the person I felt was being harassed or treated very unfairly, and suggested to address this with the supervisor. Partly actions have been taken."

"No, conduct of one of my colleagues towards me is in-appropriate and unprofessional, but as I don't work very frequently with her, I haven't reported it, especially as my supervisor has taken up with me that he knows what the situation is."

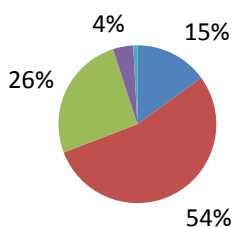
"I have mentioned this in case it has had a direct consequence to my assignment or my rights. However, the worst cases have been with my colleagues, who have been seriously harassed (been yelled at for nothing every day, been physically hit by the supervisor, been publicly humiliated, called "slave" etc.), and although I have discussed with them and encouraged them to report the situation, it is very difficult to take action on behalf of others."

"Another JPO sent an email regarding her situation and abuse of authority and work place harassment asking us other JPOs to comment and give advice. I contacted the UNDP ethics office for support and answer on the other JPO's behalf."

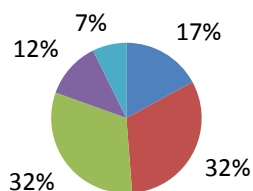
5.5 How familiar are you with the rules and regulations around prejudice and harassment?



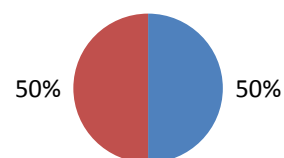
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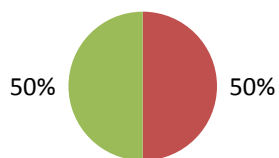
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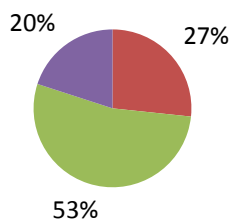
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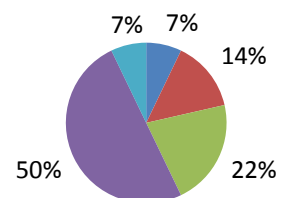
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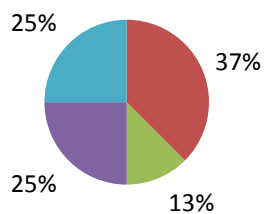
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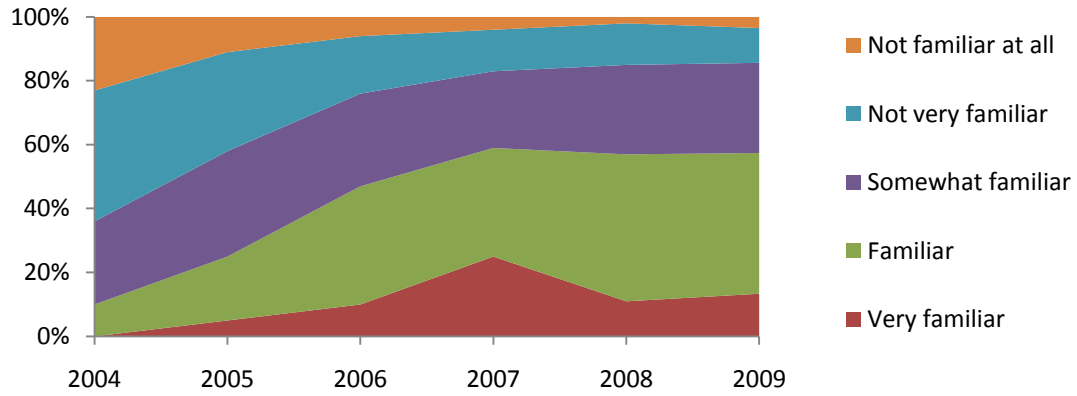
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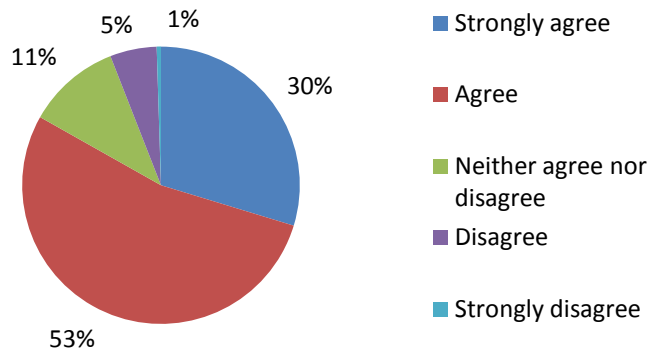
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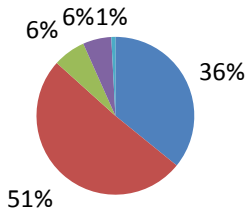
Comparison of global results from 2004 to 2009



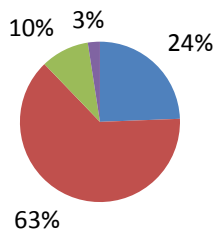
5.6 To what extent do you agree with the following statement: "I have someone that I would feel comfortable talking to if I experienced harassment in my office"?



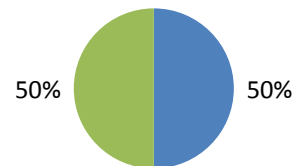
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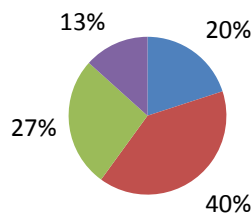
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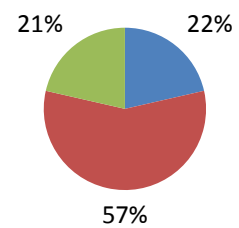
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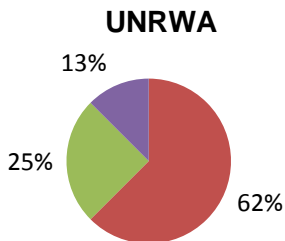


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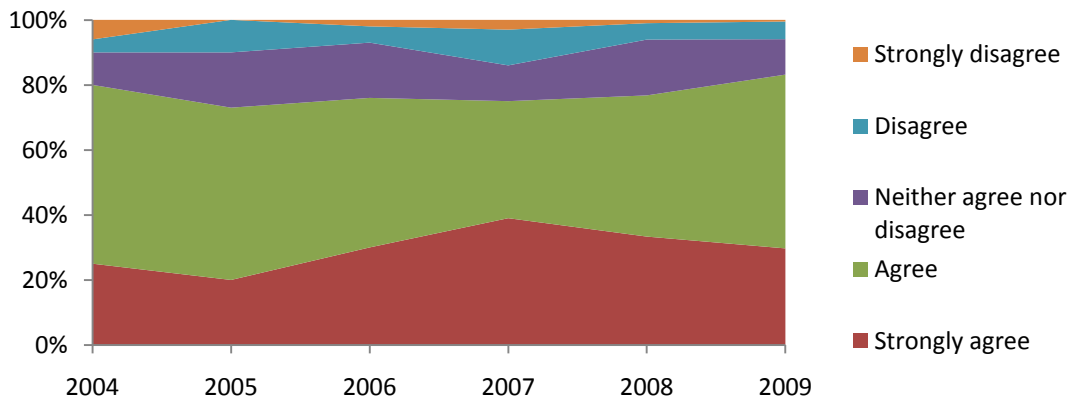


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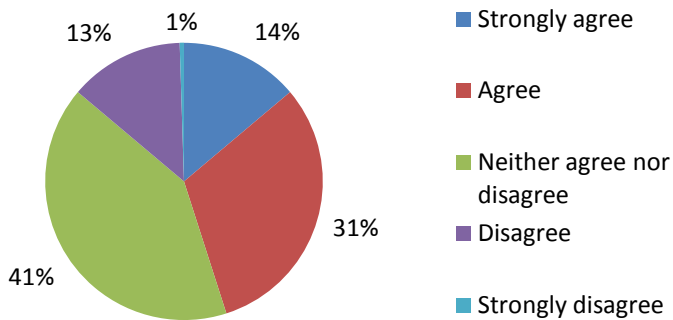




Comparison of global results from 2004 to 2009



5.7 To what extent do you agree with the following statement: "I believe there is a need for the JPOSC to be more active in informing about UNDP's policy on Prevention of Workplace Harassment, Sexual Harassment and Abuse of Authority."?



Comparison of global results from 2004 to 2009

