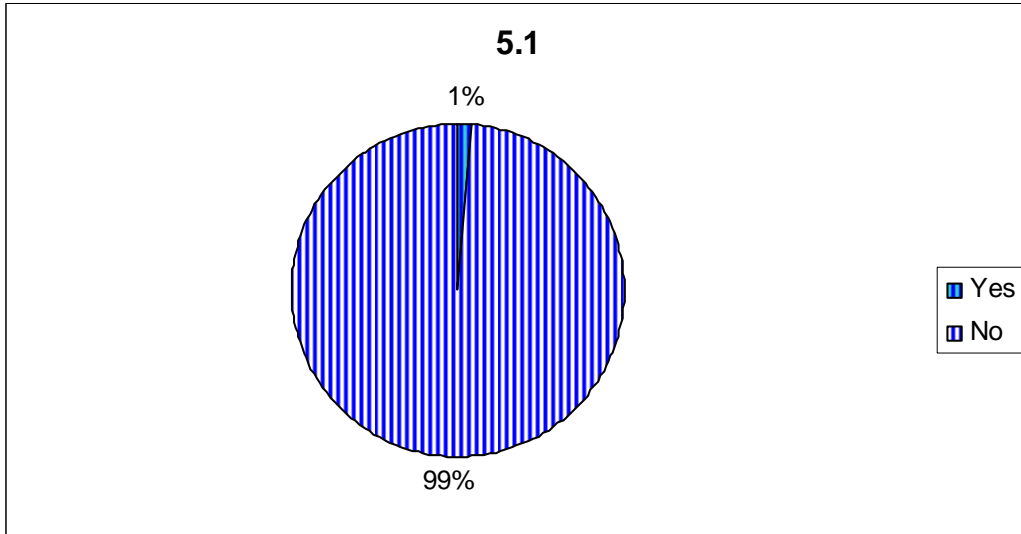
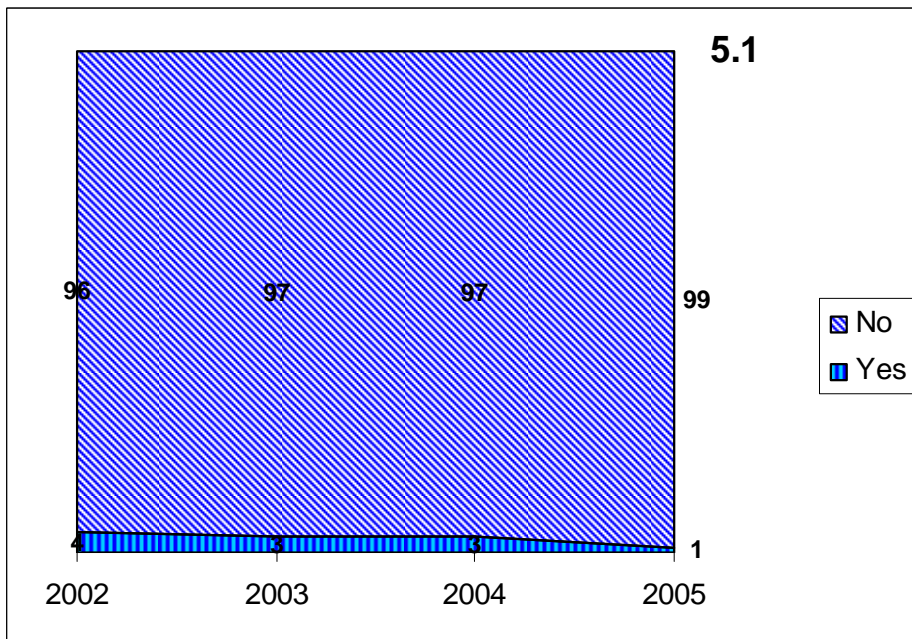


Section 5 - Harassment

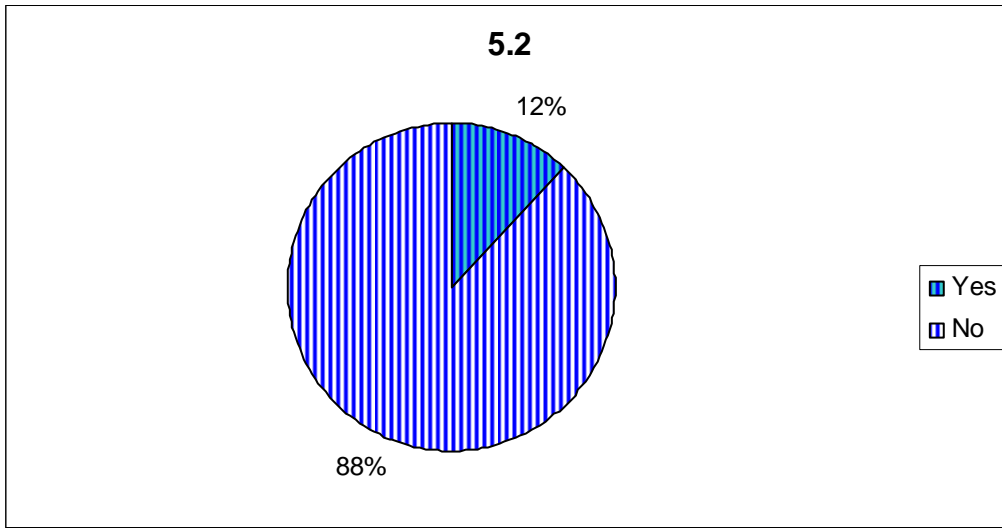
5.1 Have you personally experienced sexual harassment in your work place while being a JPO?



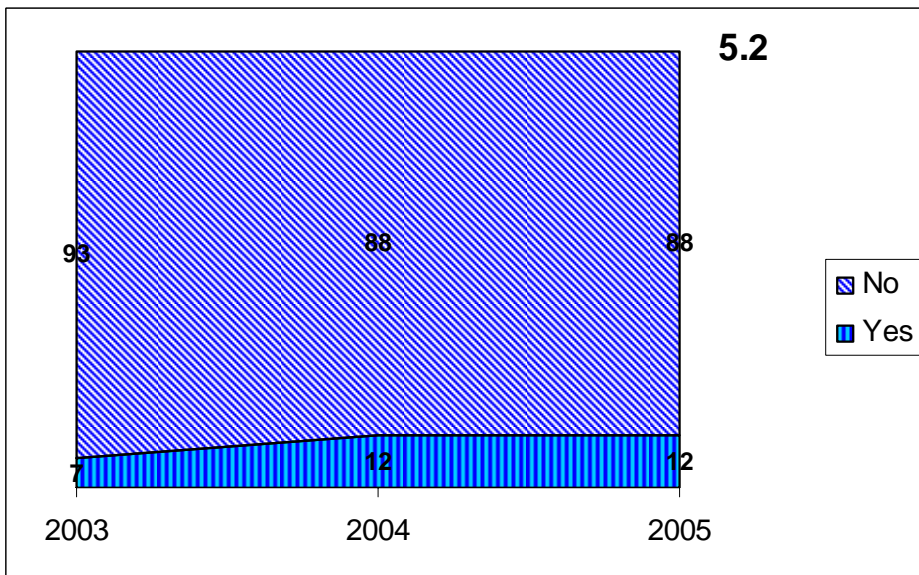
	Yes	No
2005 results 153 answers (2/151)	1%	99%
2004 results 145 answers (5/140)	3 %	97 %
2003 results 152 answers (5/147)	3 %	97 %
2002 results 141 answers (6/135)	4 %	96 %



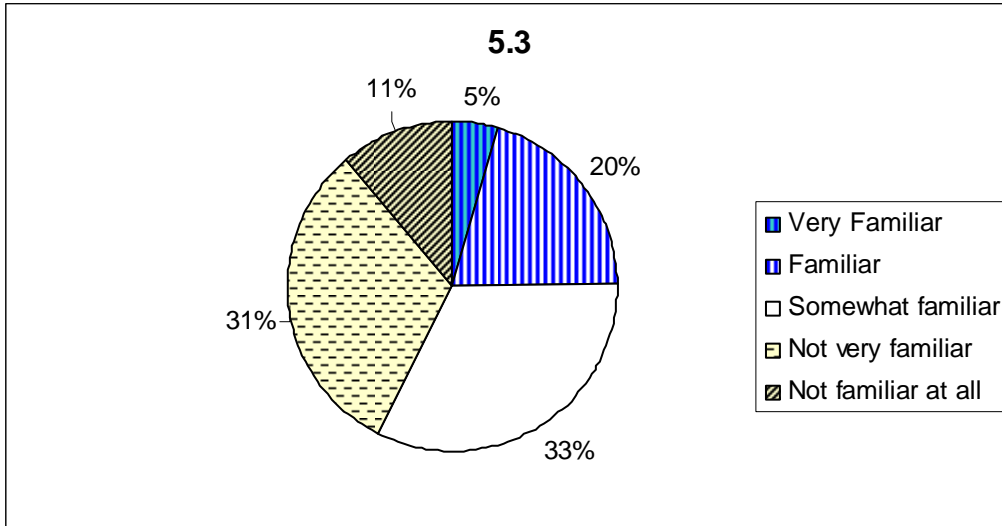
5.2 Have you personally experienced work related harassment in your work place while being a JPO?



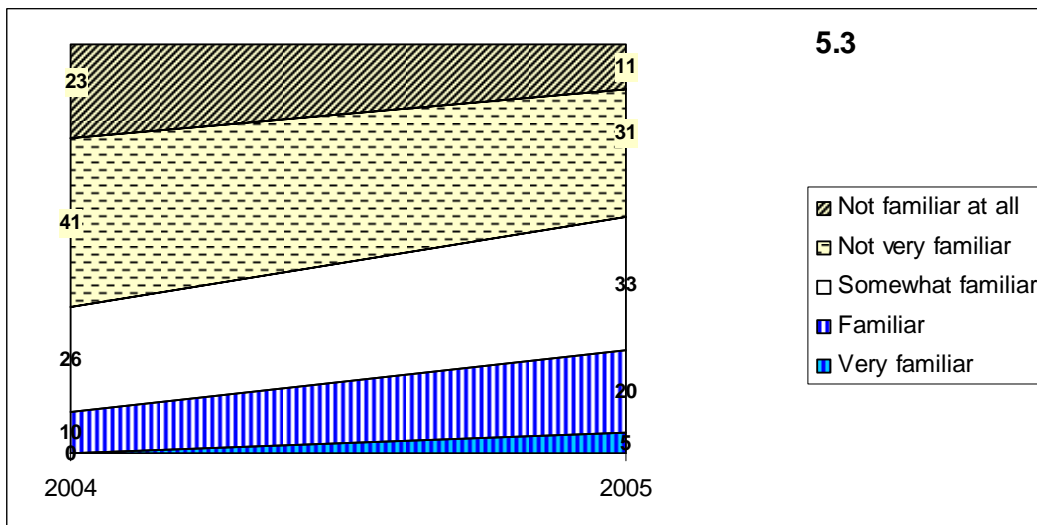
	Yes	No
2005 results 152 answers (18/134)	12%	88%
2004 results 145 answers (18/142)	12 %	88 %
2003 results 152 answers (10/142)	7 %	93 %



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

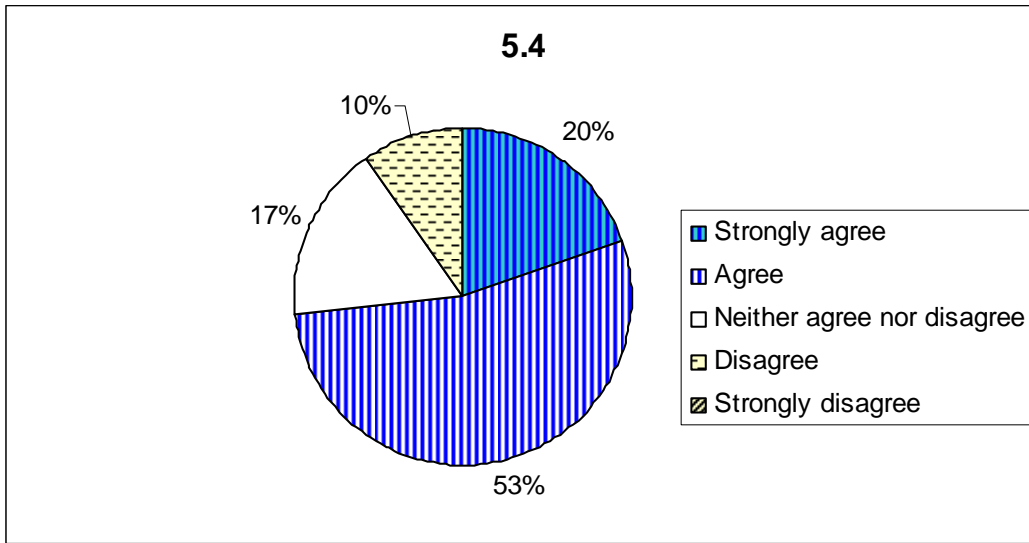


	Very familiar	Familiar	Somewhat familiar	Not very familiar	Not familiar at all
2005 results 153 answers (7/31/50/48/17)	5%	20%	33%	31%	11%
2004 results 145 answers (0/15/37/59/34)	0 %	10 %	26 %	41 %	23 %
	<i>Yes</i>				<i>No</i>
2003 results 154 answers (39/115)	25 %				75 %
2002 results²³ 141 answers (67/74)	48 %				52 %

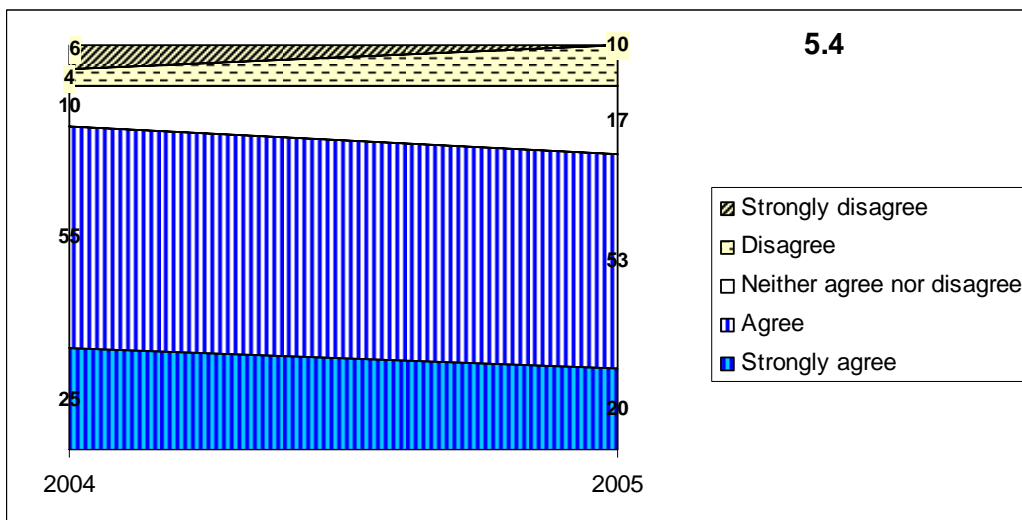


²³ Wording of the question in the 2002/3 Survey: "Are you familiar with the procedures for reporting sexual harassment and/or do you have someone in your office that you would feel comfortable to talk to in case you experienced sexual harassment?"

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



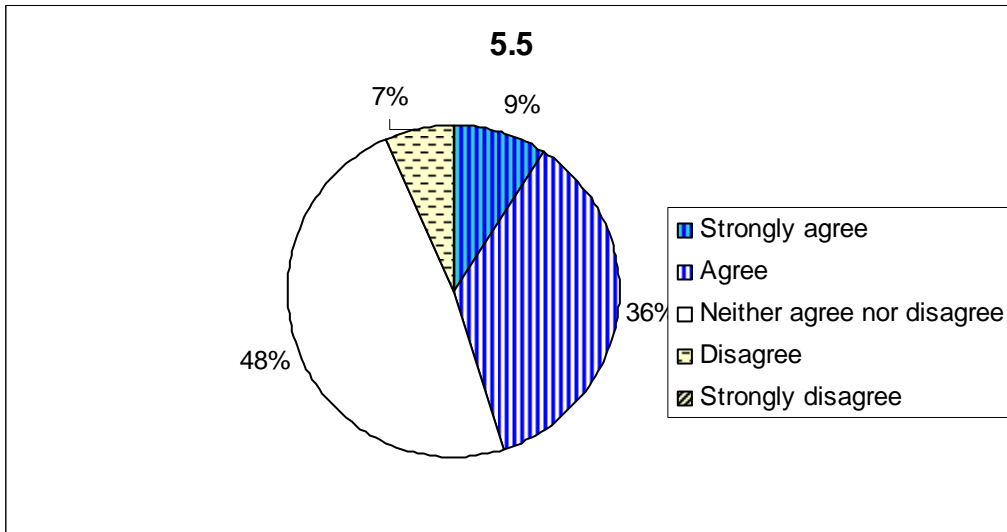
	Strongly agree	Agree	Neither	Disagree	Strongly disagree
2005 results 153 answers (30/82/26/15/0)	20%	53%	17%	10%	0%
2004 results 144 answers (36/79/15/6/8)	25 %	55 %	10 %	4 %	6 %
	Yes			No	
2003 results²⁴ 152 answers (136/16)	89 %			11 %	
2002 results²⁵ 141 answers (67/74)	48 %			52 %	



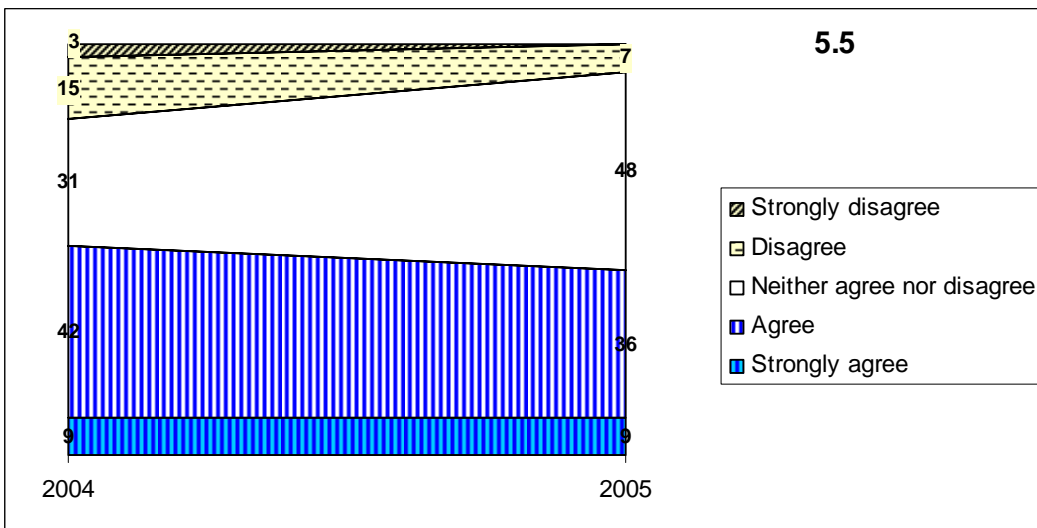
²⁴ Wording of the question in the 2003 Survey: “Do you have someone in your office that you would feel comfortable to talk to in case you experience harassment?”

²⁵ 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
2005 results 151 answers (14/54/73/10/0)	9%	36%	48%	7%	0%
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

“JPOSC could serve as a information centre to actively inform about the ombudsman at UN (he accidentally visited this office some weeks ago and provided some important information).”

“Include information on sexual harassment in the recruitment package and the UN policy on the same.”

“The JPOSC could inform about the channels that exist related to reporting sexual harassment. Also, if it were to happen, help in making the complaint.”

“Advice could be given on how to avoid the mines when wanting to tackle any form of harassment. In many cases people will put up with a great deal in order to avoid a possible worsening of work atmosphere by bringing the issue up, or simply not know how to bring it up. The first step is and should be addressing it with the person who is harassing you. Yet this can be difficult, especially if it is not very strong and that person might not realise they are doing it - you do not want to offend. Furthermore, there is the fear that that person will stop cooperating with work, where his/her work requires assisting you in any way. Examples or real life (anonymous) ways of dealing with the above would be useful. An e-discussion also, as between JPOs we can learn a lot from each others situations/actions.”

“To prepare JPOs before the assignment that there is a good possibility that they will suffer from harassment, because often we think that such things should not be happening in the UN. To inform them that corporative systems exist to support staff that suffer from harassment.”

“The support we need is to give or to indicate us the ways to claim these kinds of issues.”

“I do not know what you are doing at the moment but I would hope there are extensive consultations available. I would also urge the JPOSC to be more proactive by specifically addressing the issue in the training - i.e. make a folder with definitions, how to report, how to cope with your own reactions.”

“Incorporate training session on reporting procedures on harassment in induction workshops or other introductory material.”

“Provide more information about UNDP policies.”

“Information and hotline.”

“Make it 'official' at the duty station and make it clear that it is not acceptable to treat a JPO in such a way. It clear that either duty station ensures that it stops, or the duty station will not be put high on the 'priority list' of duty stations to where JPOs will be provided.”

“Ensure proper awareness at CO level.”

“Sharing experiences how to deal with harassment.”

“Name a person that one could seek for help granting confidentiality.”

“Forward the contact persons of other UN agencies in the countries of the duty station that can provide support.”

“More information on policies and procedures.”

“I think that it isn't the JPOSC's job to help us with such matters. This should be centralised at HQ level as well as being dealt with within the CO. If anything, the JPOSC could ensure that all JPOs taking up a post know that the CO is obliged to have a particular policy and procedure in place regarding harassment.

It should also be noted that sexual harassment is only one form of harassment. Work related harassment and other forms of bullying or abuse are just as upsetting and very frequent.”

“Well first of all to have more communication with the JPOs and to see how they are doing on their assignment and to consult with them regarding any issues that they may have including sexual harassment. I feel the JPO Service Centre is good and reliable when requested for help but they do not take a proactive approach.”

“Explain reporting procedures, encouraging to report.”

“Short document explaining all possible procedures, with special attention to the role of the JPOSC.”

Provide confidential advice/support

“Make sure that JPOSC is considered to be a confidential - safe haven for complaints.”

“Act as a middle person between the JPO and HR of the organization.”

“It needs to be clarified what role the JPO Centre can play if I decide to report harassment. What are the concrete possibilities of the JPO Centre to support me through that process?”

“In my case, I feel to have a personal contact with the JPOSC. If victims could contact their contact person at the JPOSC, who seems to have a certain distance from daily life in the country office, or the contact person at JPOSC could put them in contact with a professional, it would help to see things in prospective, see what can be done etc.”

“Act as main focal points for JPOs, as well as an intermediary between organization and affected s/m as opposed to the HR person in the respective organization; as at times they are too close to the scene.”

“1) Guide JPOs what to do in case it happens, and inform them about policies and guidelines 2) Work with the agency (HQ) where the JPO is working for to have the problem solved at the country level. I find that for these issues there is usually not a lot of understanding / support in the field offices and it is the responsibility of HQ HR to support their staff from being harassed.”

“General information should be sufficient as a preventive measure. In case of harassment, it would certainly be useful to have a designated focal point in the JPOSC available - also because of the expected confidentiality & credibility of the JPOSC.”

“A separate type of communication that is not through official channels, office email or office telephone, but a separate email id.”

“Support them through listening to them and contacting HQ about this issue and if necessary help the JPO replace to other duty station.”

“First of all listening to the victim and being flexible with the feelings and needs identified by the victim, trying to support him or her in the decision he or she takes.”

“Encourage JPOs to speak up if cases of harassment occur, support JPOs in complaint procedures; if necessary act as facilitators.”

“Provide confidential advice.”

Support reassignment procedures

“Quick reassignment and being very firm in making it clear to the Office where it happened that they will never ever be assigned another JPO.”

“Help them to get out of the current assignment in case that the Human Resource department is reluctant to do so.”

“Support and try to find an alternative position/duty station. Make sure no new JPOs are put in the same position.”

“Help them to change of assignment if they want.”

Other comments

“JPOSC should communicate more with heads of country offices.”

“Maybe by having an ombudsman for these issues. Also a need for an ombudsman where we can report fraud, corruption, theft, inefficiency and all the incredible things we see everyday in the country office.”

“At UNDP there is a compulsory harassment training course.”

“No ideas. Personally I think the issue of sexual harassment gets too much attention. It can be a problem for individuals but I don't think it's a very generalised problem.”

“I have no idea frankly.”

“No ideas.”