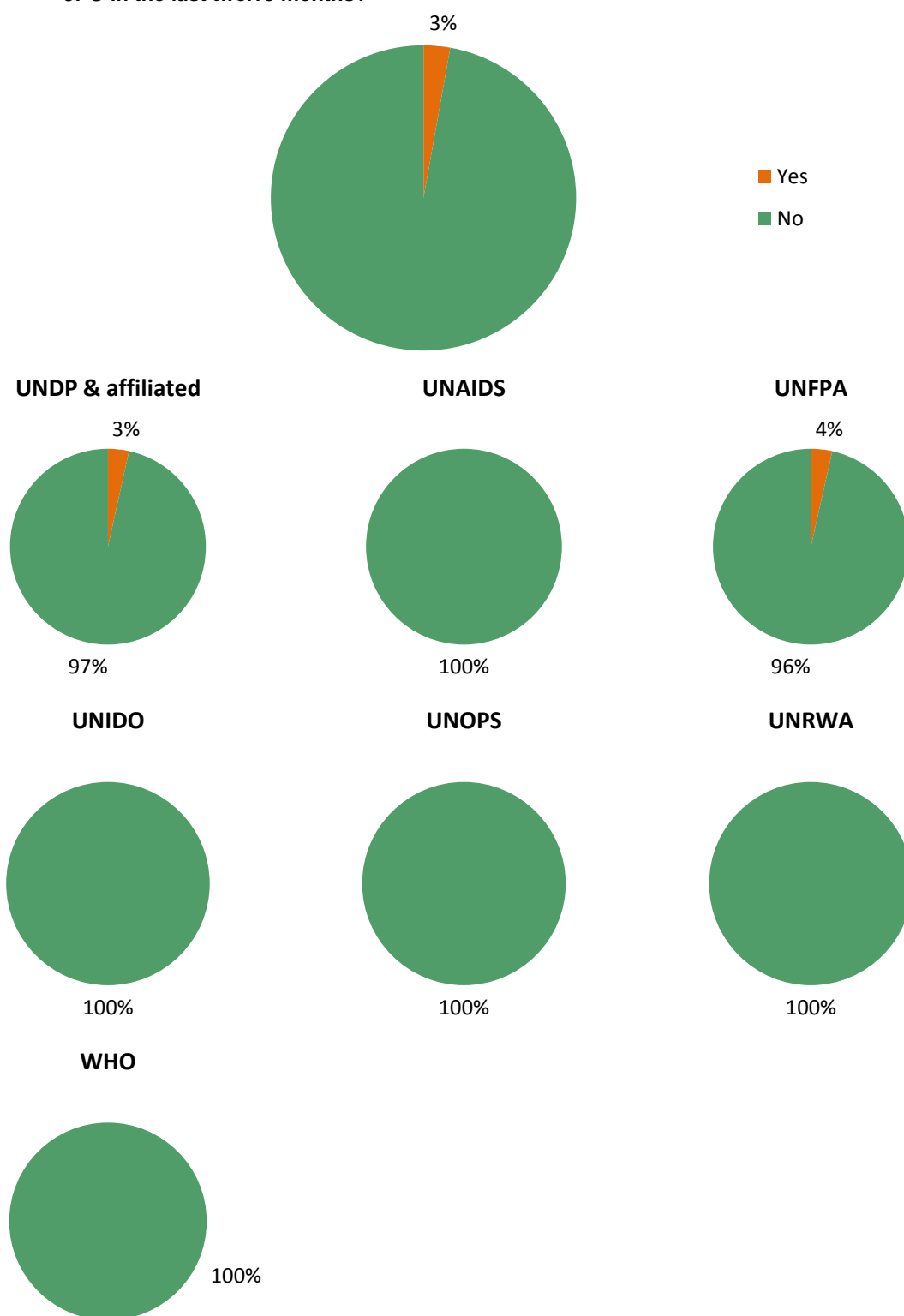


Section 5 – Harassment

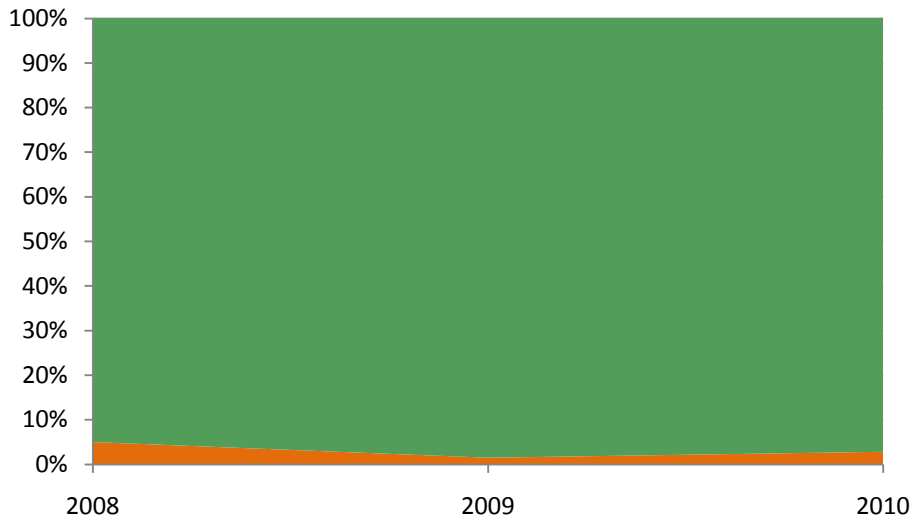
5.1 Sexual Harassment²:

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

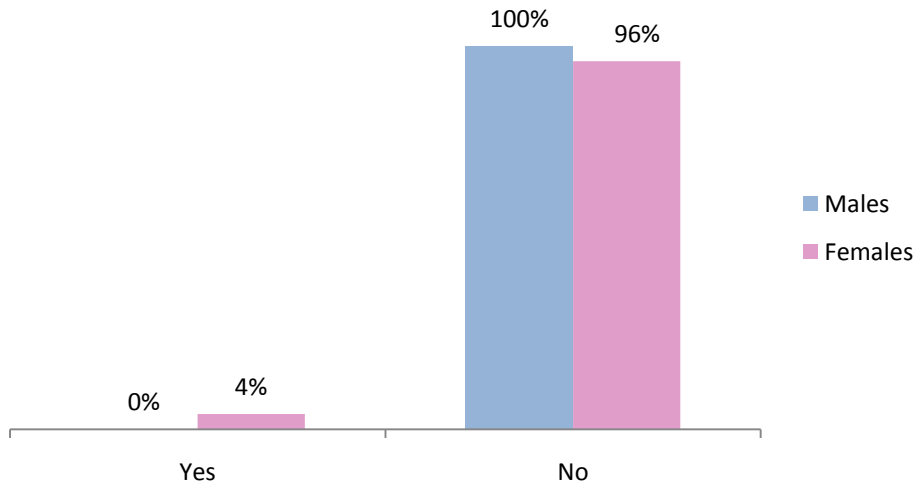


² “Sexual Harassment [...] is understood as any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature (including pornography, sexually -colored remarks) that has or that might reasonably be expected or 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, January 2010)

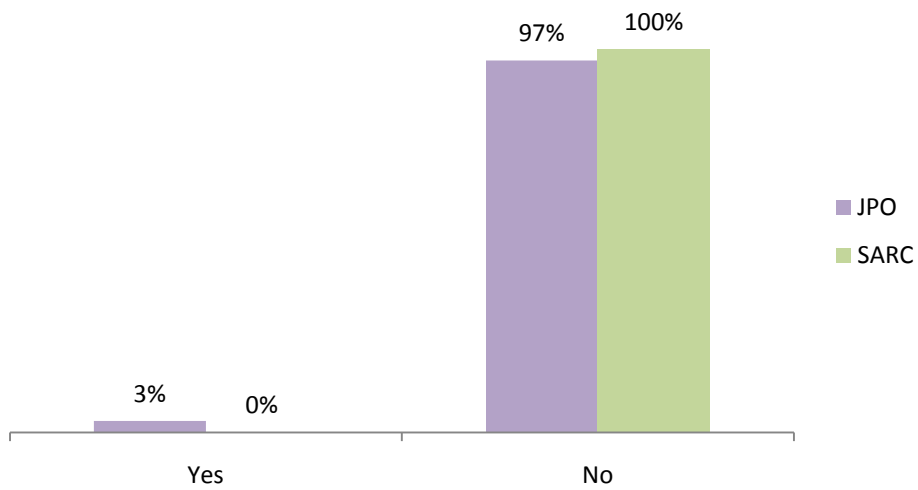
Comparison of global results from 2008 to 2010



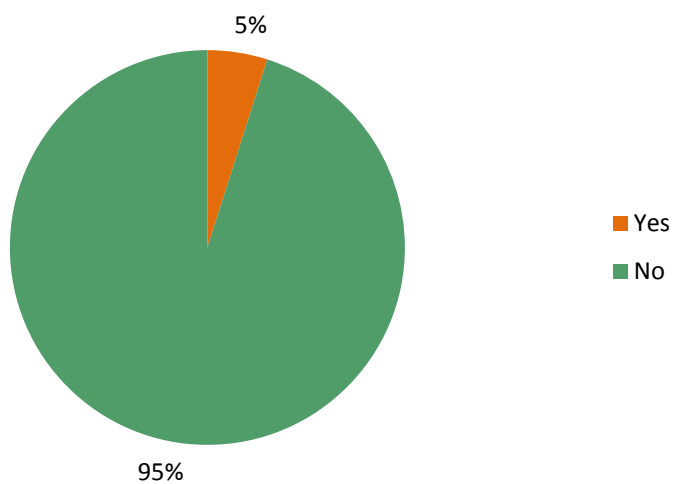
Comparison by gender



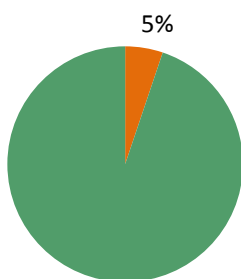
Comparison by programme



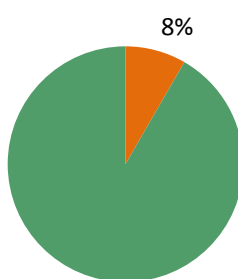
5.1.2 Have you personally witnessed sexual harassment in your work place while being a JPO in the last twelve months?



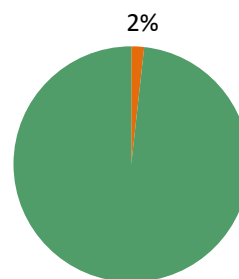
UNDP & affiliated



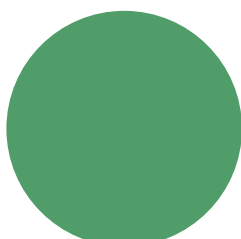
UNAIDS



UNFPA

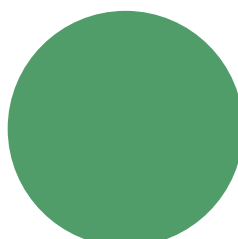


UNIDO



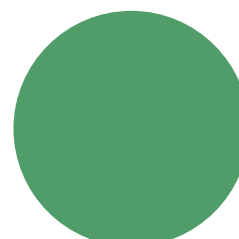
100%

UNOPS



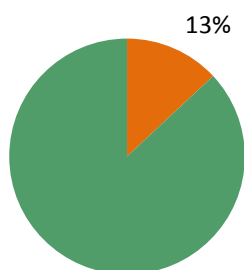
100%

UNRWA



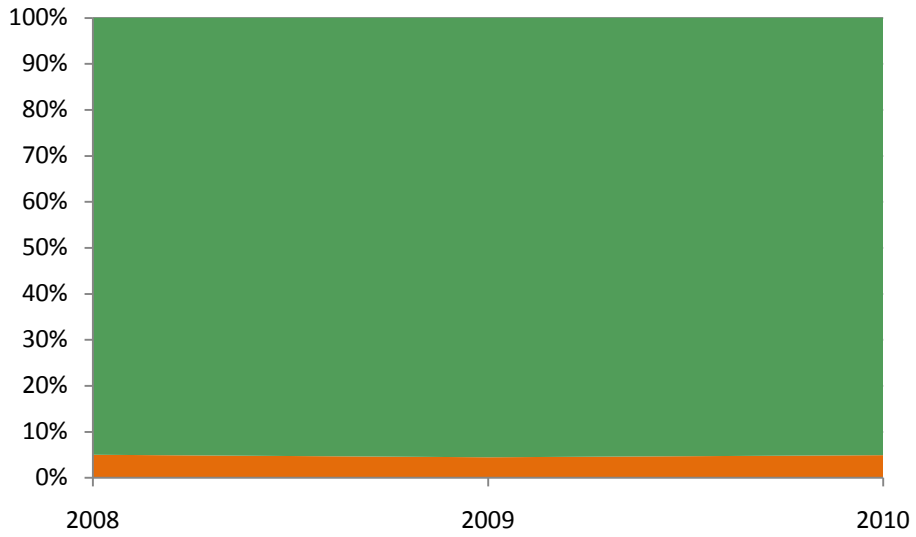
100%

WHO

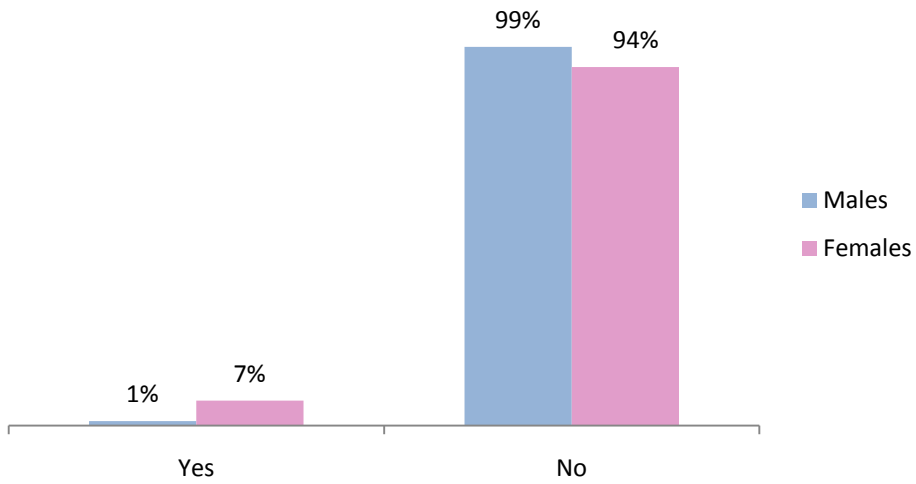


87%

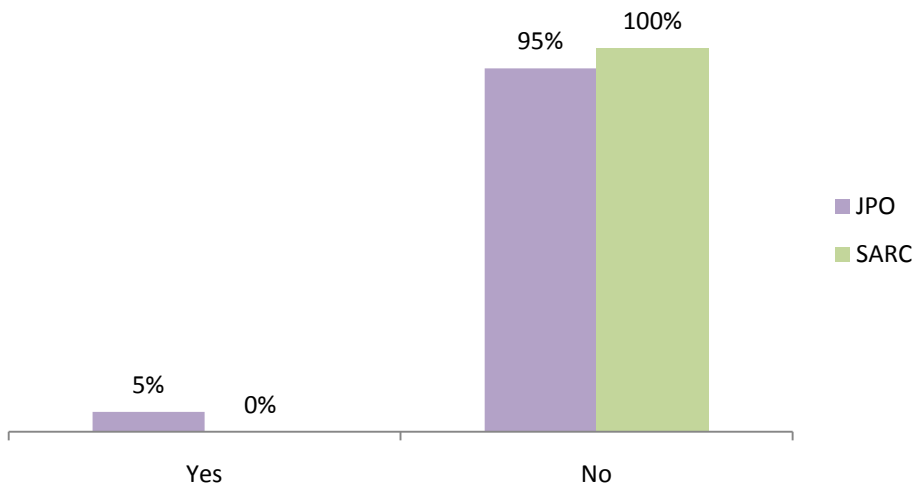
Comparison of global results from 2008 to 2010



Comparison by gender

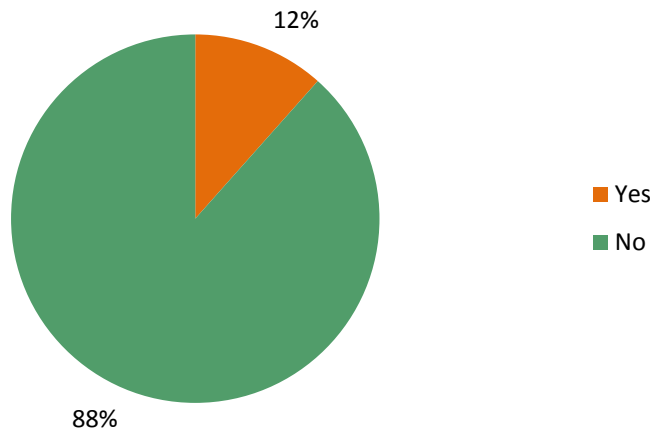


Comparison by programme

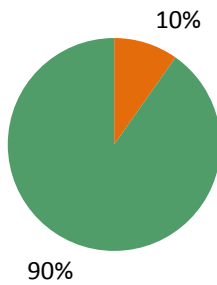


5.2 Work-related harassment³:

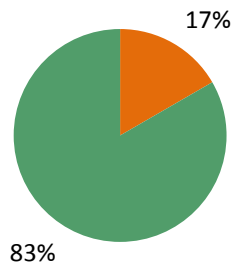
5.2.1 Have you personally experienced work-related harassment in your work place while being a JPO in the last twelve months?



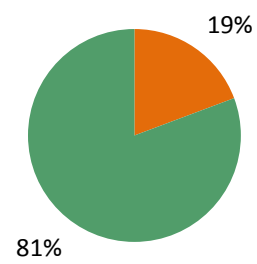
UNDP & affiliated



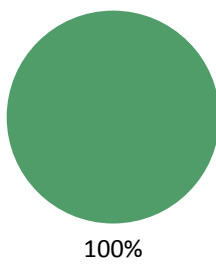
UNAIDS



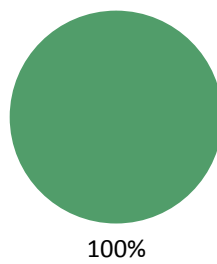
UNFPA



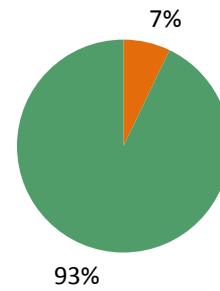
UNIDO



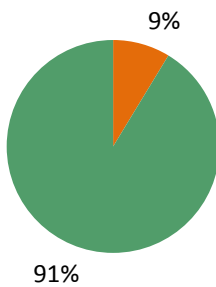
UNOPS



UNRWA

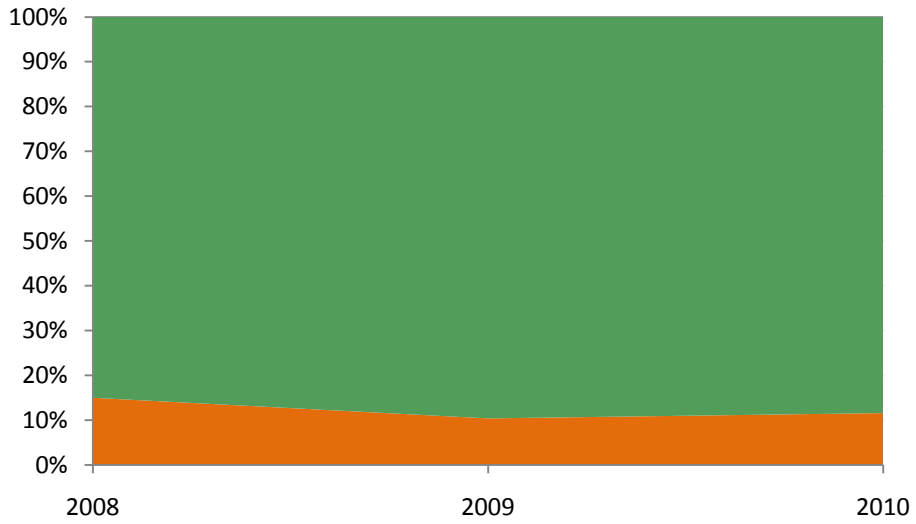


WHO

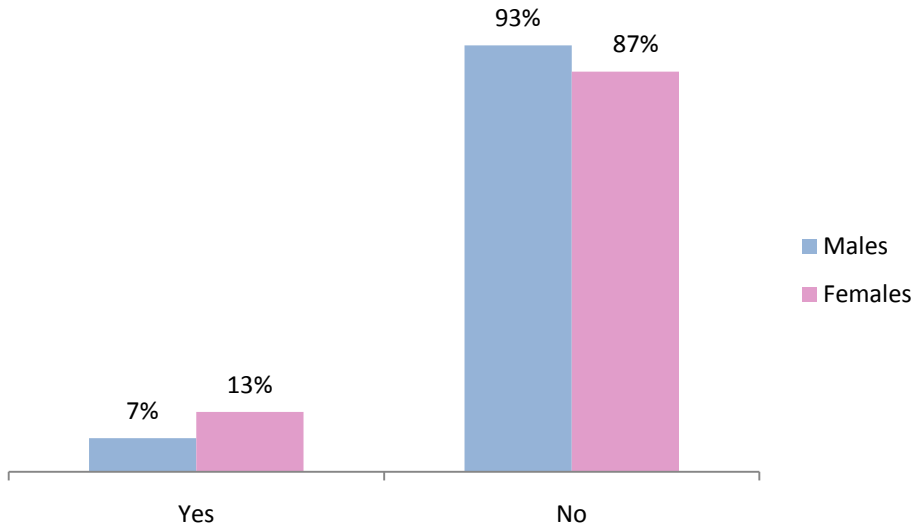


³ “Workplace harassment is any improper and unwelcome conduct by a staff member or non-staff personnel against another staff member or non-staff personnel or a group thereof that has or that might reasonably be expected or be perceived to cause offense or humiliation to another.” (UNDP Human Resources User Guide, Workplace Harassment, Sexual Harassment & Abuse of Authority, BOM – OHR, February 2005 and revised in March 2008, January 2010)

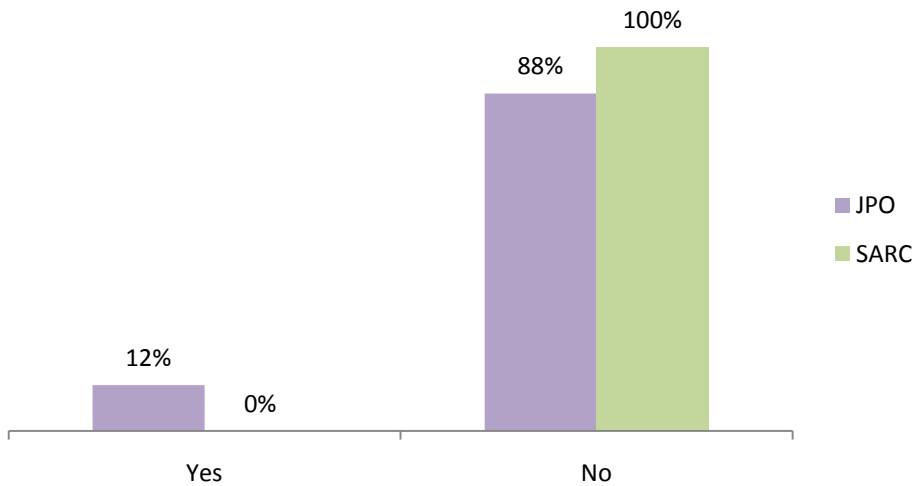
Comparison of global results from 2008 to 2010



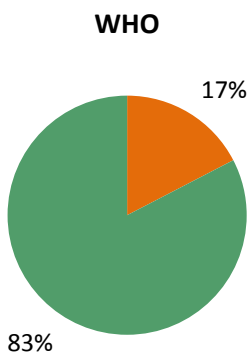
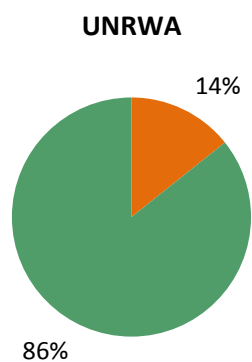
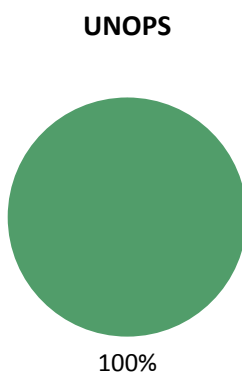
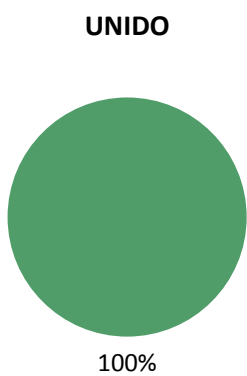
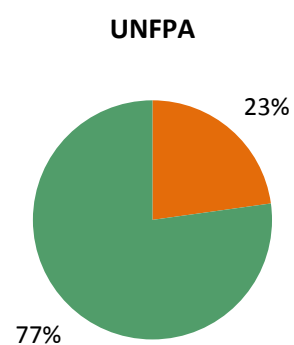
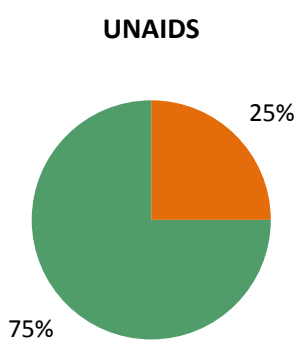
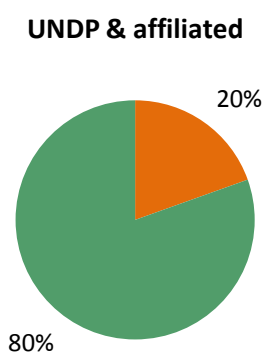
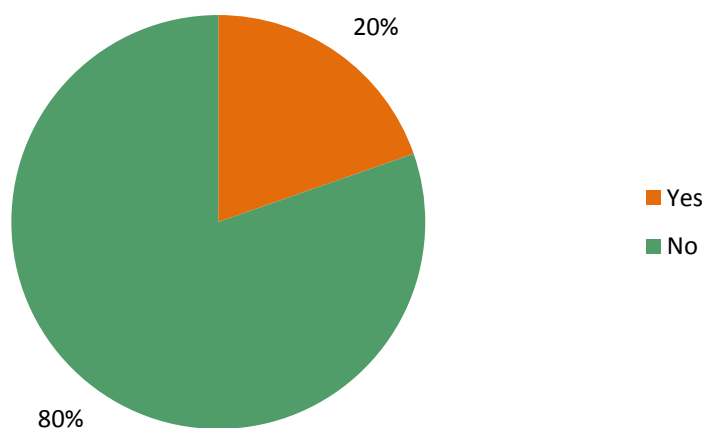
Comparison by gender



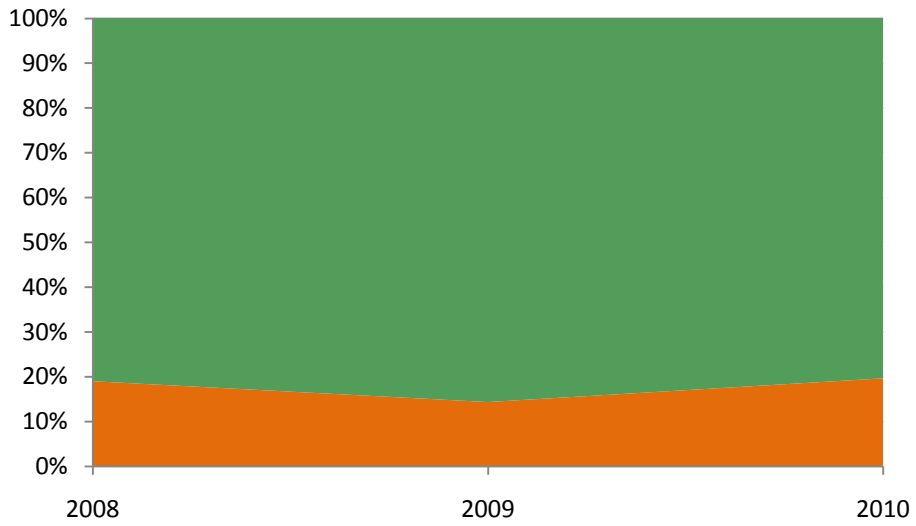
Comparison by programme



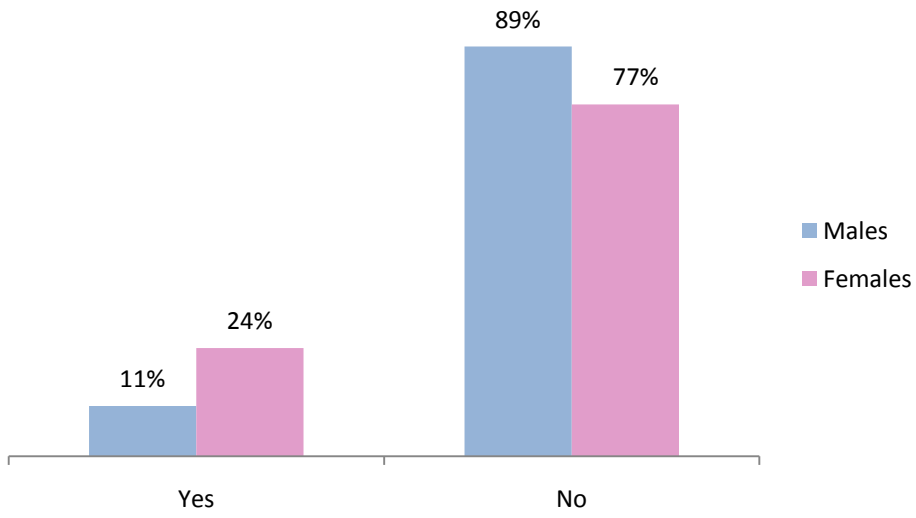
5.2.2 Have you personally witnessed work-related harassment in your work place while being a JPO in the last twelve months?



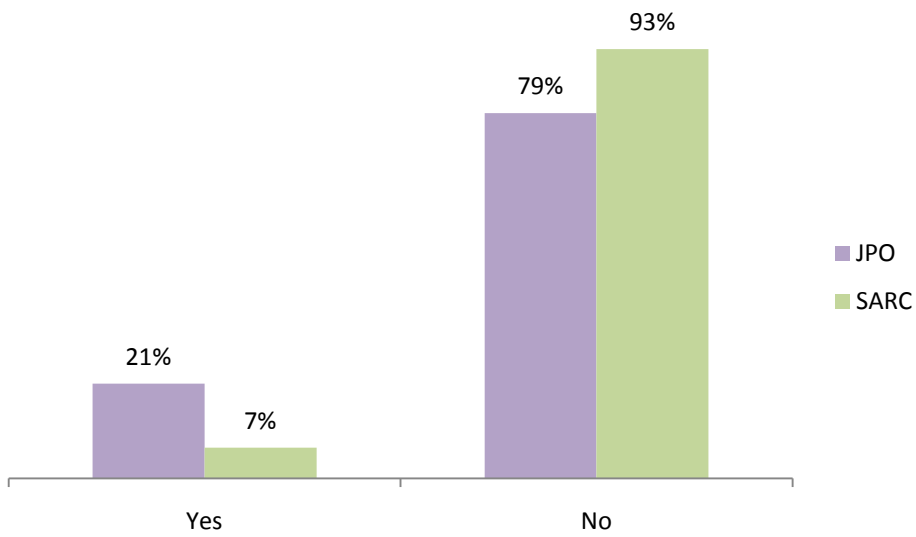
Comparison of global results from 2008 to 2010



Comparison by gender

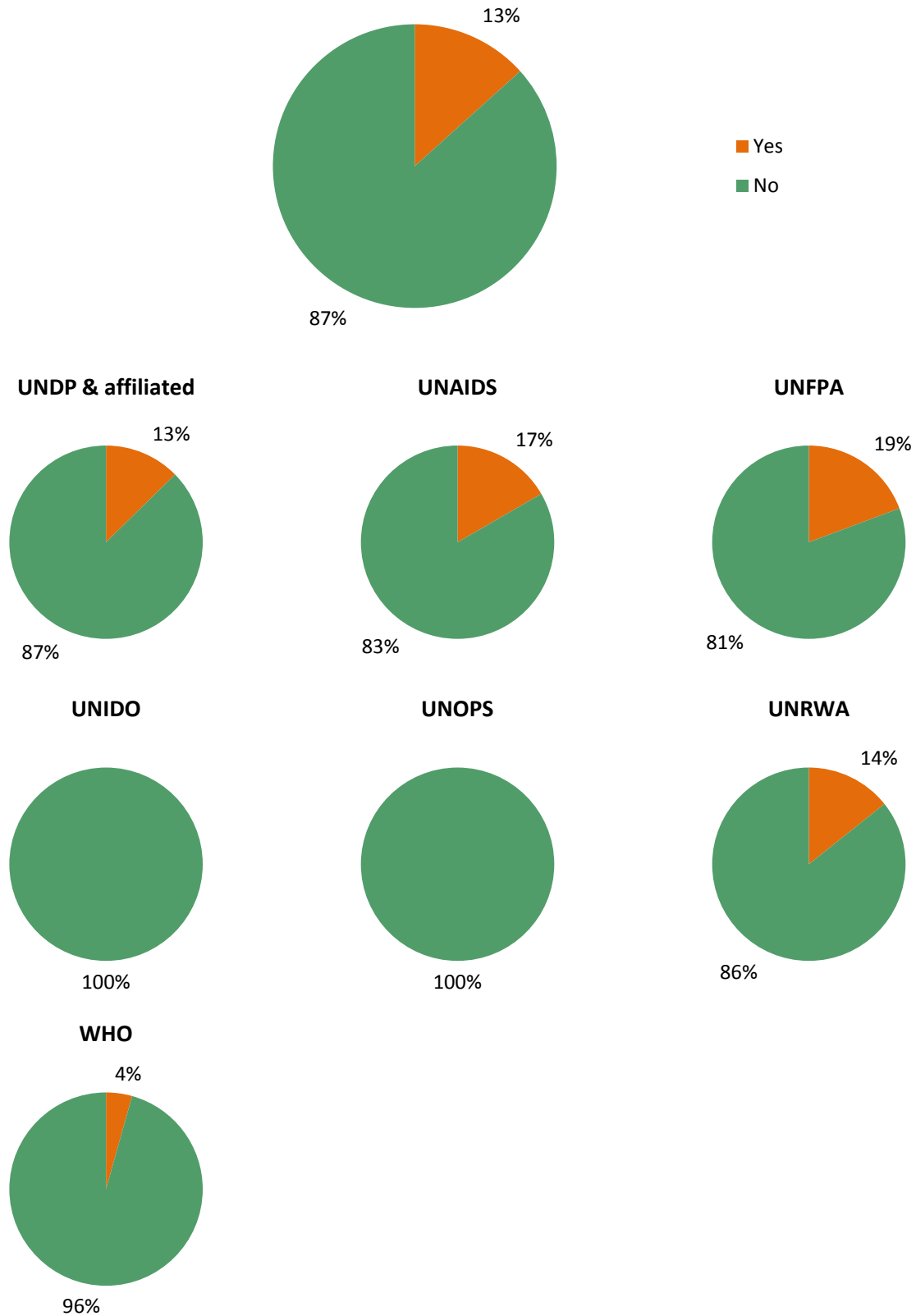


Comparison by programme



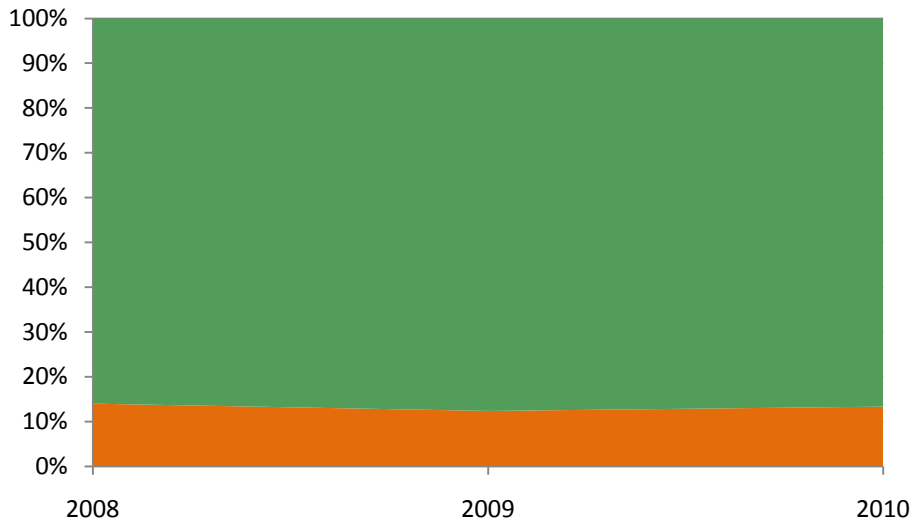
5.3 Abuse of Authority⁴:

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

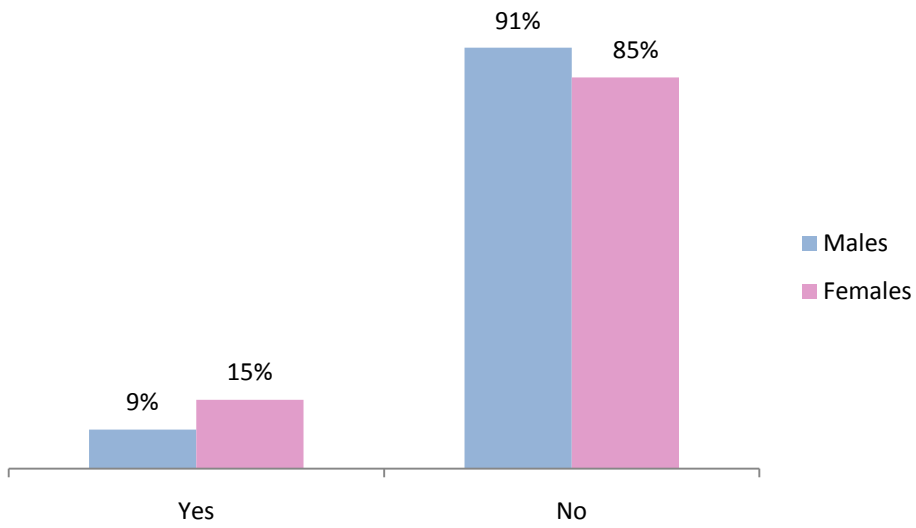


⁴ “The abuse of authority is the improper use of a position of influence, power or authority by a staff member or non -staff personnel against another staff member or non-staff personnel or a group thereof. This is particularly serious when the person in question uses his or her influence, power or authority 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, January 2010)
2010 JPO Satisfaction Survey

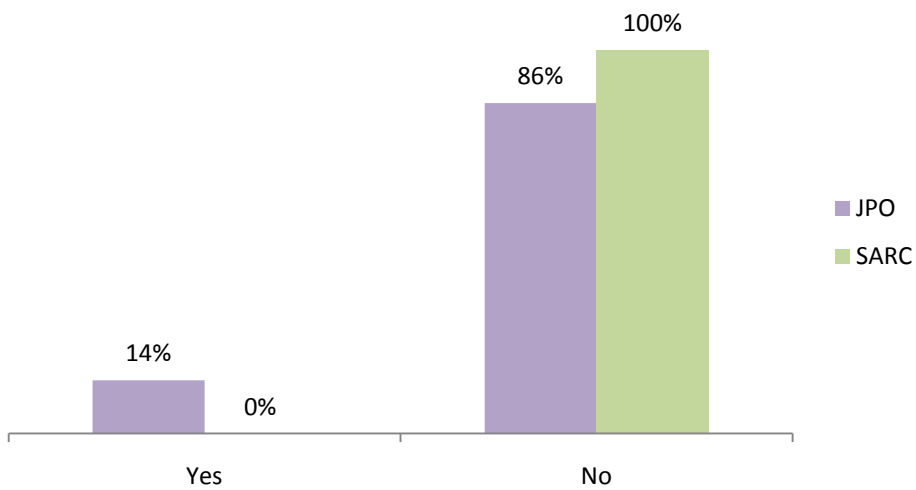
Comparison of global results from 2008 to 2010



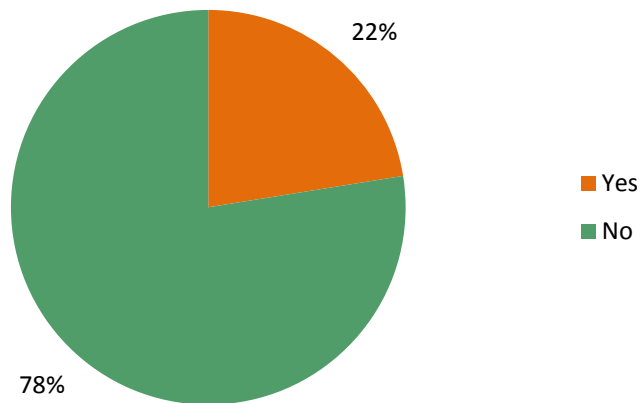
Comparison by gender



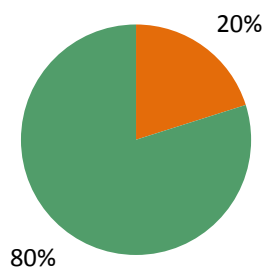
Comparison by programme



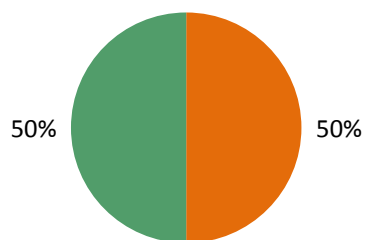
5.3.2 Have you personally witnessed abuse of authority in your work place while being a JPO in the last twelve months?



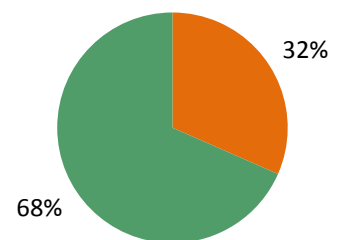
UNDP & affiliated



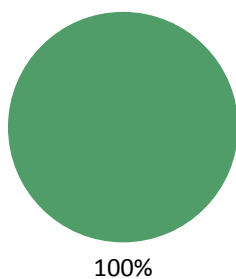
UNAIDS



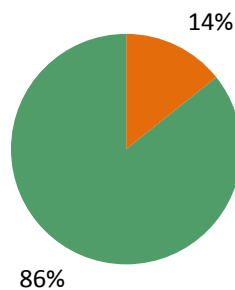
UNFPA



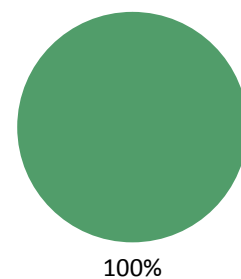
UNIDO



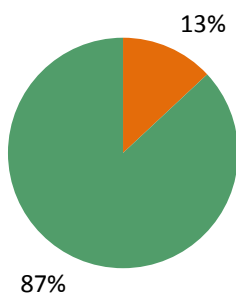
UNRWA



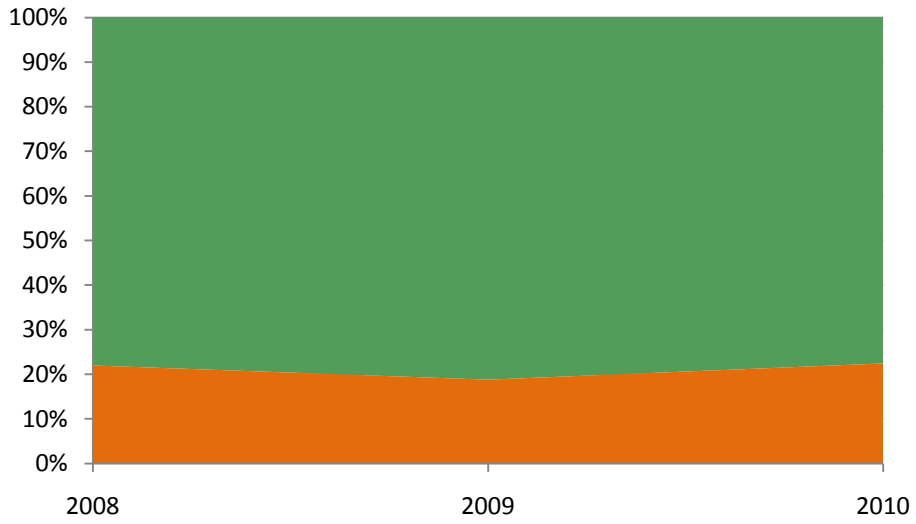
UNOPS



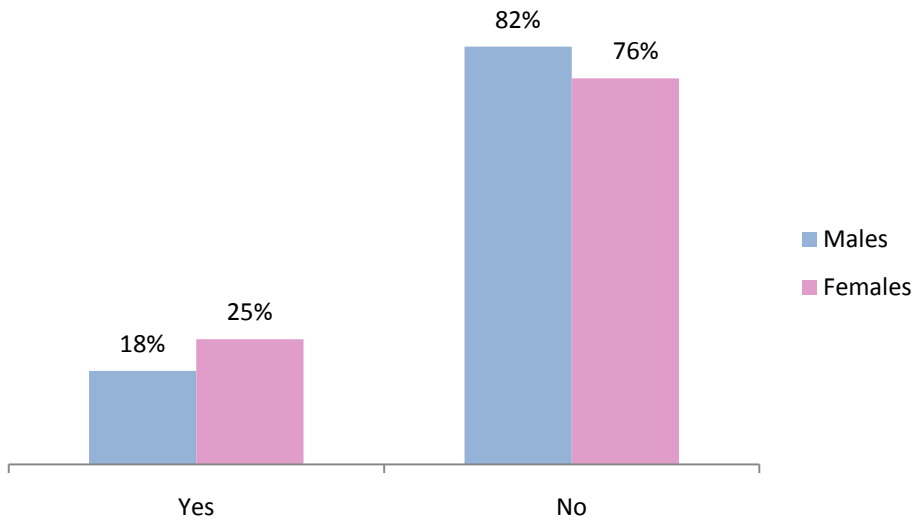
WHO



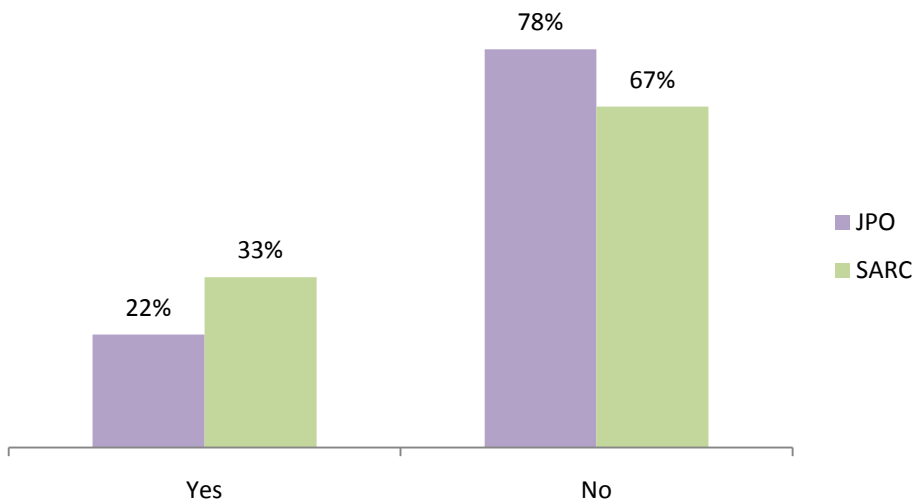
Comparison of global results from 2008 to 2010



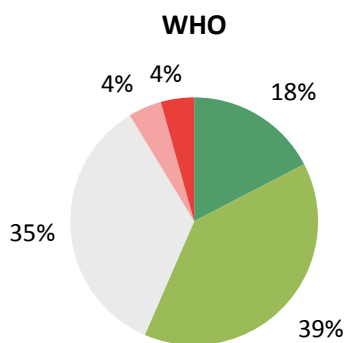
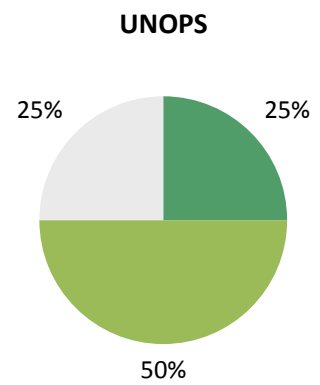
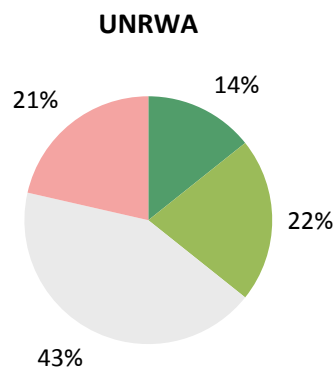
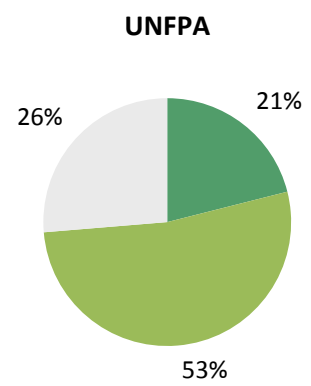
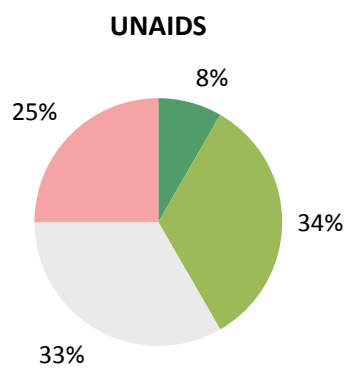
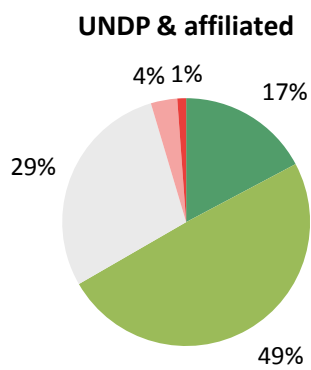
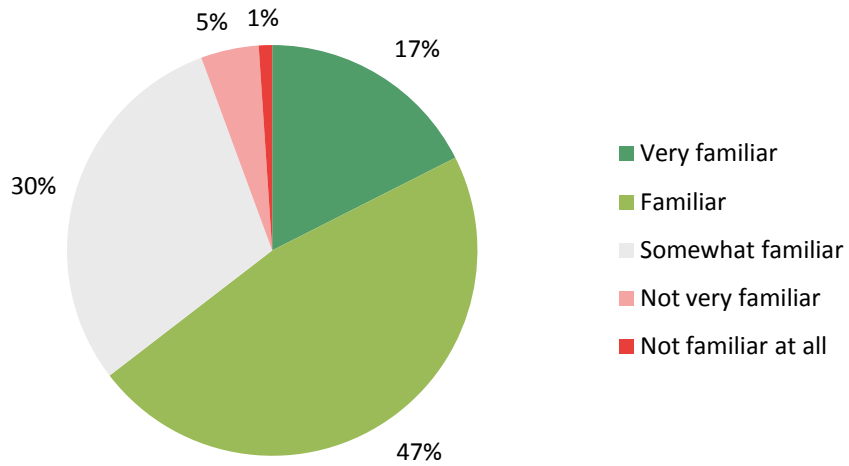
Comparison by gender



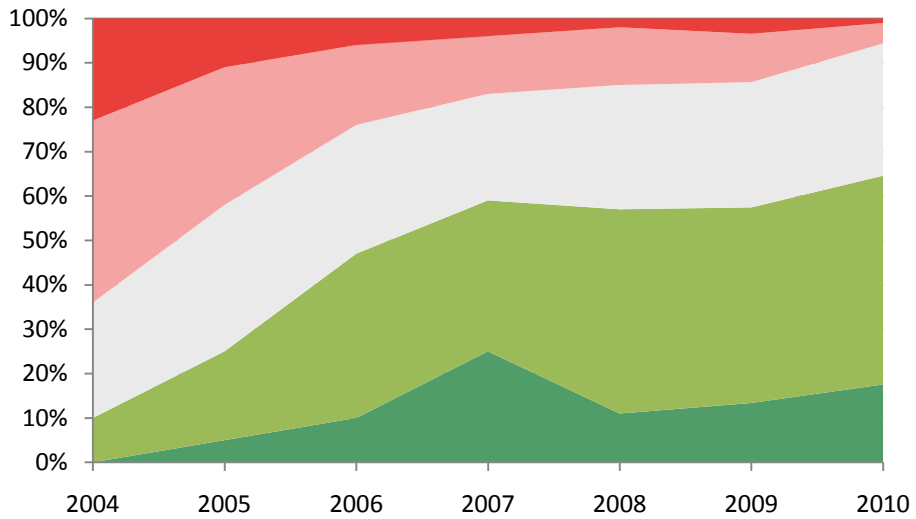
Comparison by programme



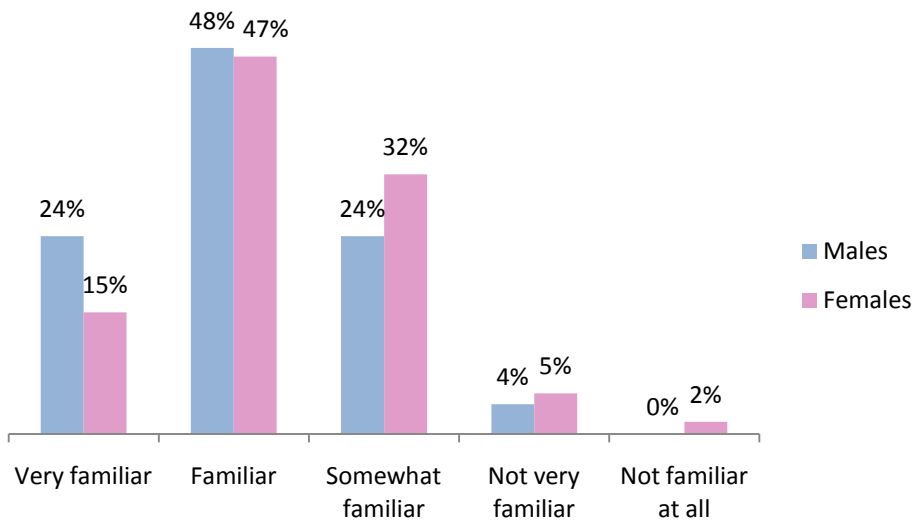
5.5 How familiar are you with the policies on Standards of Conduct of your organization?



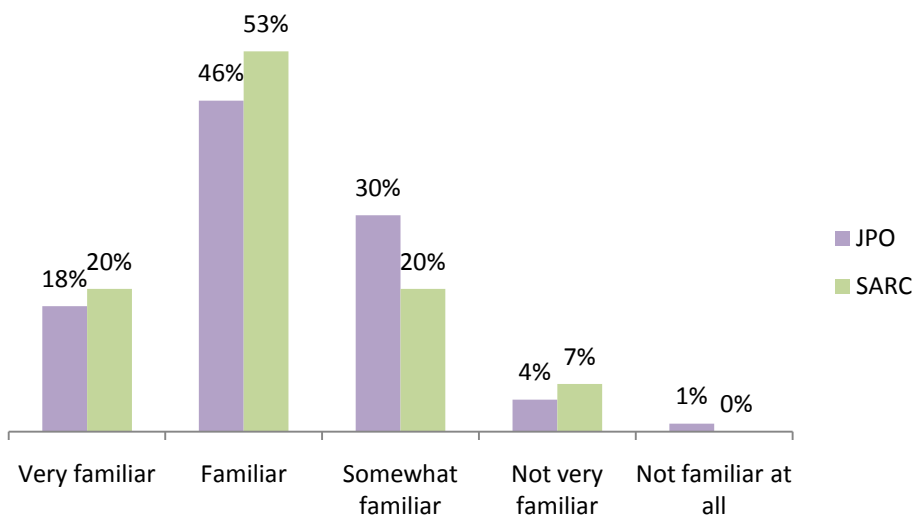
Comparison of global results from 2004 to 2009



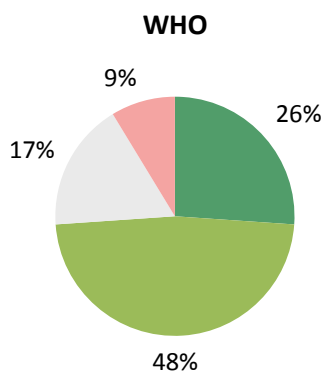
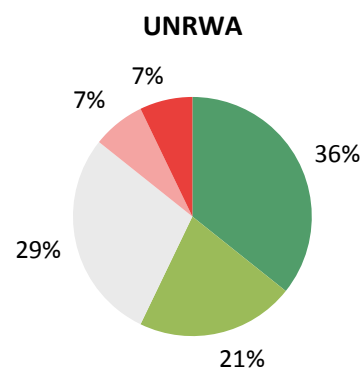
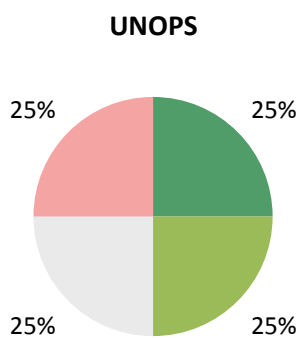
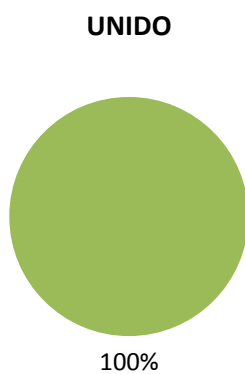
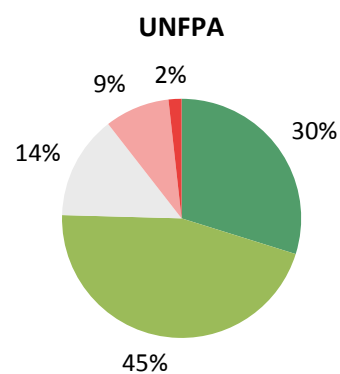
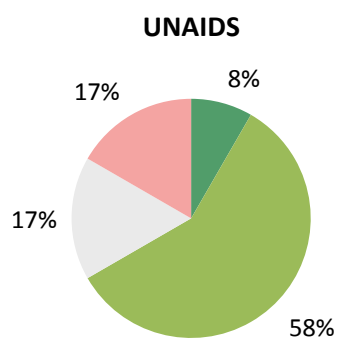
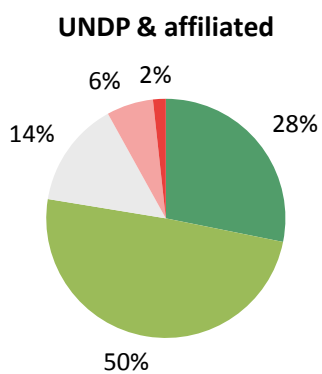
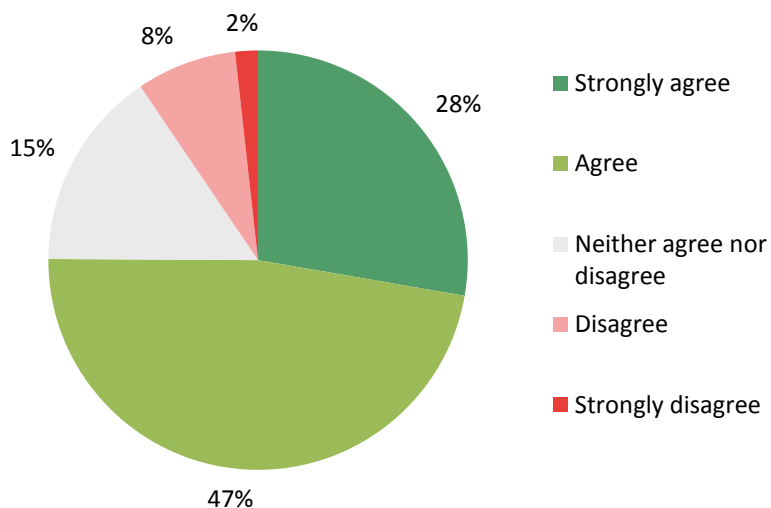
Comparison by gender



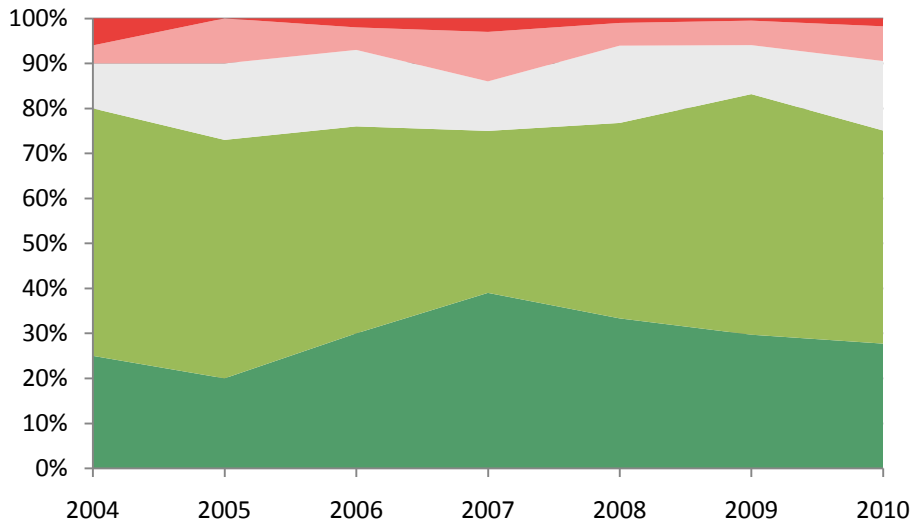
Comparison by programme



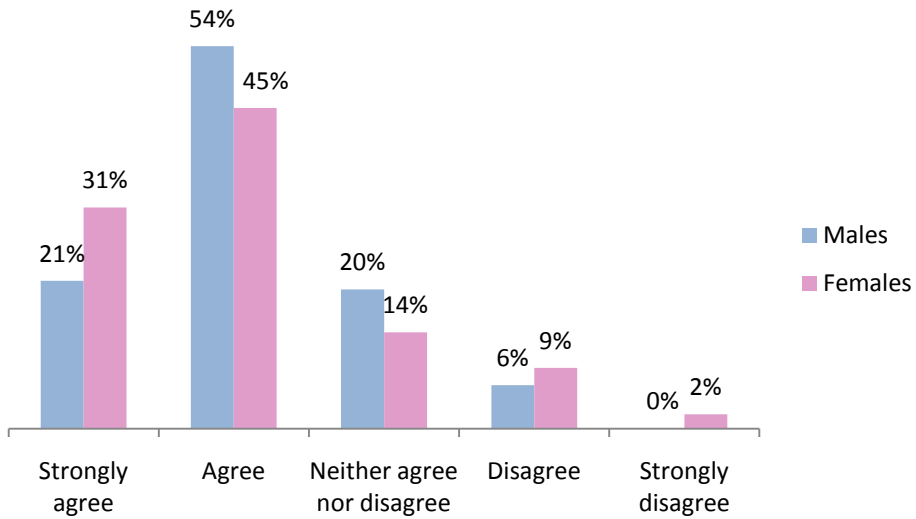
5.6 To what extent do you agree with the following statement: "I have someone that I would feel comfortable talking to if I experienced harassment in my office"?



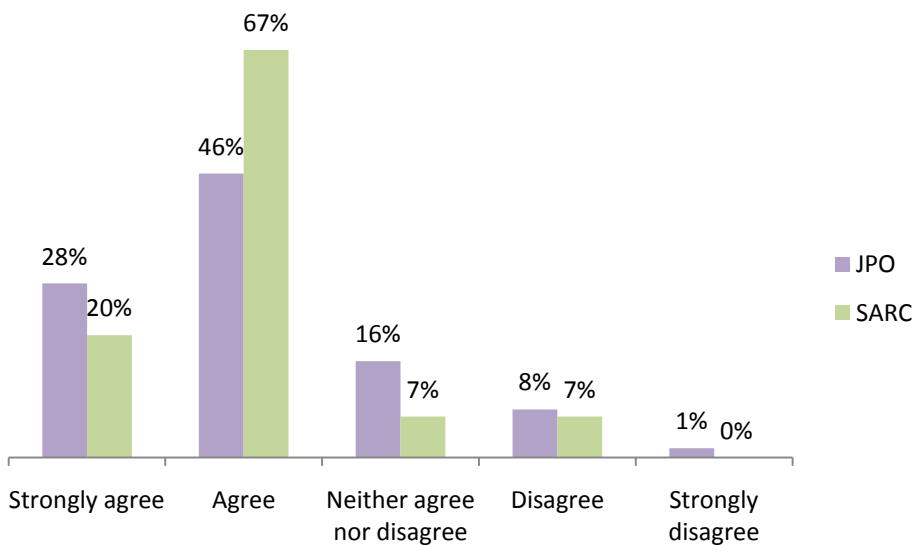
Comparison of global results from 2004 to 2010



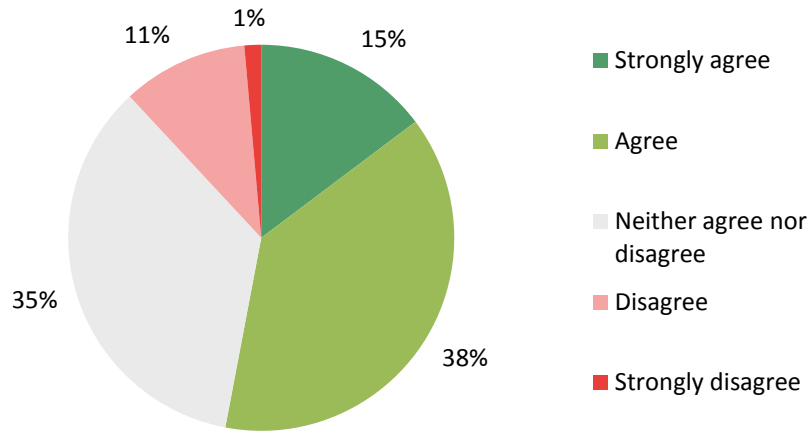
Comparison by gender



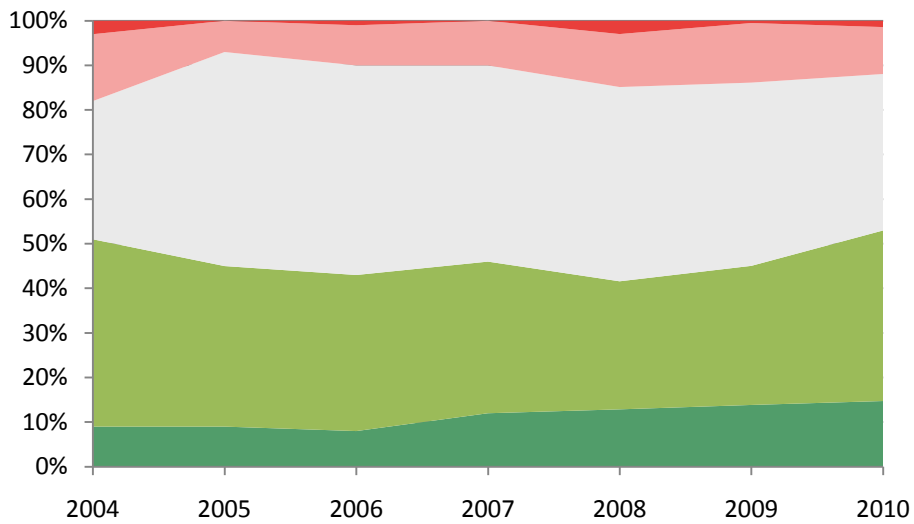
Comparison by programme



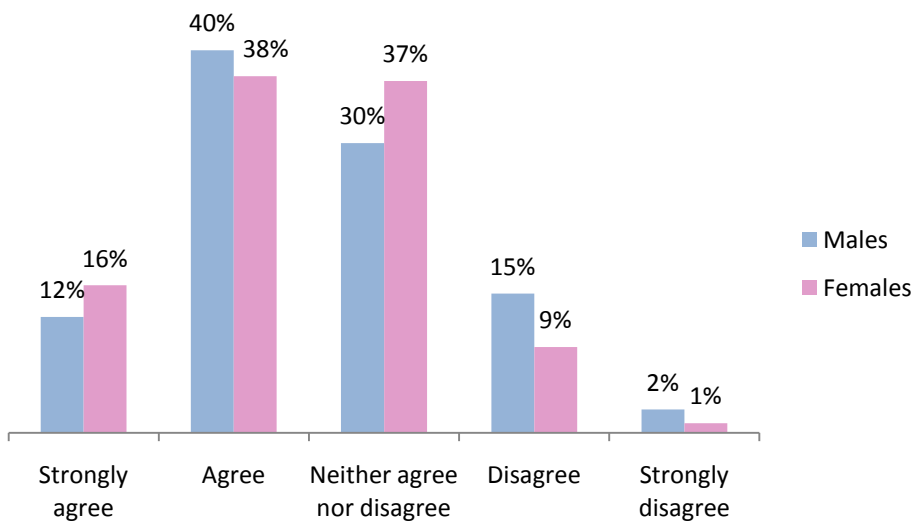
5.7 To what extent do you agree with the following statement: "I believe there is a need to be more active in informing about the policies on my organization's Standards of Conduct related to harassment and abuse of authority"?



Comparison of global results from 2004 to 2010



Comparison by gender



Comparison by programme

