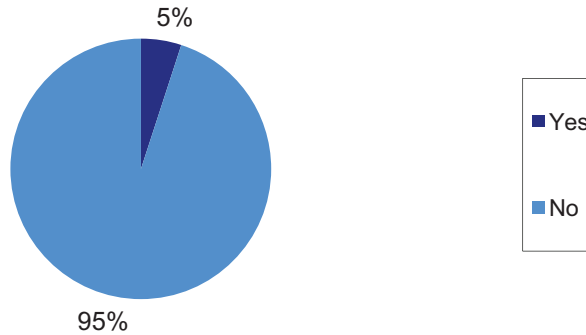


Section 5 – Harassment

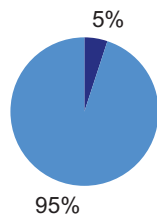
5.1 Sexual Harassment:

5.1.1 Have you personally experienced sexual harassment in your work place while being a JPO?³⁰

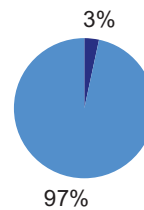
5.1.1



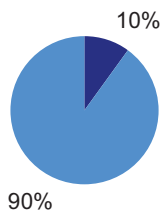
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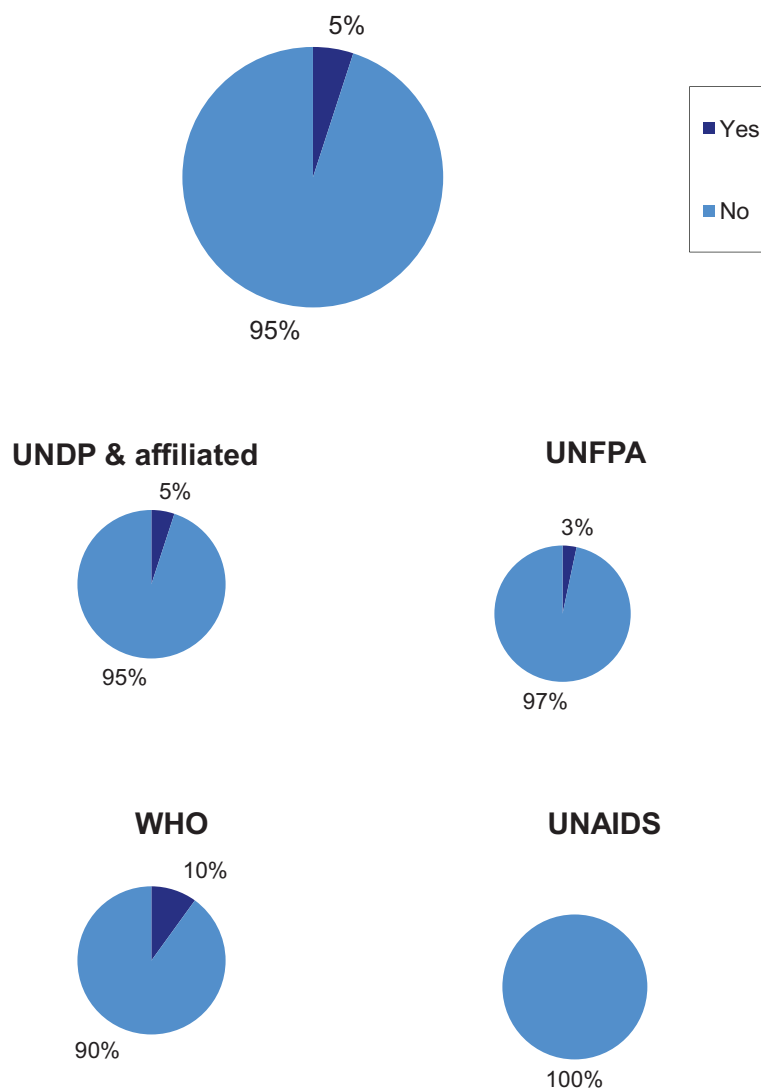


	Yes	No
2008 results 201 answers (10/191)	5%	95%

³⁰ Former question: “Have you personally experienced and/or witnessed **sexual harassment** in your work place while being a JPO?”
2008 JPO Satisfaction Survey

5.1.2 Have you personally witnessed sexual harassment in your work place while being a JPO?³¹

5.1.2



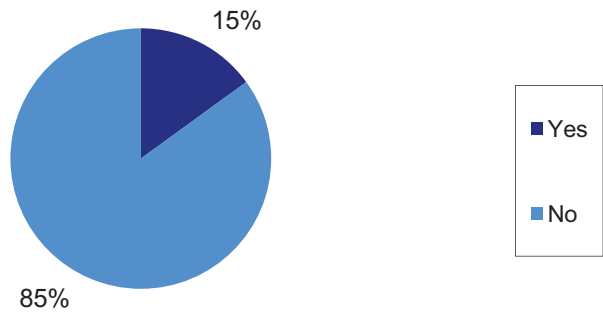
	Yes	No
2008 results 201 answers (10/191)	5%	95%

³¹ Former question: “Have you personally experienced and/or witnessed **sexual harassment** in your work place while being a JPO?”
2008 JPO Satisfaction Survey

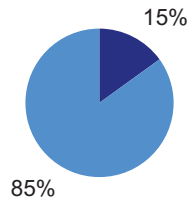
5.2 Work-related harassment:

5.2.1 Have you personally experienced work-related harassment in your work place while being a JPO?³²

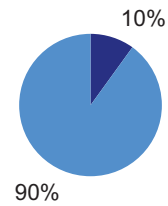
5.2.1



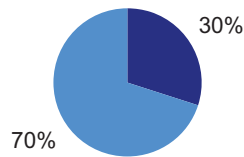
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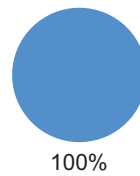
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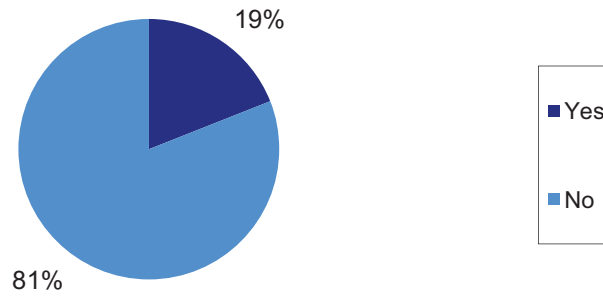


	Yes	No
2008 results 201 answers (30/171)	15%	85%

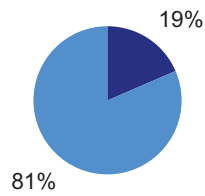
³² Former question: "Have you personally experienced and/or witnessed **work-related harassment** in your work place while being a JPO?"
2008 JPO Satisfaction Survey

5.2.2 Have you personally witnessed work-related harassment in your work place while being a JPO?³³

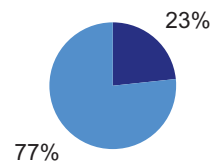
5.2.2



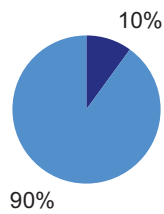
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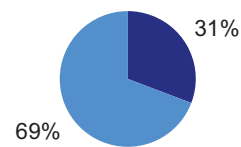
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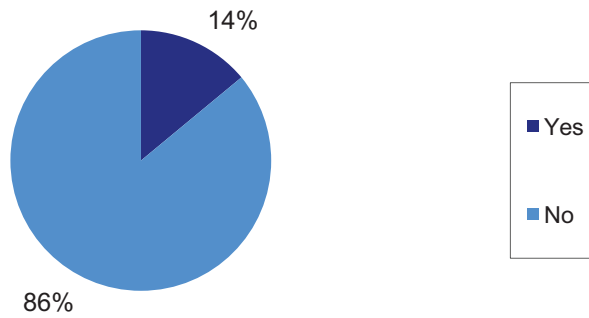
	Yes	No
2008 results 201 answers (39/162)	19%	81%

³³ Former question: "Have you personally experienced and/or witnessed **work-related harassment** in your work place while being a JPO?"
2008 JPO Satisfaction Survey

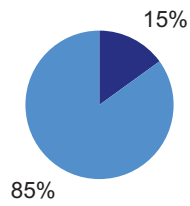
5.3 Abuse of Authority:

5.3.1 Have you personally experienced abuse of authority in your work place while being a JPO?³⁴

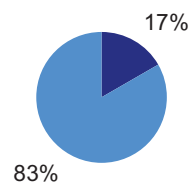
5.3.1



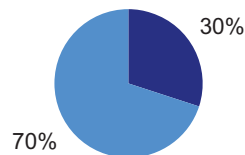
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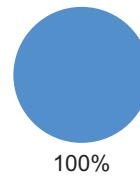
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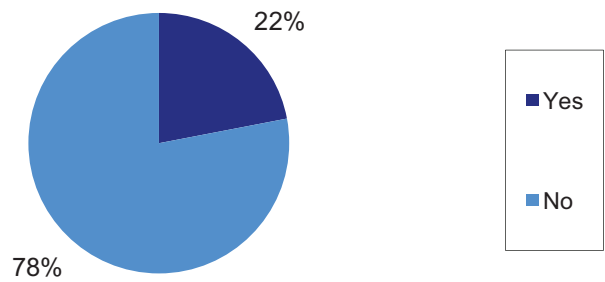


	Yes	No
2008 results 201 answers (29/172)	14%	86%

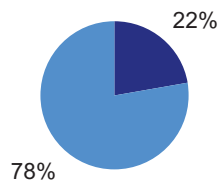
³⁴ New question (2008 JPO Satisfaction Survey)
2008 JPO Satisfaction Survey

5.3.2 Have you personally witnessed work-related harassment in your work place while being a JPO?³⁵

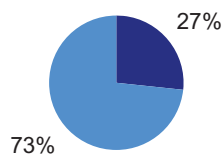
5.3.2



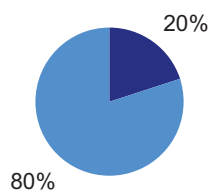
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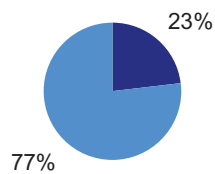
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	Yes	No
2008 results 201 answers (45/156)	22%	78%

³⁵ New question (2008 JPO Satisfaction Survey)
2008 JPO Satisfaction Survey

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?

"Yes (witness report) and I would not do that again!"

"I dealt with the issues face-to-face with the SM who had in my opinion harassed me. The issue was then solved internally."

"When I finished my assignment I informed my supervisor. He was not aware of the issue because he is relatively new in the CO. The Head of the unit before him was aware of the issue."

"No need. The affected person took care of it."

"Yes, talking to human resources to seek advice, then talking to the person concerned."

"No action taken."

"Yes I have."

"Yes. Report to RR."

"No. I have discussed incidents with colleagues, but as they have been relatively minor have not taken action towards reporting them."

"Not yet."

"Yes through my supervisor."

"No."

"A lot of unsolicited religious spam goes around the email system [...]. I have discussed the matter with several other colleagues who also agree that it is beyond what is acceptable. We will try and approach the matter through the local staff association."

"Yes, unofficially to my mentor."

"No because I am not certain of the reality of the conduct."

"The incidents are commonly known inside the office and the management has taken action."

"Yes I have filed a complaint."

"No. The abuses of authority I have witnessed are subtle, low profile (so to speak), basically supervisees being mistreated, and supervisors showing lack of respect both professional and personal. In any case this is something common, but a repetitive pattern of conduct from some managers."

"No."

"I have reported these incidents to my Regional Office [...]."

"I have not reported matters in the relevant reporting lines, but I have advised the abused parties about the channels that they can use and supported them in getting appropriate documentation."

"Yes, but realised that the system does not support accountability nor honesty."

"For 5.2.: I have decided to wait and see, if it happens again I will take the issue up with my supervisor. I have talked with the UN stress counsellor. For 5.3.: Yes and the issues have been addressed further by my supervisor."

"I complained, informally, to my Regional Director. Things have then improved even if it is still far from being perfect."

"No. (I was easily able to deal with what I experienced myself, while the other people in question dealt with their experiences, through reporting and/or speaking with senior management when necessary. We are mainly talking about supervisor management style that was not intentioned as harassment but was so bad it could constitute harassment.)"

"No, as in my organisation there is no point, as nothing is done anyway. HR is aware of all the difficulties, but does nothing."

"Yes"

"This situation is public and known (as far as I know) by Senior Management. I have shared it with my supervisor."

"No"

"As already mentioned before, I am not sure whether my supervisor's behaviour can be classified as harassment, but at least I feel humiliated and not respected or taken seriously and have never experienced something like this before."

"It was discussed thoroughly at a staff meeting."

"Yes I have internally reported the incident and acted as a witness in order to support victim/accused in specific cases."

"Yes. I have written a comprehensive report on the workplace harassment that I observed in one of the projects I supported. The CO took action accordingly based on my report. I also spent a lot of time consulting my supervisor as to how to deal with the sexual harassment I was suffering from one of the project managers I had to work with. As a result I was reassigned to backstop other projects."

"Yes, I have reported it to the agency's head of HR."

"No, as I could handle that by myself. [...] I wrote [...] an internal memo [...]. CD accepted my statements but I felt very uncomfortable to have received such a letter without having any oral inquiry in advance. It was quite frustrating."

"No, only in direct confrontation with the abuser."

"By the time I knew what was going on, I had to leave JPO. Since I was not able to confirm any of the actions in any way, I could not take action."

"The person being harassed took action herself."

"Sometimes I have reported incidents, other times I have just supported colleagues to at least talk to me and to inform that that they can talk to a supervisor or someone else about it in order for action to be taken. However, the response from the management was very unsatisfactory and our harassment focal point dysfunctional (and unknown as harassment focal point)."

"I took steps that I judged necessary for restoring my own wellbeing, such as contacting and using the support network available. I did not report the case formally, as I was able to find a very good solution to the situation."

"My duty station is one of the most gender-unfriendly countries in the world. So making it a problem towards the government doesn't seem to be a very wise idea, only makes things worse."

"Yes."

"Yes!"

"No"

"For incidents witnessed, usually the person involved did not want it to be reported for fear of losing their job so I do not feel it is my place to report it. In terms of my own experiencing abuse of authority, I have spoken with Ombudsperson about this but decided not to call for any action due to the potential for it to make my situation worse."

"I have witnessed this, and I did bring it to the attention of the supervisor of the abusive person."

"I notified the JPOSC and spoke with the former Ombudsman who was investigating complaints received from the office in question. I then reassigned to another duty station."

"I reported it to the JPO coordinator of my agency. The person responsible for the harassment was reassigned (not because of the harassment), but there was discussion around reporting possibilities had she not been reassigned."

"Yes. I presented a formal complaint [...]. I know that the investigation process started, however, unfortunately I have received no further information on any advancement."

"No. It was really a minor incident, and although I was not happy with it, too small an issue to really take action on. It was probably meant as a joke, but something that touched on a personal issue and that I did not like."

"Yes, I reported the harassment of a colleague to human resources, along with other grievances I had in a former work section. I have since transferred to a different section."

"Yes, indeed. I have reported the incident to my 1st line supervisor, and other HR focal point of my trust in a different location. The second line supervisor will also be informed."

"I have discussed it with the persons involved, which seem for now to have helped. To the degree needed, I have discussed it with the supervisor as well. The incidents have, however, not been grave."

"No."

"Yes I took action when it was related to me and an intervention was taken however not fully effective as the individual involved while was cautious with me is not with other colleagues."

1. Try to solve the issue directly with the person abusing authority and harassing without success.
2. Consulted the JPOSC for recommendations and further steps
3. Transfer the problem to Upper management
4. Being advised not to go further in the process as the best solution regardless the existence of evidence and even witness for the sick of every body."

"I would not use the word harassment, but I did have a very uncomfortable episode, and I have taken it all the way to the office of OHR Management. I was not very happy with the way it was resolved and finalised, but I have accepted the suggested way forward to be able to move on. My HR adviser in Copenhagen knows about the case."

"I have reported to the Ministry of Foreign Affairs [...] and the Embassy [...] about the sexual harassment that I have experienced. Much later on, I was finally able to talk about it to my new supervisor (who joined the organization [...] after the incident)."

"No. Don't know how and to whom to discuss. I am aware a colleague took action."

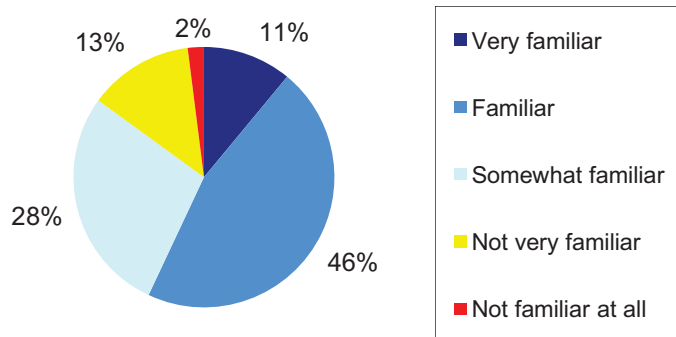
"Yes, for the case of sexual harassment I discussed with my then supervisor and talked to the person. He ceased his actions then.

For the cases of work-related harassment and abuse of authority, I mentioned this to my current supervisor, but was told that this was just the way the person is and that there was nothing that could be done about it and that I should not interpret actions too much or take it personally.

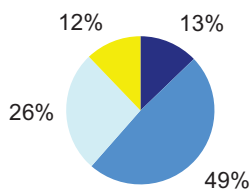
As a consequence, and given that this seems to be a pattern in this office, I keep the issues to myself."

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

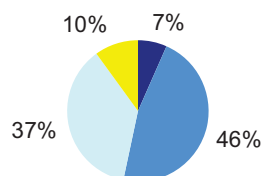
5.5



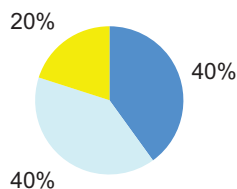
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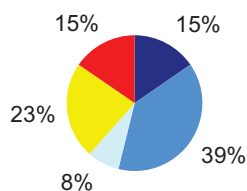
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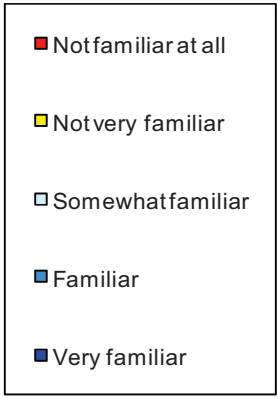
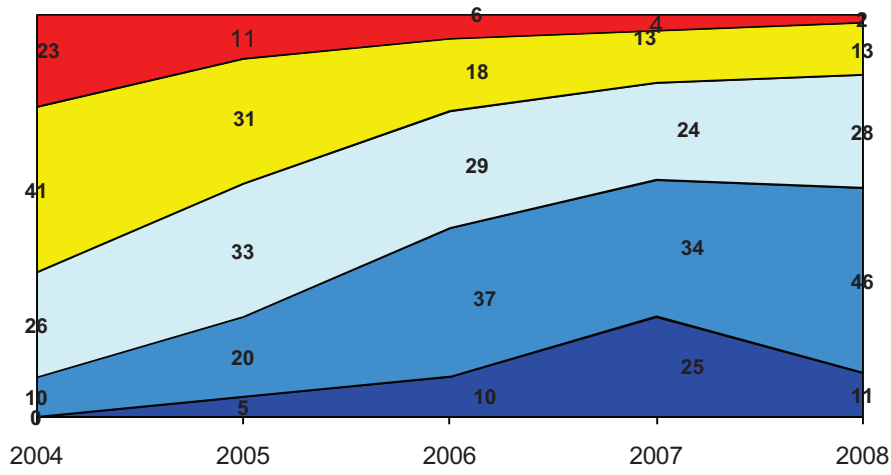
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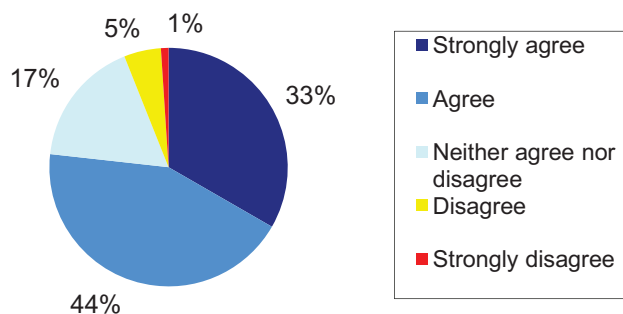


	Very familiar	Familiar	Somewhat familiar	Not very familiar	Not familiar at all
2008 results 201 answers (22/92/57/26/4)	11%	46%	28%	13%	2%
2007 results 119 answers (30/40/29/15/5)	25%	34%	24%	13%	4%
2006 results 175 answers (17/65/51/32/10)	10%	37%	29%	18%	6%
2005 results 153 answers (7/31/50/48/17)	5%	20%	33%	31%	11%
2004 results 145 answers (0/15/37/59/34)	0%	10%	26%	41%	23%
	Yes				No
2003 results 154 answers (39/115)	25%				75%
2002 results ³⁶ 141 answers (67/74)	48%				52%

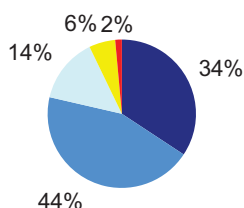


5.6 To what extent do you agree with the following statement: "I have someone that I would feel comfortable talking to if I experienced harassment in my office"?

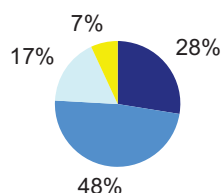
5.6



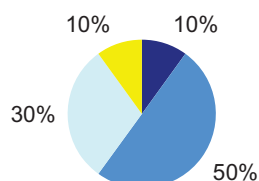
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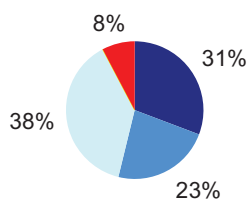
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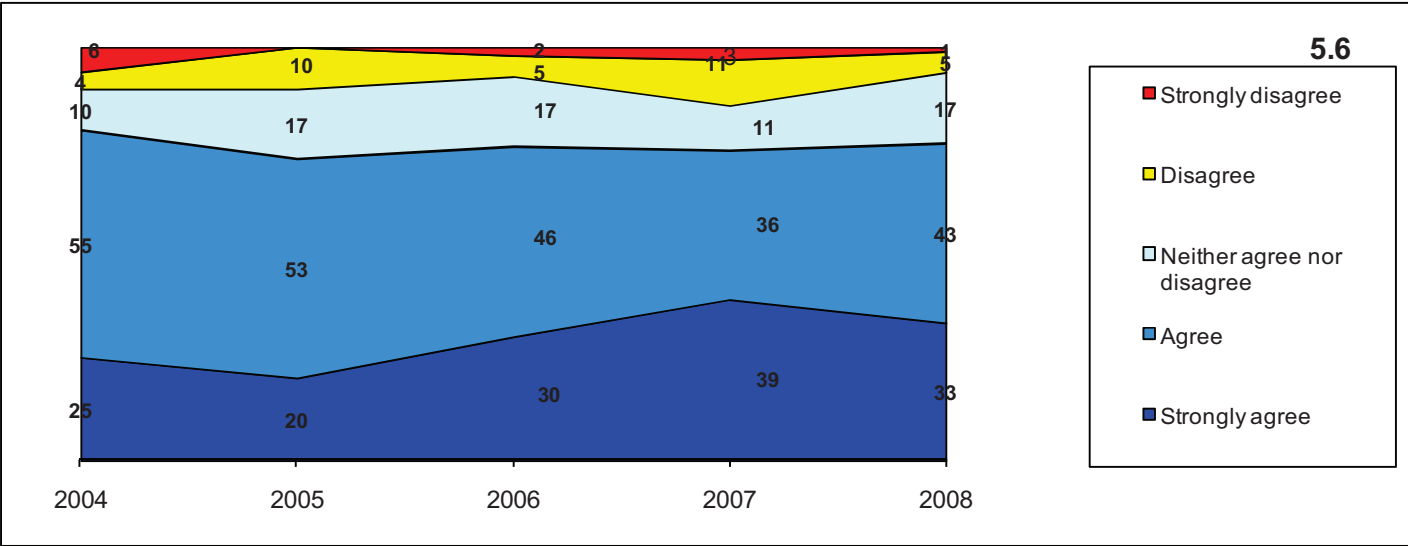


	Strongly agree	Agree	Neither	Disagree	Strongly disagree
2008 results 201 answers (66/86/35/11/3)	33%	43%	17%	5%	1%
2007 results 119 answers (46/43/13/13/4/119)	39%	36%	11%	11%	3%
2006 results 175 answers (52/82/30/8/3)	30%	46%	17%	5%	2%
2005 results 153 answers (30/82/26/15/0)	20%	53%	17%	10%	0%
2004 results 144 answers (36/79/15/6/8)	25%	55%	10%	4%	6%
	Yes			No	
2003 results ³⁷ 152 answers (136/16)	89%			11%	
2002 results ³⁸ 141 answers (67/74)	48%			52%	

³⁷ 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?"

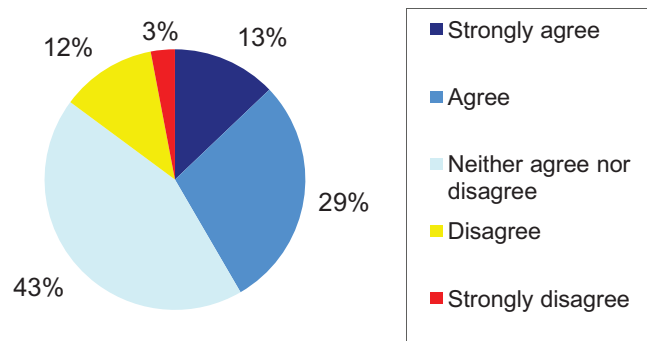
³⁸ Wording of the question in the 2002 Survey: "Are you familiar with the procedures for reporting sexual harassment and/or do you have someone in your office that you would feel comfortable to talk to in case you experienced sexual harassment?"

5.6

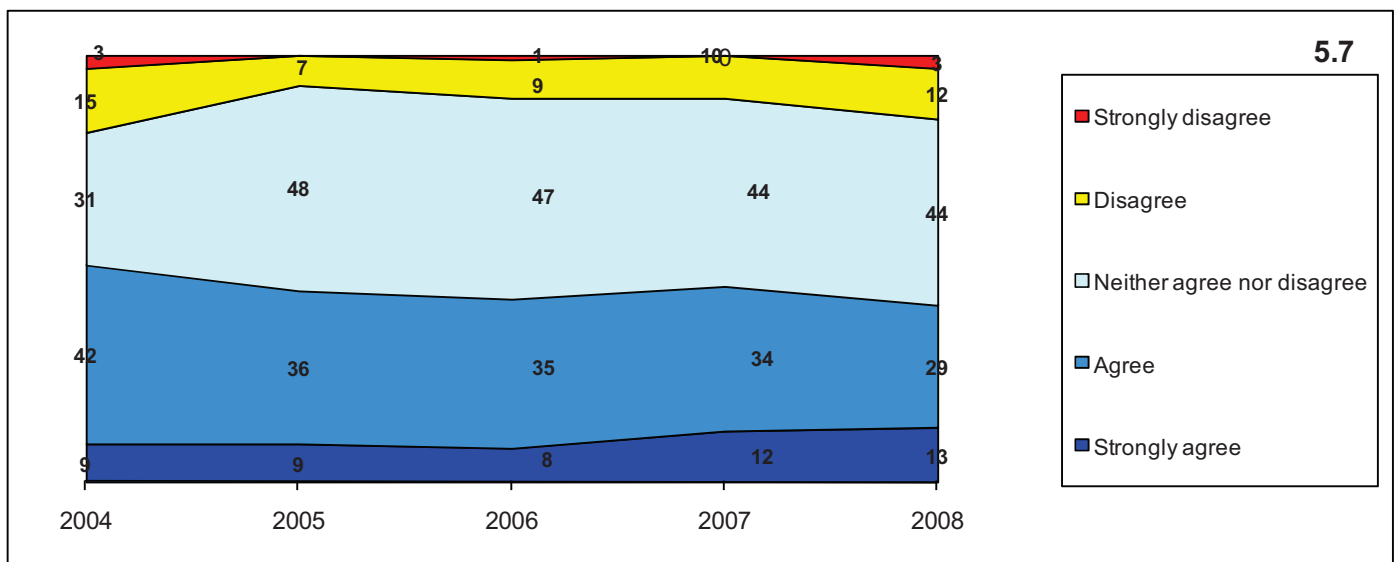


5.7 To what extent do you agree with the following statement: "I believe there is a need for the JPOSC to be more active in informing about UNDP's policy on Prevention of Workplace Harassment, Sexual Harassment and Abuse of Authority."?³⁹

5.7



	Strongly agree	Agree	Neither	Disagree	Strongly disagree
2008 results 199 answers (25/57/88/24/5)	13%	29%	44%	12%	3%
2007 results 117 answers (14/40/51/12/0)	12%	34%	44%	10%	0%
2006 results 175 answers (14/62/83/15/1)	8%	35%	47%	9%	1%
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%



³⁹ Former question: "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 the procedures for reporting sexual harassment"?"
2008 JPO Satisfaction Survey