

# UNODC PSEAH Workshop

18.10.2022



# Welcome!

Take out your phones

Log into Menti.com using the code: 11873621







联合国 / UNITED NATIONS / NATIONS UNIES / ОБЪЕДИНЕННЫЕ НАЦИИ / NACIONES UNIDAS / الأمم المتحدة

“

**Let us declare in one voice:**

*We will not tolerate anyone committing or condoning sexual exploitation and abuse.*

*We will not let anyone cover up these crimes with the UN flag.*

*Every victim deserves justice and our full support.*

*Together, let us deliver on that promise.*

”

United Nations Secretary-General  
António Guterres  
9 March 2017

# Introductions and opening message



# How are you feeling today?





# Agenda

- Welcome and introduction
- Statistics, definitions, and key concepts
- Courage by degrees
- Applying a victim-centred approach
- How to make a complaint
- Closing





# Objectives - why are we here?

- Share knowledge
- Learn from each other
- Apply lessons learned
- Encourage a culture of openness





# Ground rules

- Ask questions either directly or anonymously (using Menti comments or Q+A slides)
- Respect different ideas and opinions
- This is a safe space for us to share
- Can you think of any others?





# Before we start...

For some of you, this discussion may trigger emotional distress. You are not alone. Take time to ground yourself and seek help from your support channels.





# 2022 SEA allegations Involving UN Staff Members or Related Personnel (non- PKO and special political missions)

- 126 allegations
- 150 victims
- 128 perpetrators





## UN ENTITIES OTHER THAN PKO/SPM

Allegations involving UN Staff Members or UN Related Personnel  
For PKO/SPM data see <https://conduct.unmissions.org/table-of-allegations>

125  
Allegations

149  
Victims

127  
Perpetrators

TABLE

OVERVIEW

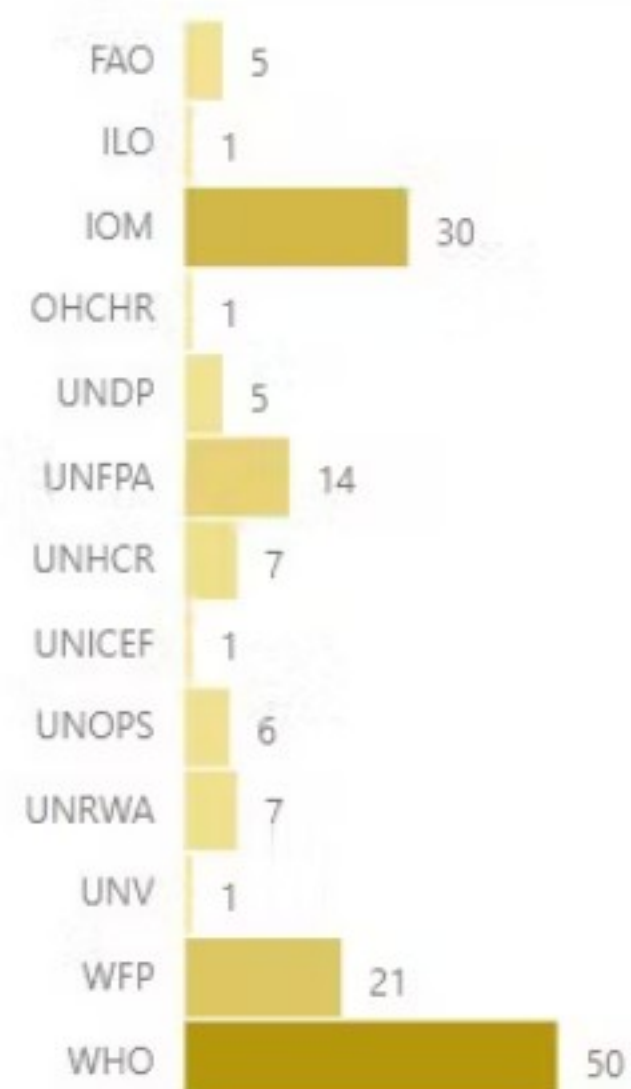
Reporting Entity

All

Year Reported

2022

## VICTIM COUNT



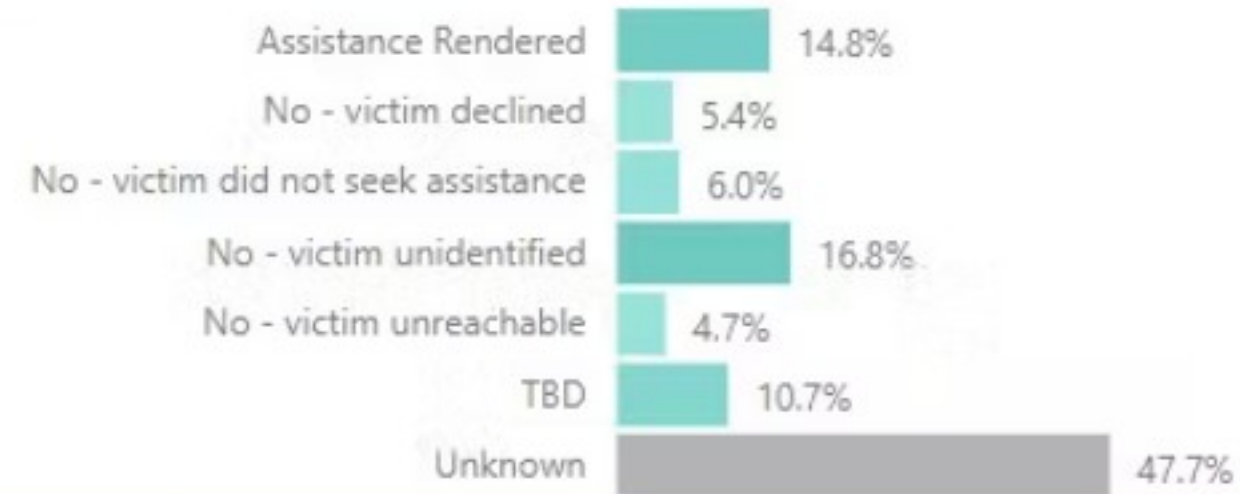
## VICTIM AGE CATEGORY

Age Category	Count	%
Adult	86	57.7%
Child (under 18)	21	14.1%
TBD	2	1.3%
Unknown	40	26.8%

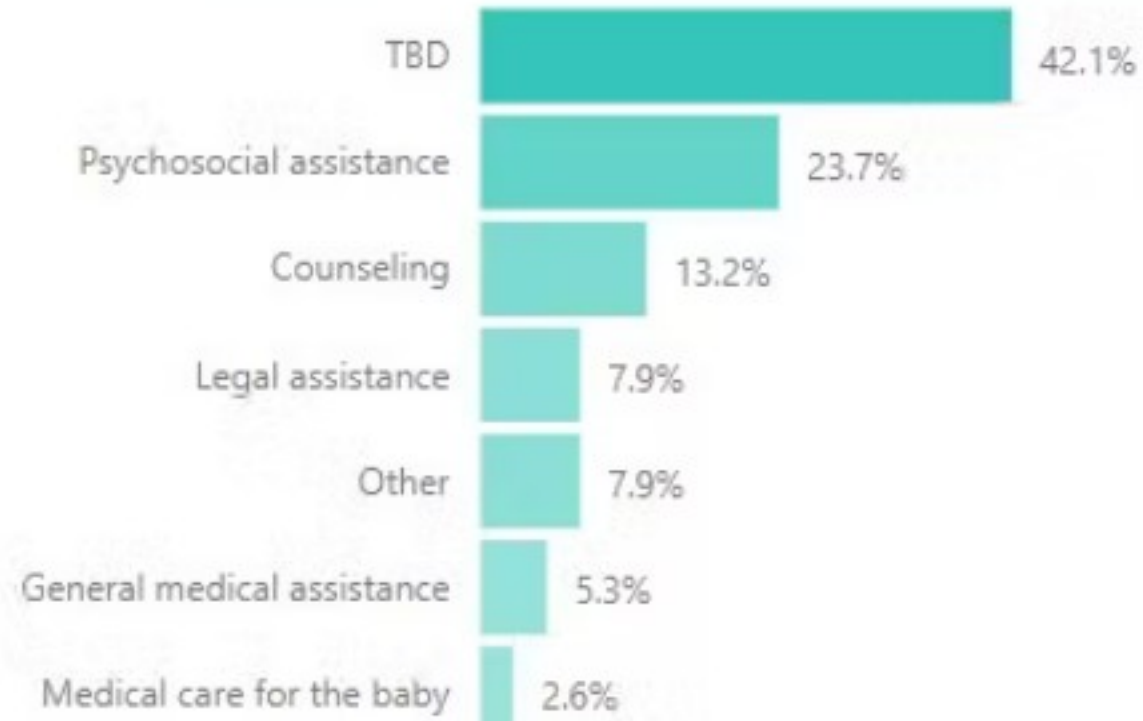
## VICTIM GENDER

Gender	Count	%
Female	128	85.9%
Male	6	4.0%
Unknown	15	10.1%

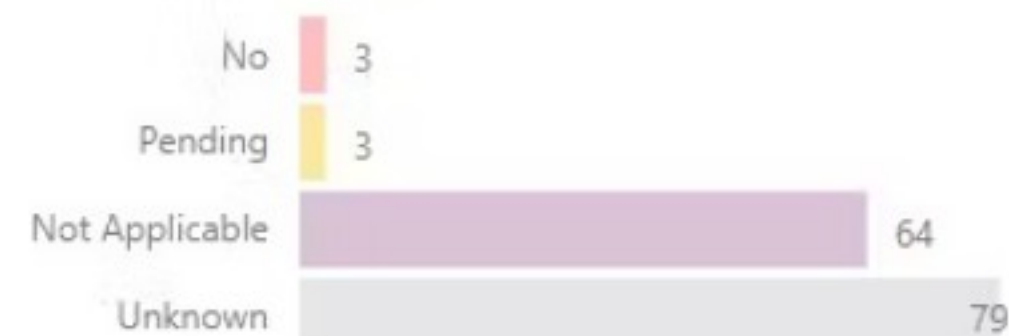
## ASSISTANCE RENDERED



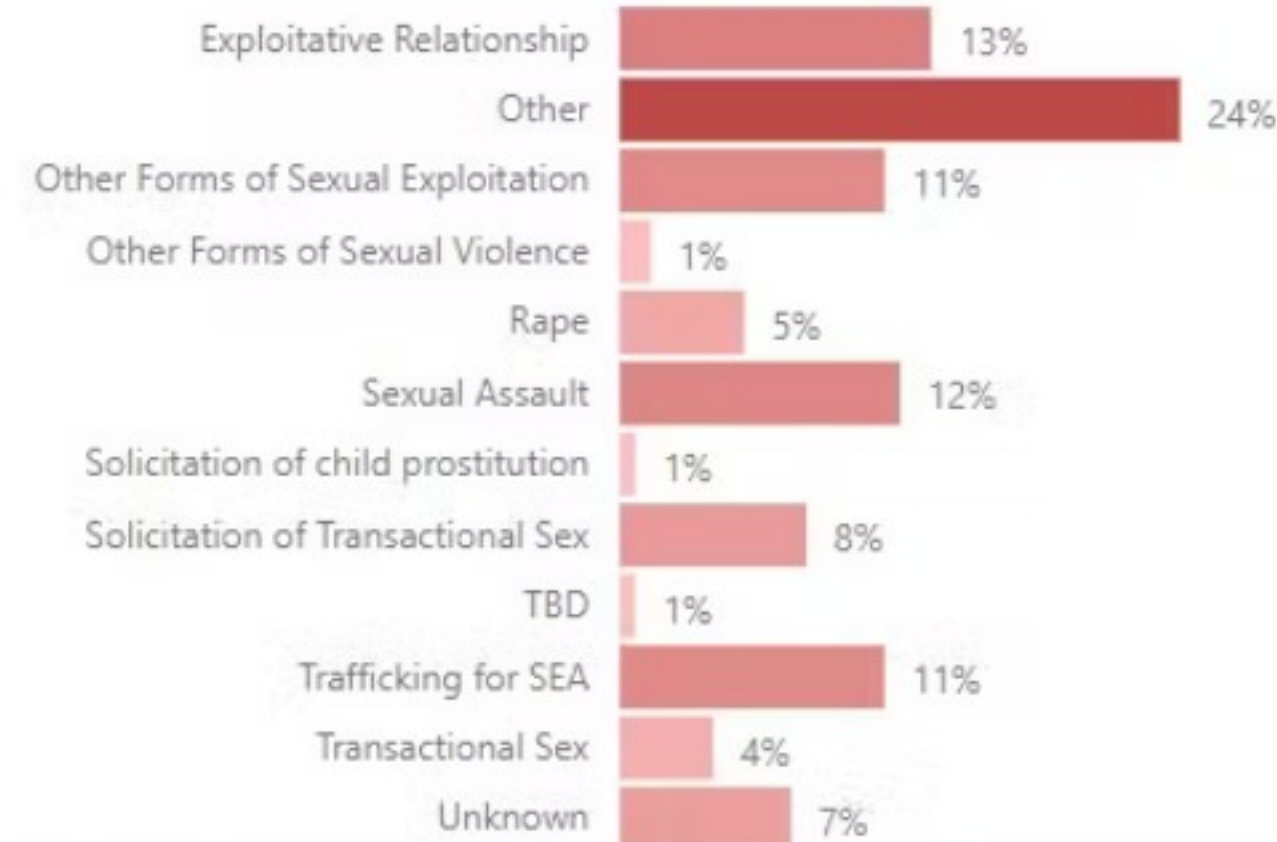
## TYPE OF ASSISTANCE RENDERED



## PATERNITY ESTABLISHED



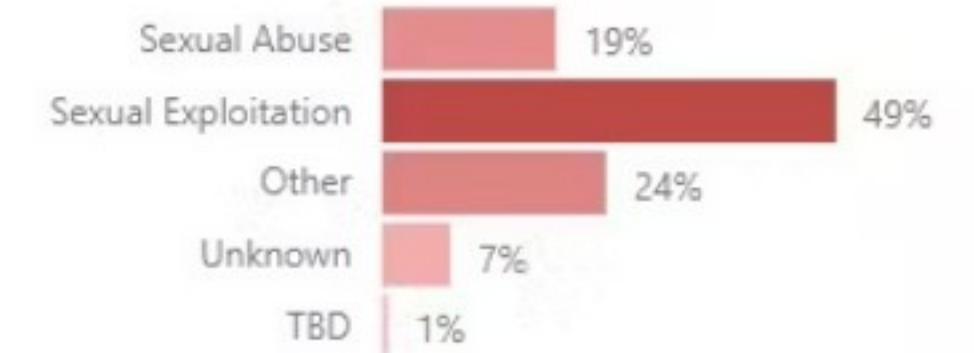
## NATURE OF ALLEGATION



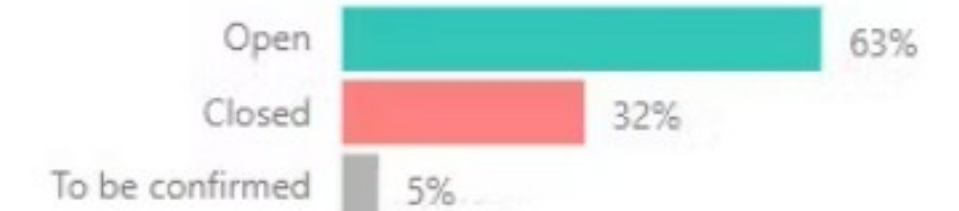
## PERPETRATOR CATEGORY OF PERSONNEL



## TYPE OF ALLEGATION



## STATUS OF ALLEGATION



## STATUS OF INVESTIGATION



Note: When the age of the victim is unknown, the nature/type of allegation cannot always be determined as some of the prohibited conducts are categorized differently if the victim is a child or an adult.

13 Oct 2022 11:06 AM







**10** Temuan Penting

Dari total 1175 responden

## Survei Kekerasan dan Pelecehan di Dunia Kerja Indonesia 2022

Pengalaman pekerja di Indonesia dalam kurun waktu 2 tahun terakhir (2020-2022)



International Labour Organization (ILO)

[www.ilo.org/jakarta](http://www.ilo.org/jakarta)  
[jakarta@ilo.org](mailto:jakarta@ilo.org)

Never Okay Project

[www.neverokayproject.org](http://www.neverokayproject.org)  
[contact@neverokayproject.org](mailto:contact@neverokayproject.org)





One in  
three

Survey respondents  
(33%) reported  
experiencing sexual  
harassment in the last  
two years.

UN Safe Space  
Survey (Deloitte on  
behalf of the UN,  
2019)





### Prevalence\*

One in three (33%) respondents reported that they had experienced at least one instance of sexual harassment<sup>1</sup> in the last two years (recent prevalence). One in five survey respondents (20.2%) reported experiencing at least one type of sexual harassment prior to 2016 (historical prevalence). The overall prevalence rate was 38.7% (any sexual harassment incident experienced while working with the UN, independent of time period).

### Most common types of sexual harassment

The most common forms of recent sexual harassment reported by respondents were: sexual stories or jokes that were offensive (21.7%), offensive remarks about their appearance, body or sexual activities (14.2%), unwelcome attempts to draw them into a discussion on sexual matters (13%), gestures or use of body language of a sexual nature, which embarrassed or offended them (10.9%) and touching which made them feel uncomfortable (10.1%).

### Prevalence by gender and age

Respondents who identified as female, transgender, gender non-conforming, and other reported the highest prevalence rates (41.4%, 51.9%, 50.6%, and 50% respectively), relative to other gender identity categories. Relative to other age groups, two in five (43.6%) respondents aged between 25 and 34 reported experiencing sexual harassment.

### Prevalence by sexual identity

Within the sexual identity category, respondents who identified as lesbian, gay, and queer reported the highest prevalence rates (53%, 48.4%, and 48.1%, respectively).

### Prevalence by employment type

Relative to other employment types, prevalence rates were highest for Junior Professional Officers / Associate Experts, UN Volunteers and Consultants (49.3%, 39% and 38.7%, respectively).

### Sexual assault

Most severe forms of sexual harassment (including actual or attempted rape) were experienced by heterosexual females, aged between 35 and 44 years, employed as Professional or General Services personnel in a fixed-term employment.





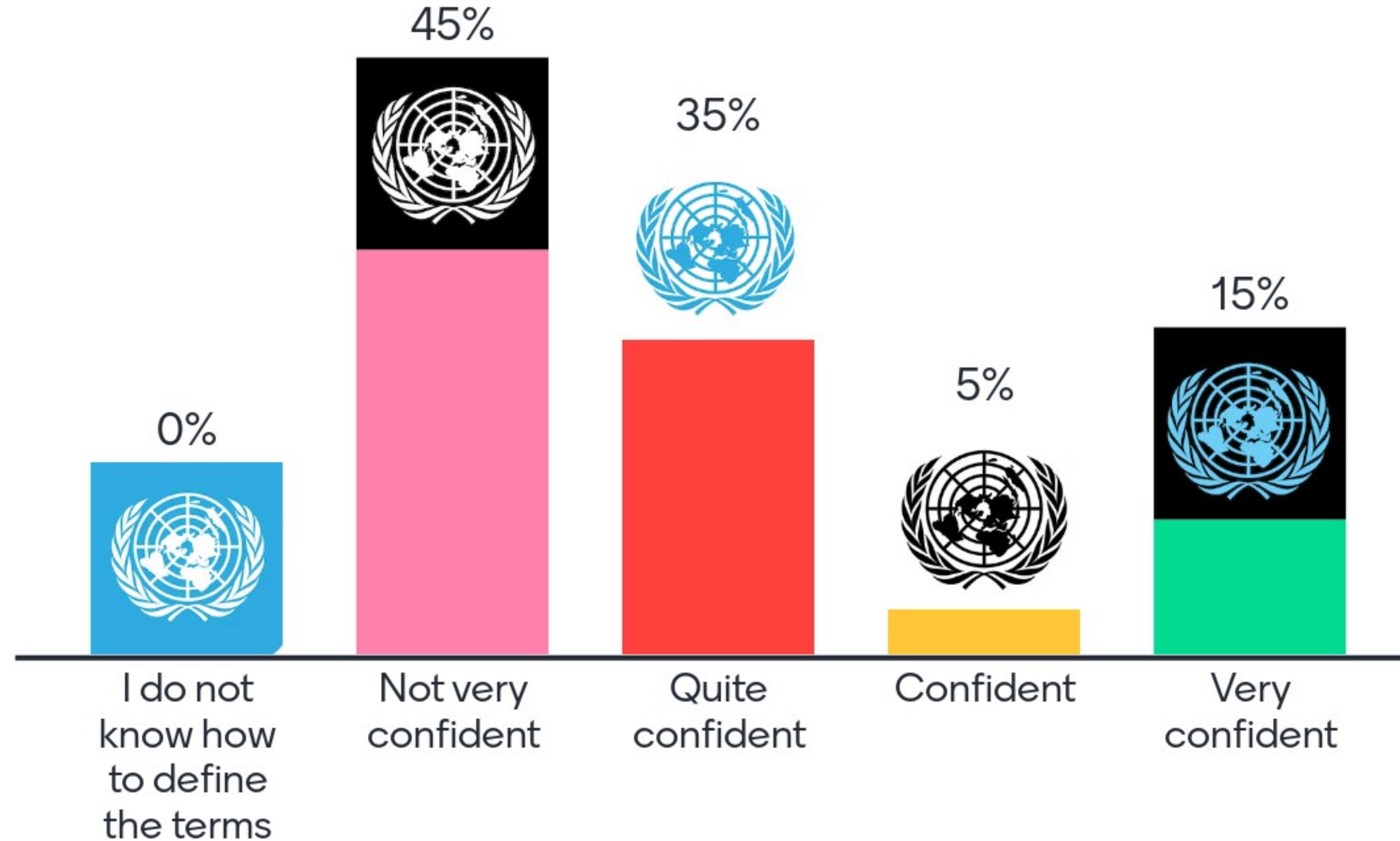
Do you have any  
thoughts after  
seeing this data?

0 questions  
0 upvotes





# How confident do you feel defining sexual abuse, sexual exploitation, and sexual harassment?



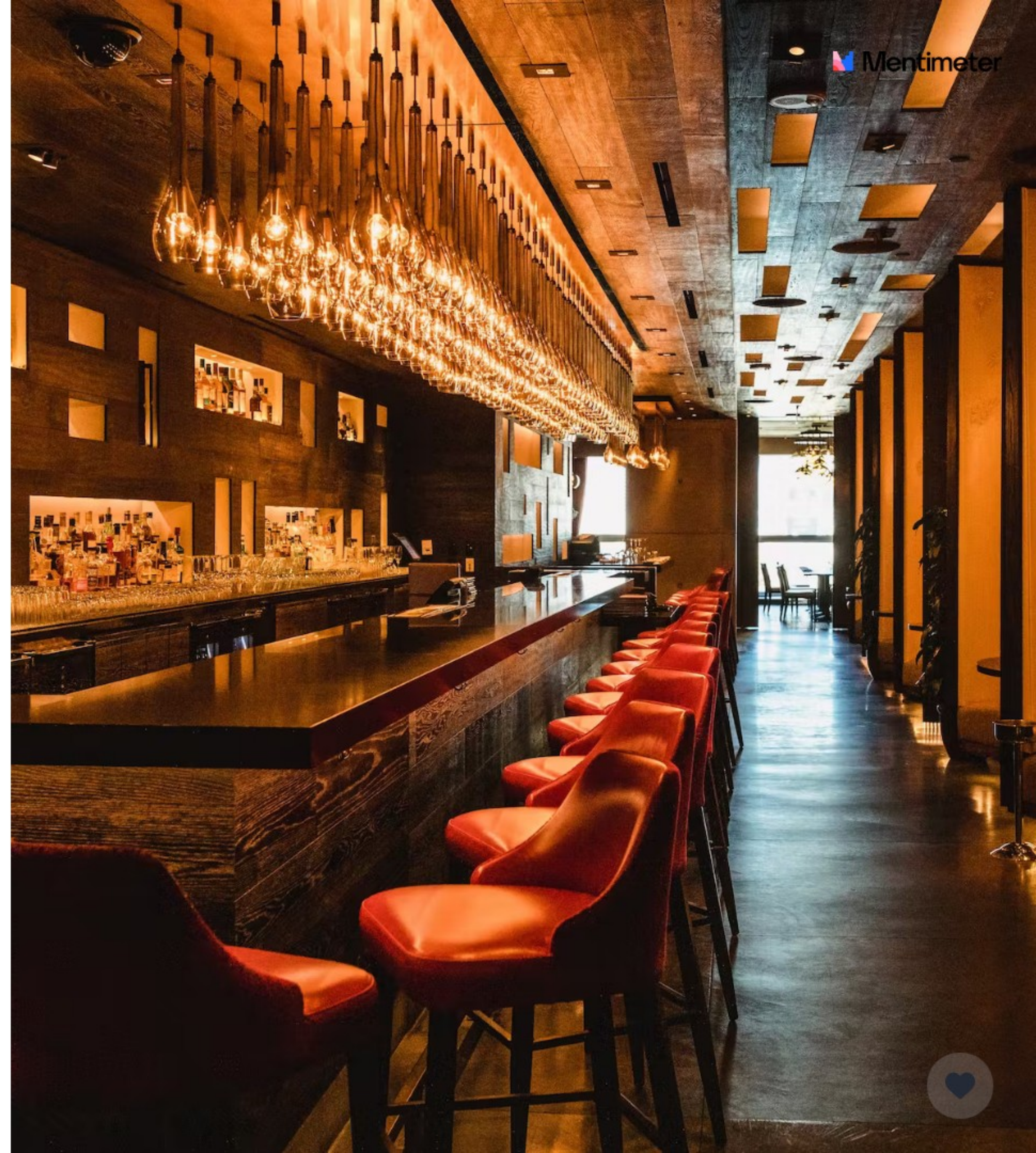
**Get into small  
groups (4-5 people)**





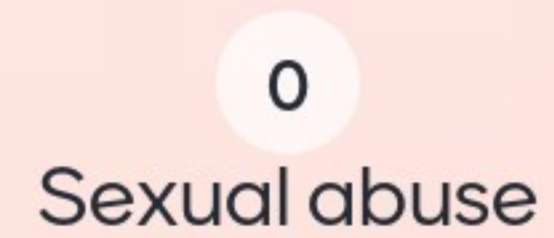
# Scenario 1

Irfan is a Programme Officer at the UN and often travels for work to remote areas, far away from his family. Knowing that sex work is legal, when he is away, he spends his evenings at bars and usually pays for sex with someone.





# Scenario 1





# Sexual exploitation

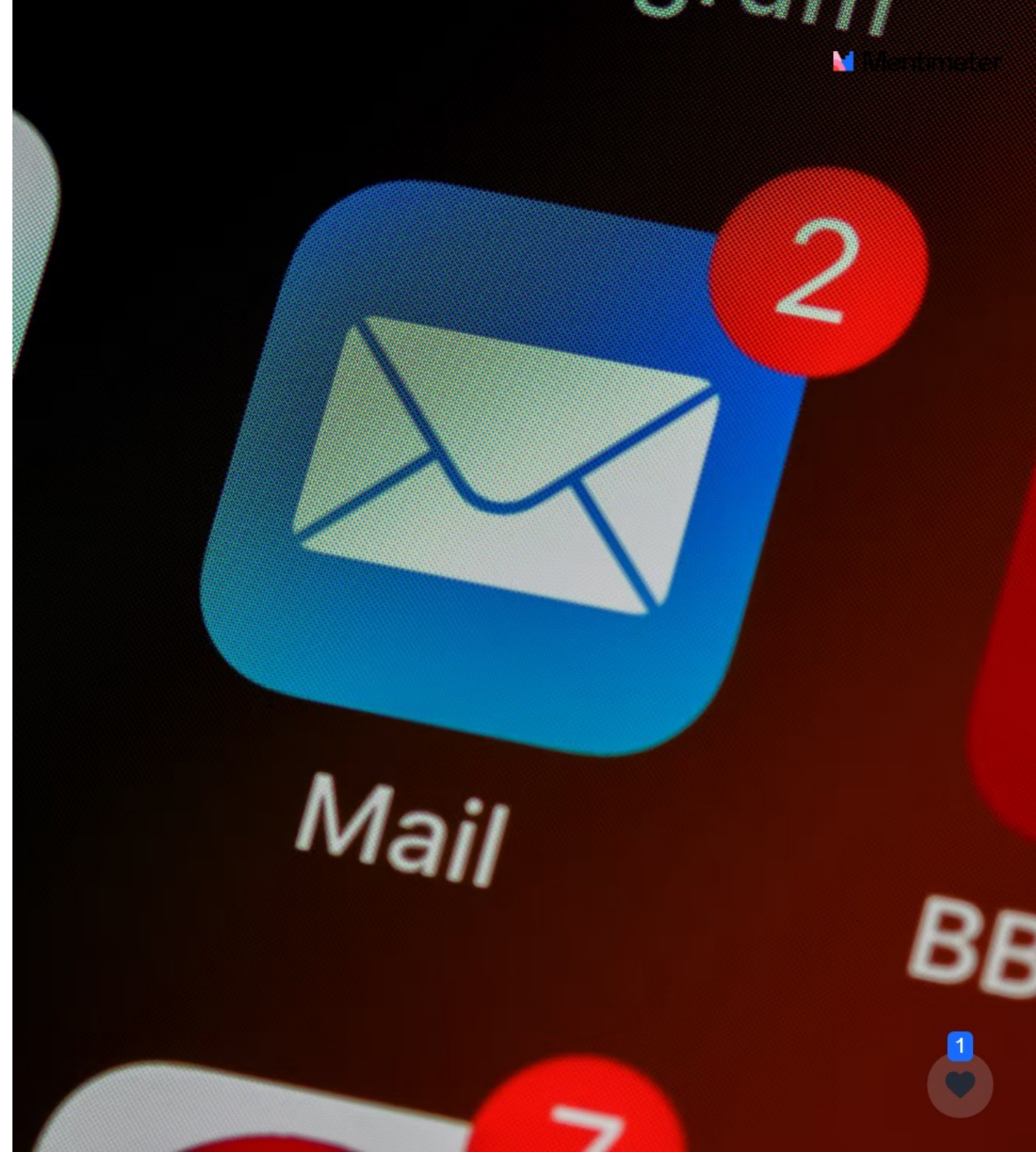
"Any actual or attempted abuse of a position of vulnerability, differential of power, or trust, for sexual purposes, including, but not limited to profiting monetarily, socially or politically from the sexual exploitation of another".





## Scenario 2

Anita works as a Financial Associate at the UN. She sometimes receives non-work related emails from her colleague even though she does not want to receive them. More often than not, they include pictures of topless women or women in suggestive poses.





# Scenario 2

0  
Sexual exploitation

0  
Sexual abuse



17  
Sexual harassment



# Sexual harassment

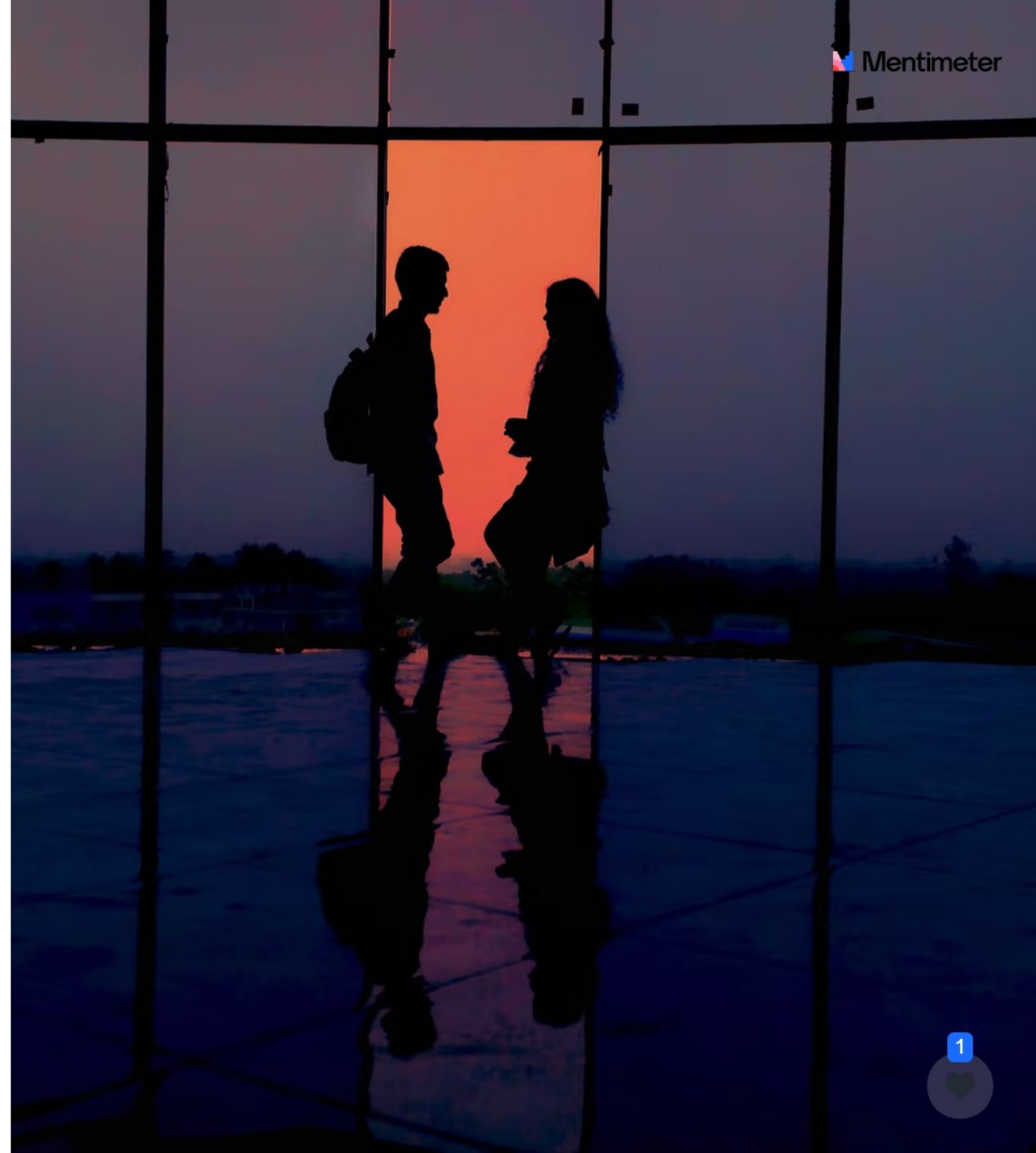
"Any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. "





# Scenario 3

Rami is a Project Officer at an NGO that receives funding from a UN agency to run a women's empowerment project in local prisons. When he last visited the project site, he forcefully kissed and touched one of the women prisoners before leaving.





# Scenario 3

0  
Sexual exploitation

18  
Sexual abuse



0  
Sexual harassment



# Sexual abuse

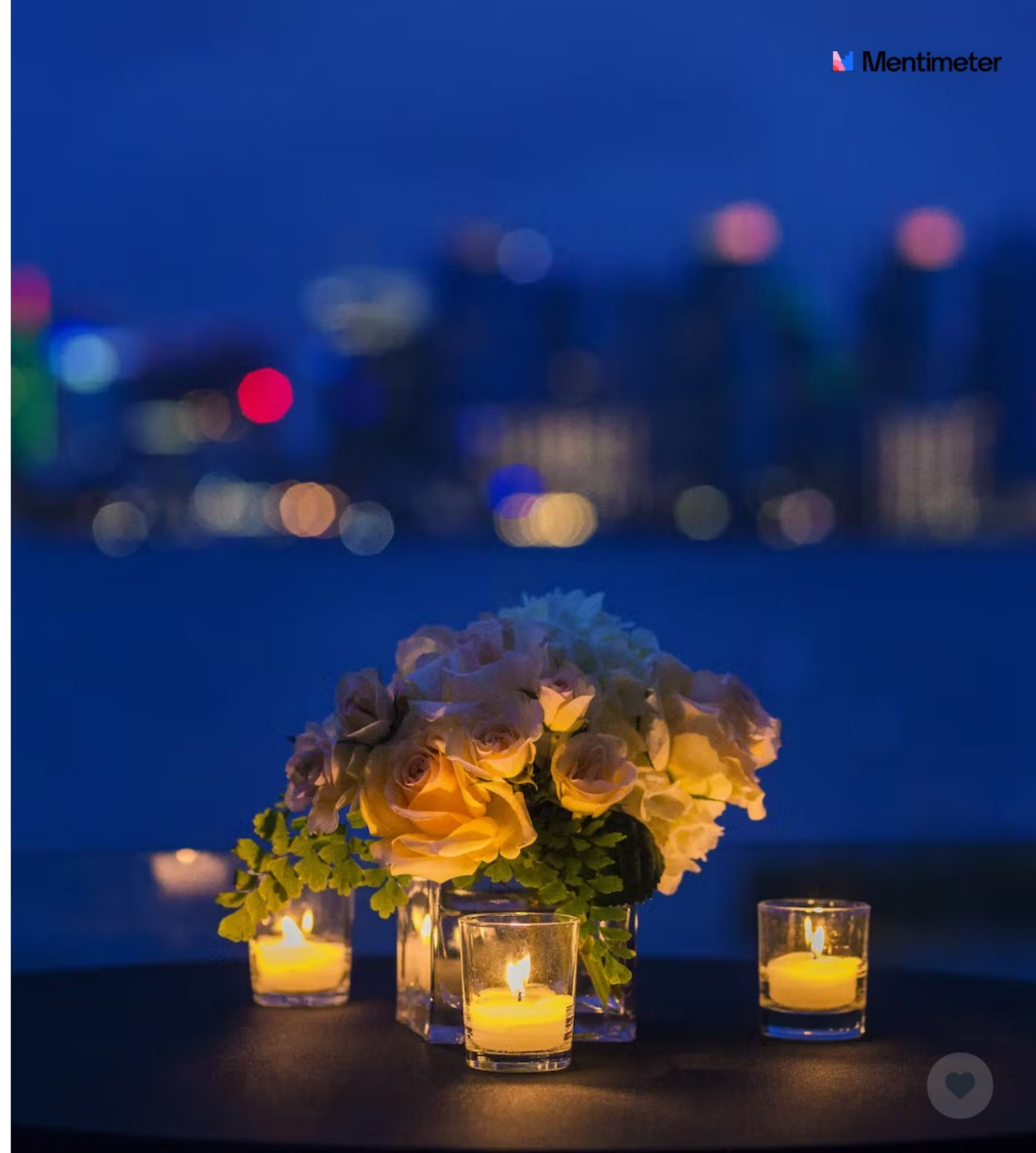
"The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions"





## Scenario 4

Adi went to a reception arranged by his supervisor, Nur. He expected the whole team to be there, but instead it was just the two of them. After a few drinks, Adi realised that the only business Nur wanted to discuss was her attraction to him. As Adi was getting ready to leave, Nur brought up the topic of the promotion that Adi was being considered for. She then suggested that they go back to her house to continue the discussion.





# Scenario 4





# Sexual harassment

Any unwelcome conduct of a sexual nature that might reasonably be expected or perceived to cause offense or humiliation when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual harassment may occur in the workplace or in connection with work.





# CORE PRINCIPLES

## RELATING TO SEXUAL EXPLOITATION AND ABUSE (SEA)

1

**SEA constitute acts of gross misconduct and are grounds for termination of employment.**

**NO SECOND CHANCES**

2

**Sexual activity with children (< 18 yrs) is prohibited.**

**NO SEX WITH CHILDREN**

3

**Exchange of money, employment, goods or services for sex is prohibited, including hiring prostitutes.**

**DON'T HIRE/BRIBE ANYONE FOR SEX**

4

**Any sexual relationship with beneficiaries that involves improper use of position is prohibited.**

**NO SEX WITH BENEFICIARIES**

5

**Humanitarian workers are obligated to report any concerns regarding SEA by fellow workers.**

**ALWAYS REPORT SEA**

6

**Humanitarian workers are obliged to create and maintain an environment which prevents SEA.**

**DISCOURAGE SEA AROUND YOU**





# KEY MESSAGES

## RELATING TO SEXUAL HARASSMENT (SH)

1

SH can take many forms, from inappropriate jokes to rape and attempted rape. SH constitutes an act of misconduct and every organization should take action to prevent SH.

PREVENTION FIRST

2

SH may occur inside or outside the workplace and work hours, and may be perpetrated by or target any colleague, of any status and of any gender.

SH CAN HAPPEN ANYWHERE

3

All organizations need policies and processes to ensure that victims are supported and perpetrators face consequences.

NO IMPUNITY

4

The victim has the right to support and assistance that is provided in a timely, sensitive, confidential and impartial manner.

SUPPORT AND ASSIST VICTIMS

5

In accordance with a victim-centred approach, the victim's rights, needs and preferences should be central in any process and in support services.

VICTIMS FIRST

6

Employees should treat all colleagues with courtesy and respect, be aware of how their own behaviour may be perceived, and take action where appropriate.

RESPECTFUL WORKPLACES



	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
Who?	<ul style="list-style-type: none"> <li>• Us + Beneficiary</li> </ul>	<ul style="list-style-type: none"> <li>• Us + Beneficiary</li> </ul>	<ul style="list-style-type: none"> <li>• Us + Us</li> </ul>
What?	<ul style="list-style-type: none"> <li>• Abuse of vulnerability, differential power, or trust</li> <li>• Victim's sexual activity generates benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Physical intrusion of a sexual nature</li> <li>• Use of force or coercion</li> </ul>	<ul style="list-style-type: none"> <li>• Unwelcome advance or conduct of a sexual nature</li> <li>• Creates an intimidating environment or becomes a condition of employment</li> </ul>
Examples?	<ul style="list-style-type: none"> <li>• Offering money, gifts, or a job in exchange for sex</li> <li>• Withholding due services or blackmailing for sex</li> <li>• Hiring prostitutes</li> <li>• Threats of sexual exploitation</li> </ul>	<ul style="list-style-type: none"> <li>• Unwanted kissing, touching, grabbing, or rubbing</li> <li>• Threats of an unwanted sexual act</li> <li>• Raping or attempted rape</li> <li>• Any sexual activity with a child</li> </ul>	<ul style="list-style-type: none"> <li>• Touching, kissing or speaking inappropriately to a colleague at work</li> <li>• Attempted or actual sexual assault</li> <li>• Raping or attempted rape</li> </ul>





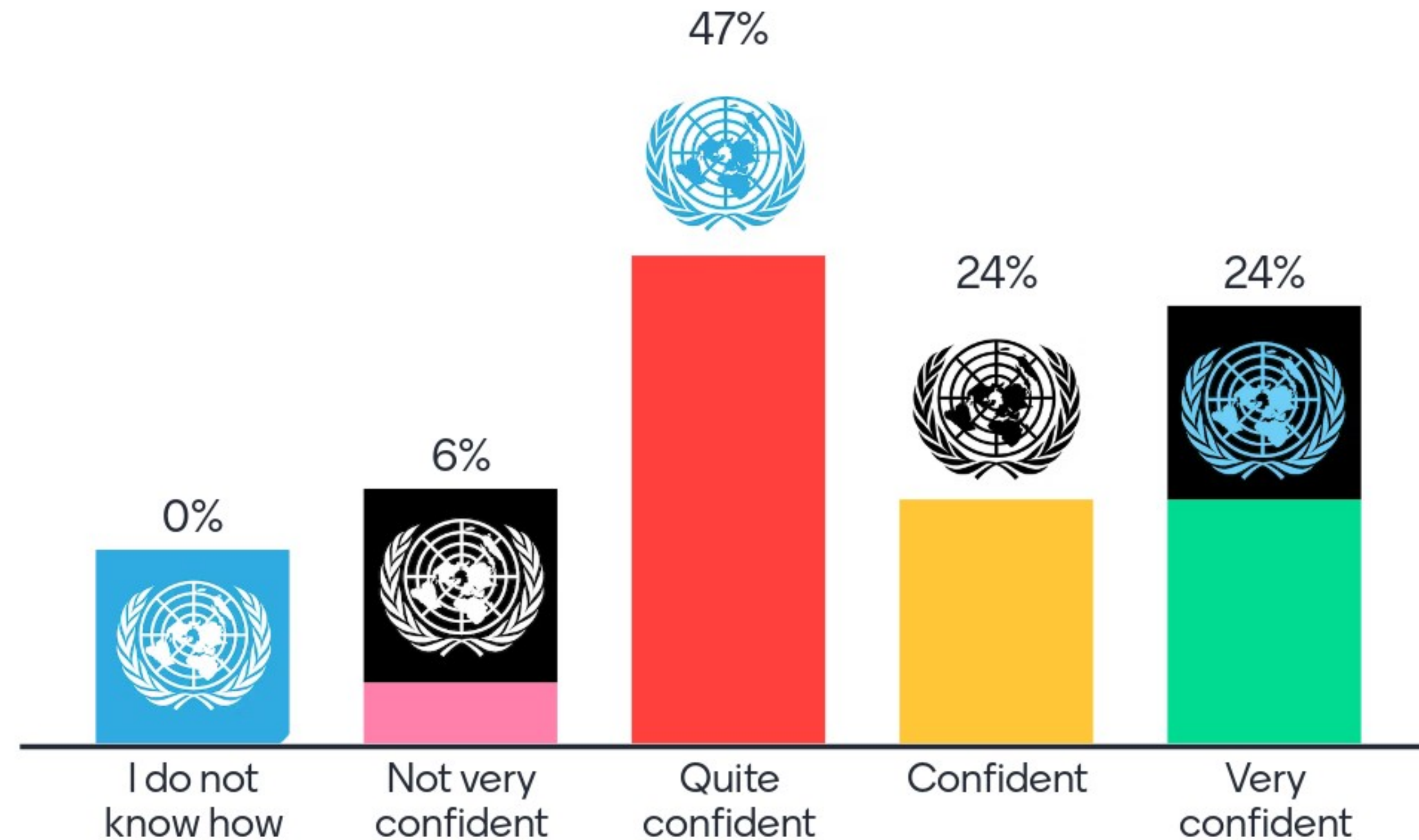
Do you have any  
thoughts or  
questions?

0 questions  
0 upvotes





# How confident do you feel supporting someone who has experienced sexual abuse, sexual exploitation, and sexual harassment?





# Courage by degrees

There are many actions we can take to contribute to the prevention of, mitigation of and response to sexual misconduct (and to sexism, discrimination, or related inappropriate behaviour or misconduct) and to encouraging equal and healthy relationships in the workplace. Some of these actions will take more courage than others.

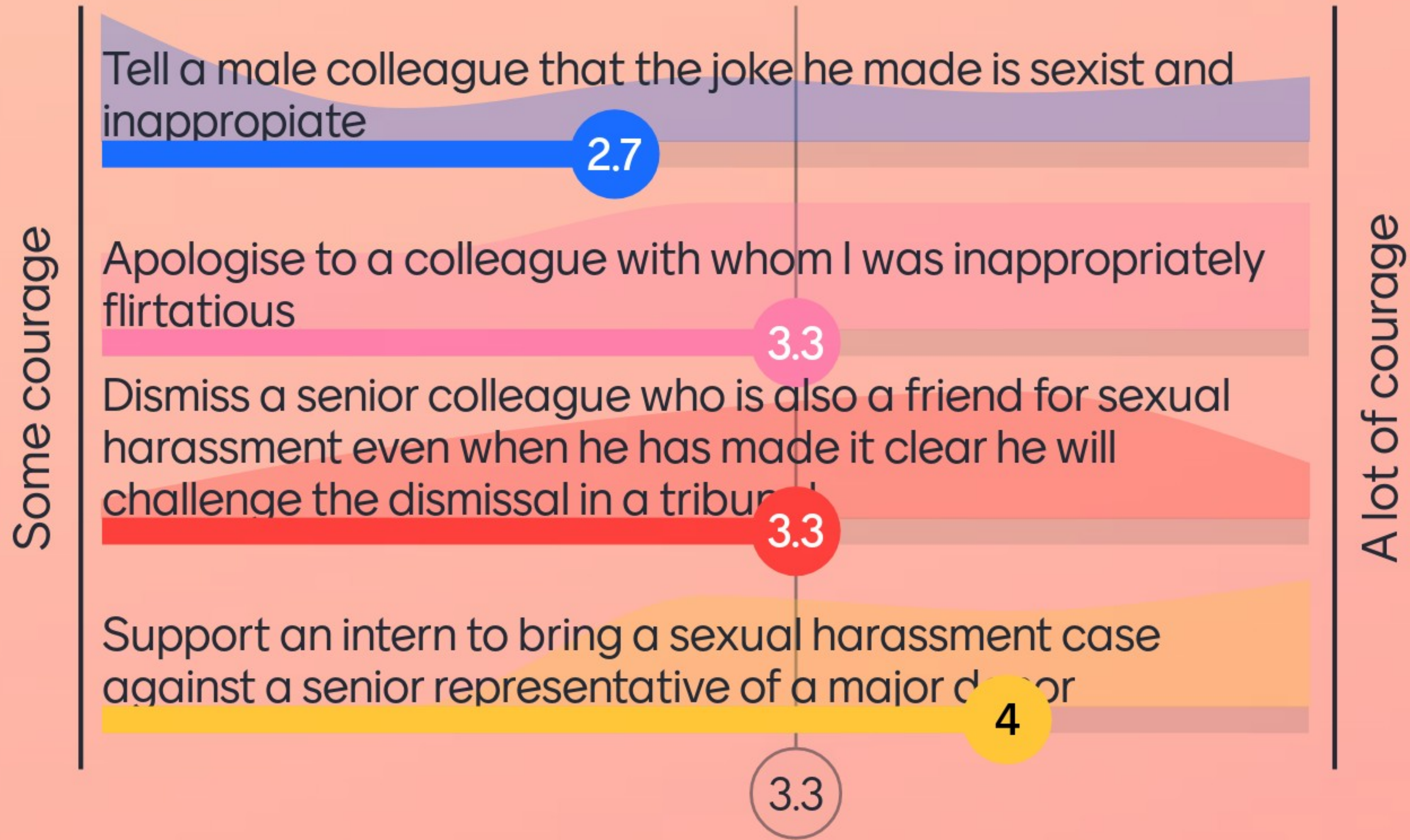






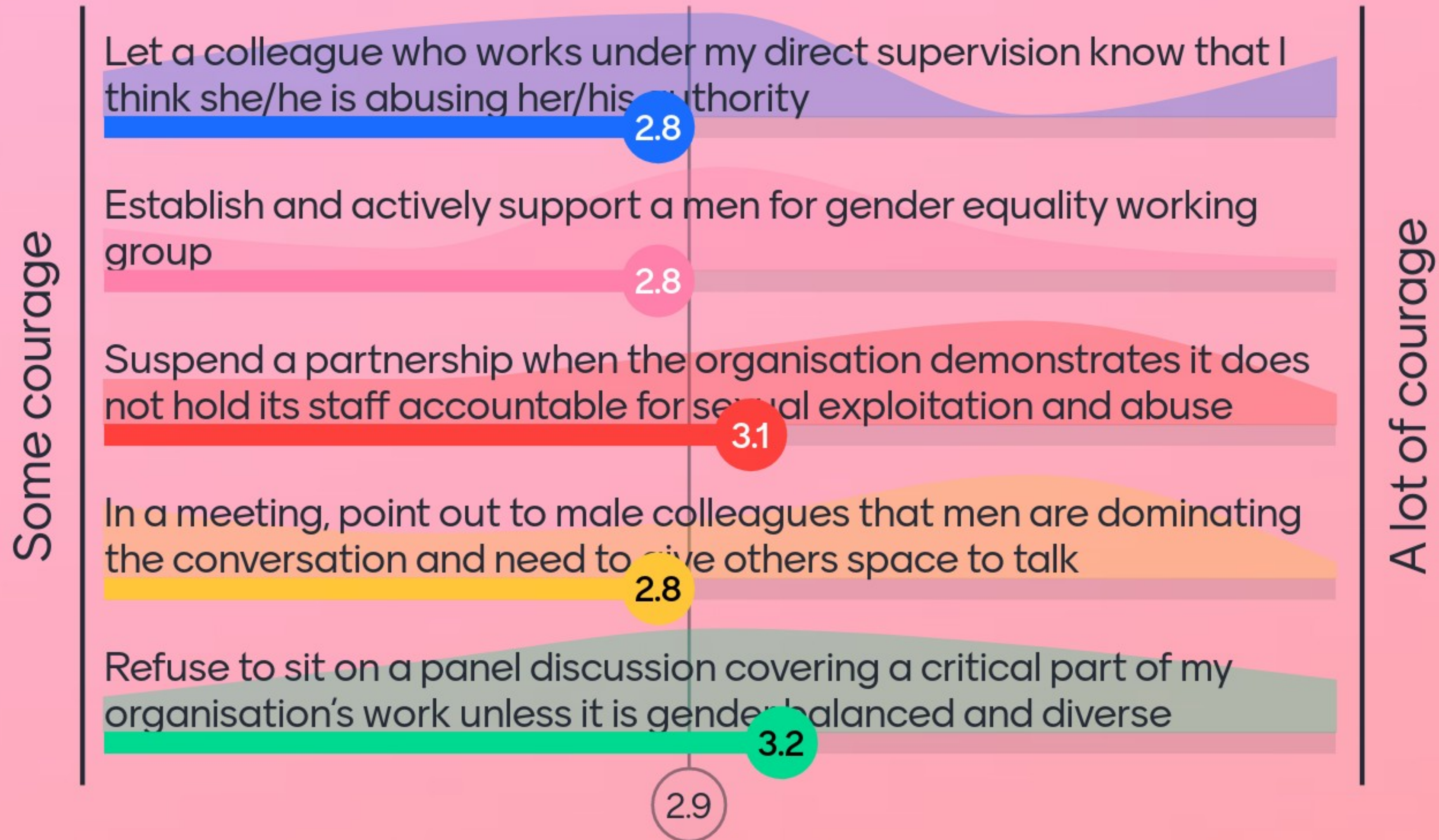


# Courage scale





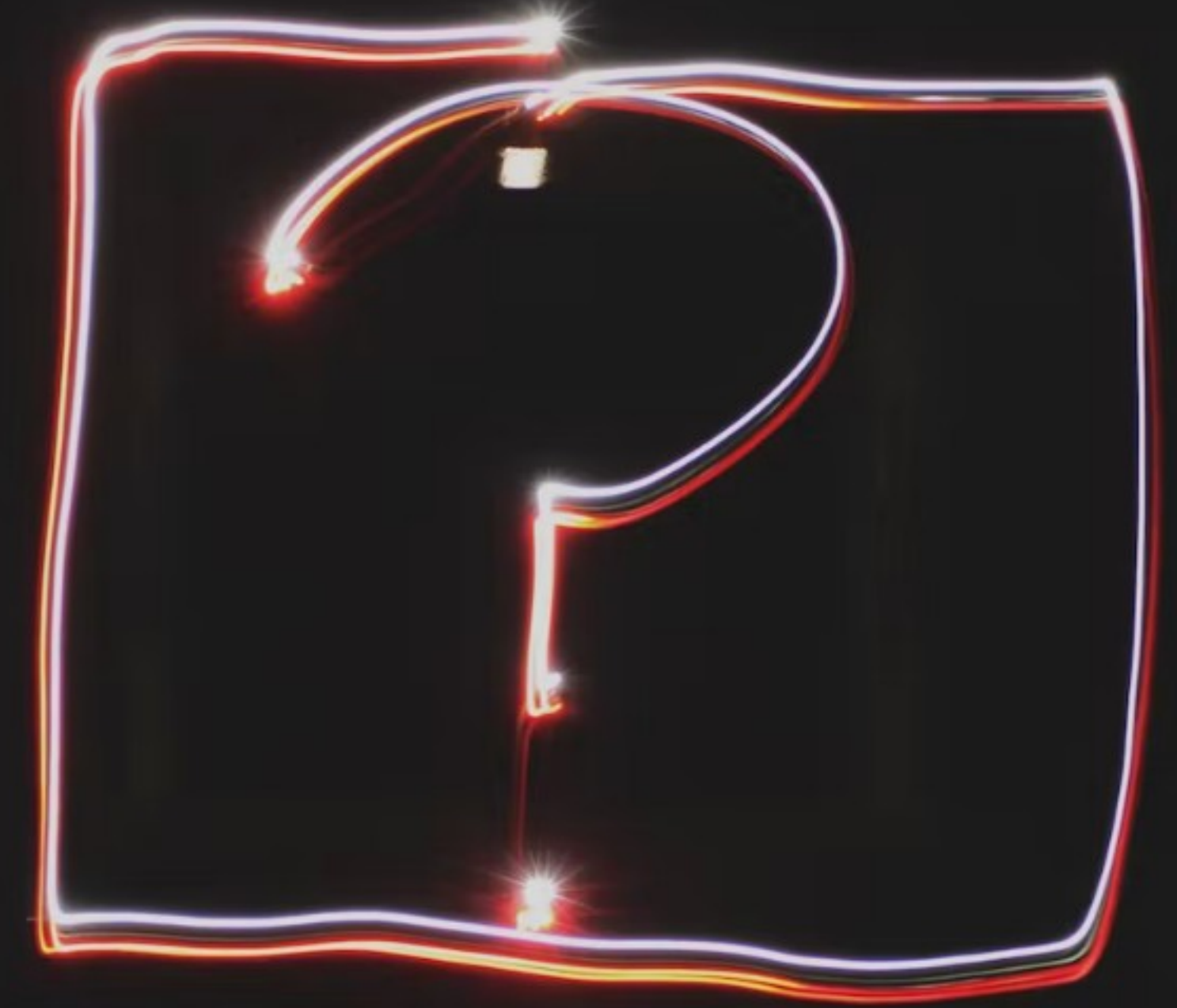
# Courage scale





# Questions

- Which scenarios were difficult and why? What support do you need to take proactive action on the difficult issues?
- How might individuals at different levels in the organisation, or with different contract types, or with greater vulnerability and less power respond?





# Reflections

- Creating an open, inclusive environment in which everyone feels safe and empowered to speak up, starts with knowing ourselves
- Being aware of our own biases
- Being open and vulnerable
- Setting an example for those around us

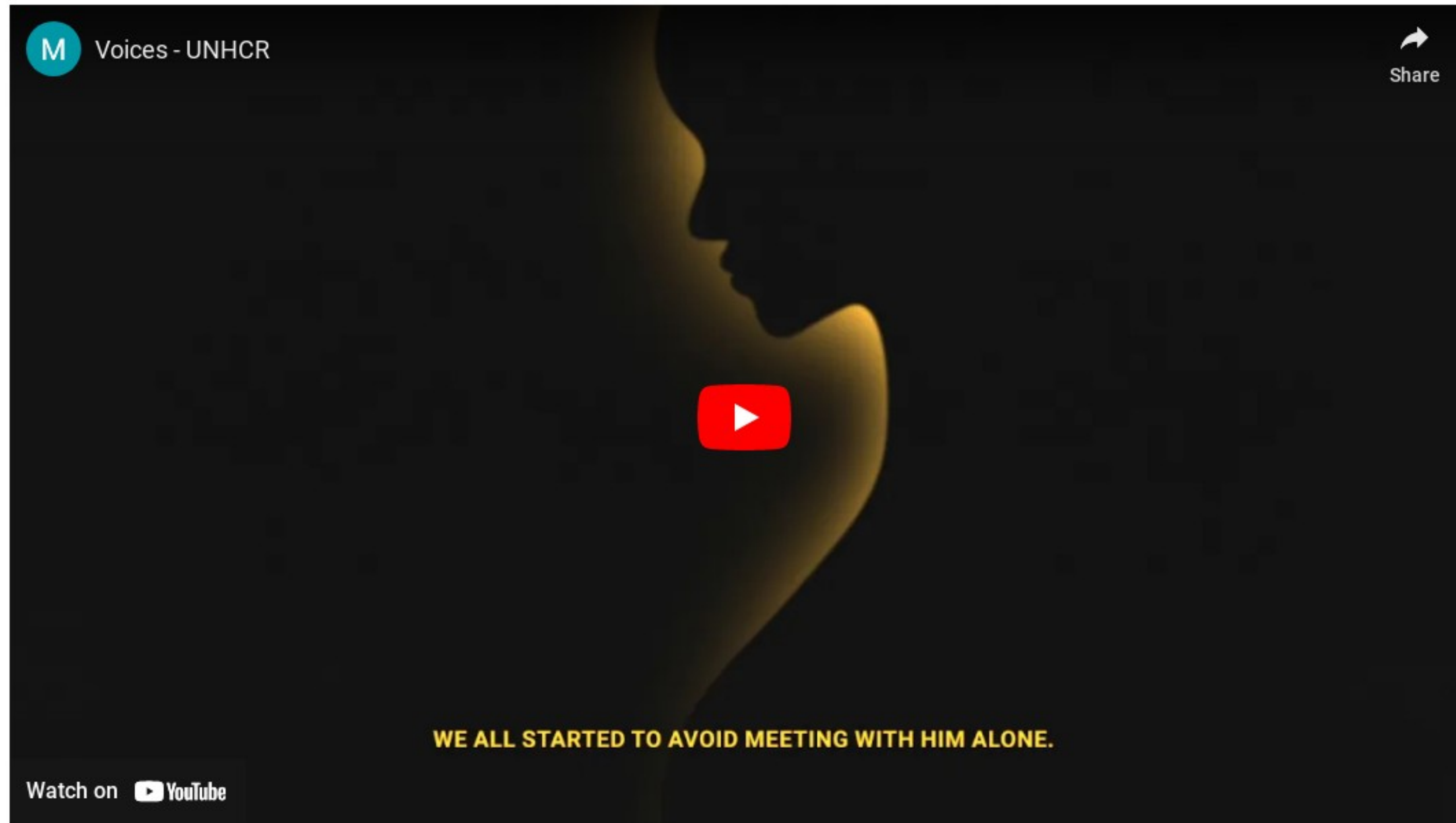




**Get into small  
groups (4-5 people)**







'Voices' - listen and reflect





# How do you think the victims felt?

## What do you think the victims would expect from you as a UN worker or colleague?

the victim would feel horrible and depressed

The victim felt helpless and ashamed

I want my colleague to support me but I am afraid to be blamed

Angry, humiliated, powerless and frustrated.

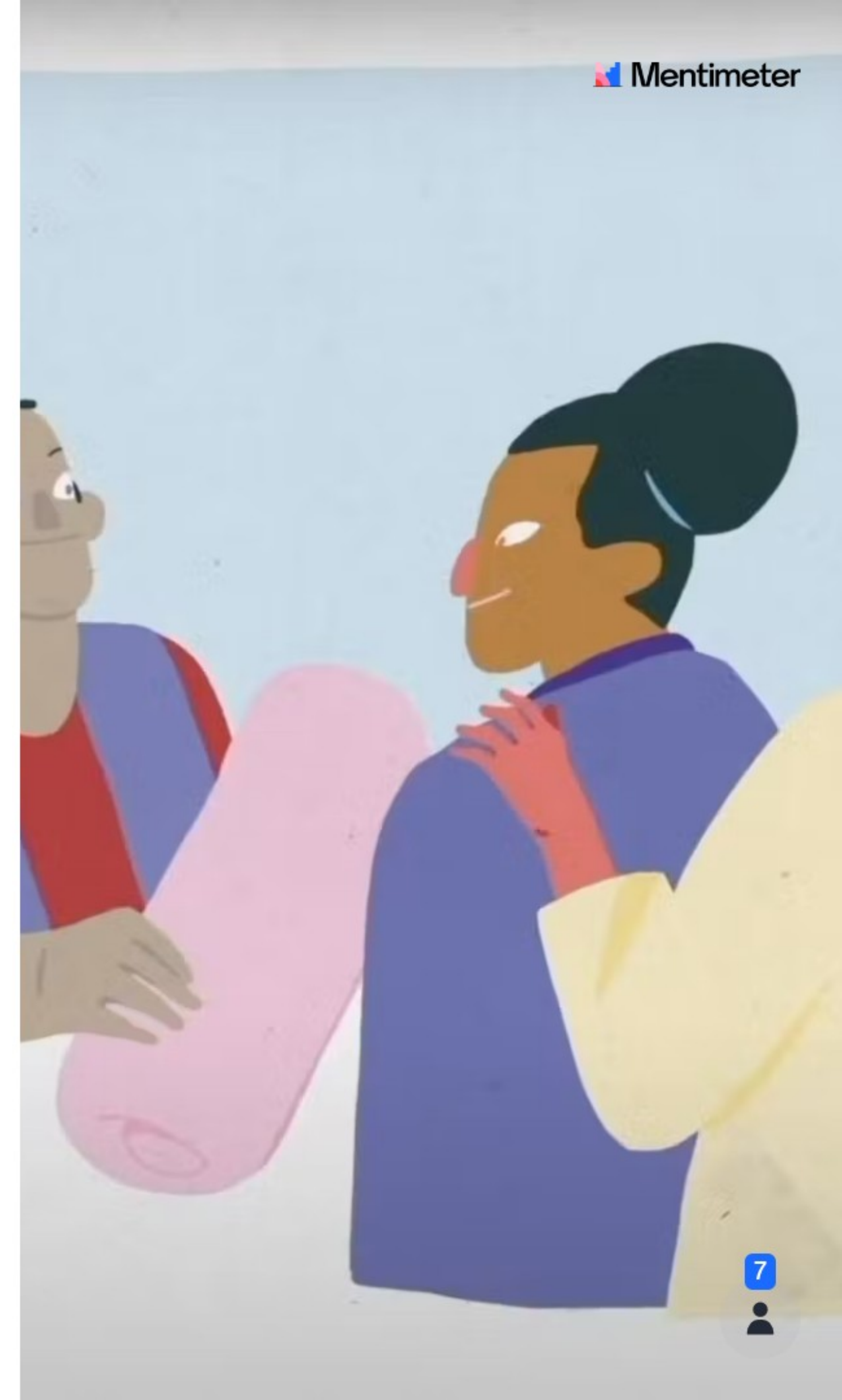
Ashamed, humiliated, scared, traumatic, guilty to report as the victims are being blamed for what has happened to them

Victims expect support, help, emphatic, listening without judging

I expect my colleagues to trust me

The victims must felt scared, confused, upset, depressed, angry, low self esteem, undervalued, exploited, insecure and feeling helpless

Support and listen, to report to the higher level management.





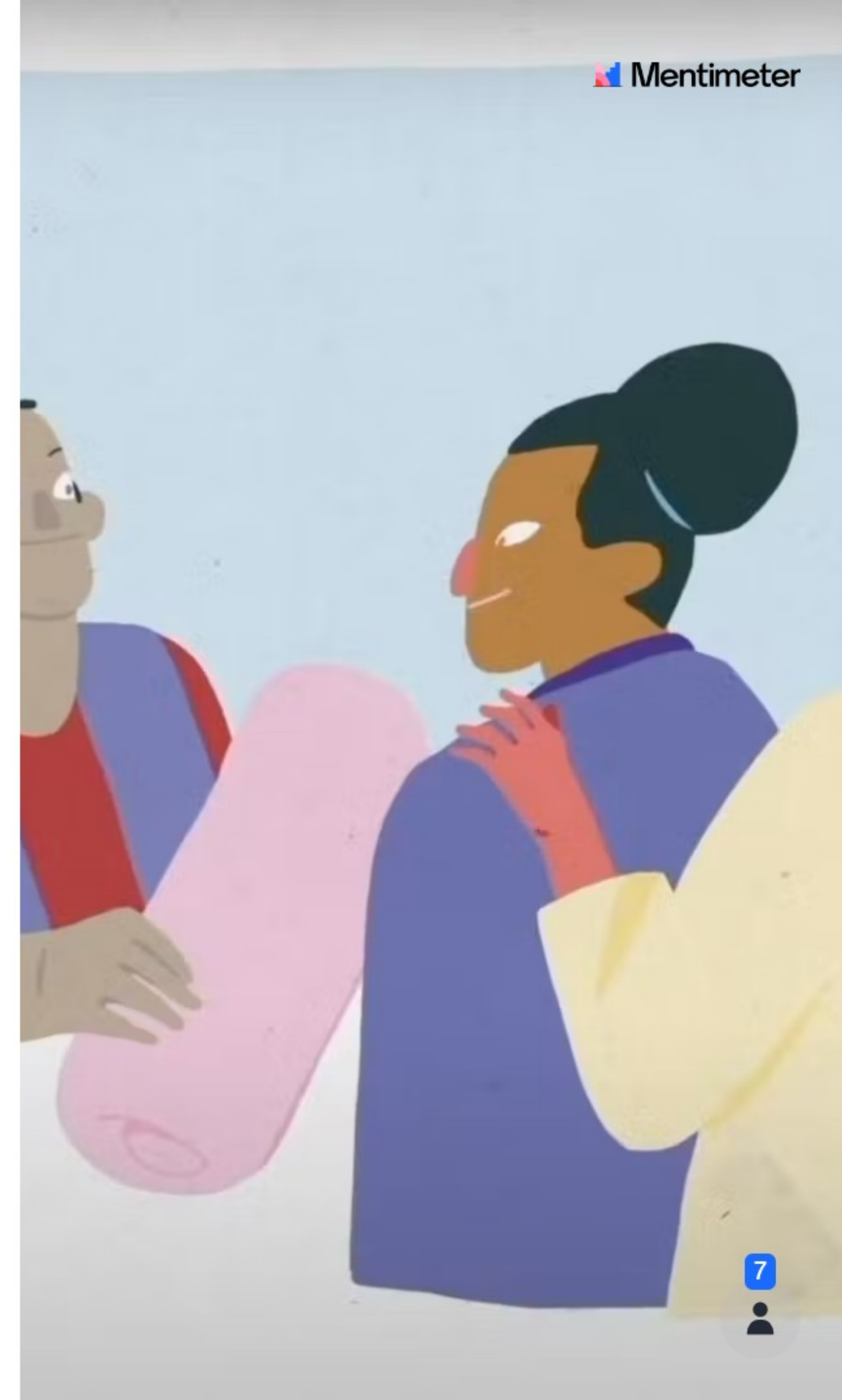
# How do you think the victims felt?

## What do you think the victims would expect from you as a UN worker or colleague?

Victims expect genuine supports and protective actions through appropriate channel

Victims felt ashamed, upset, frustrated

They must expect to feel supported in a confidential manner and no judgement, make her feel safe, protected, expect to take her feelings seriously, validate how they felt was clearly wrong, and support her through the whole processes





# The visible harm

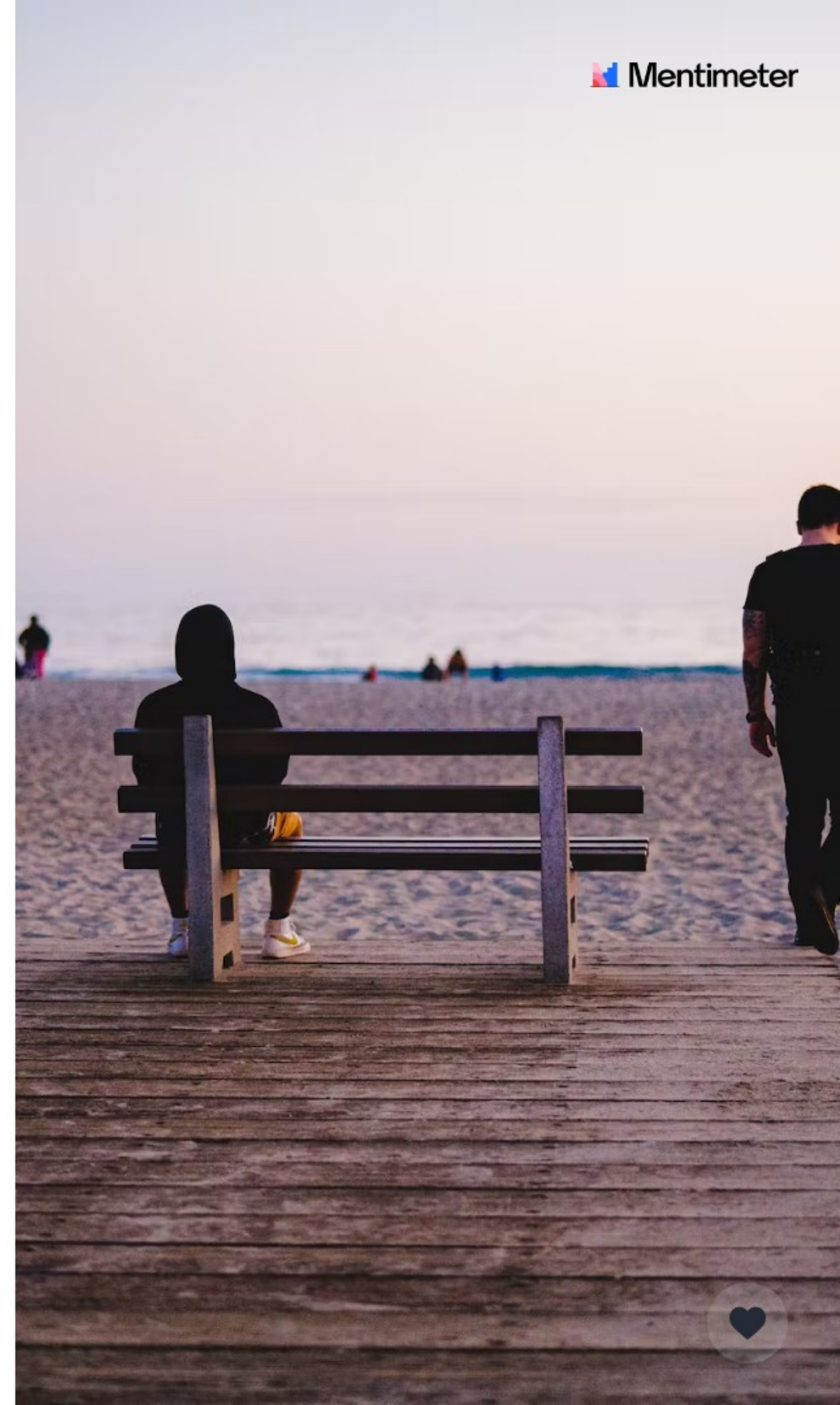
- Pain, physical injury, scars
- Pregnancy, infertility, STDs, HIV/AIDS
- Reputational damage, job loss
- Social rejection, stigmatization
- Anything else?





# The invisible harm

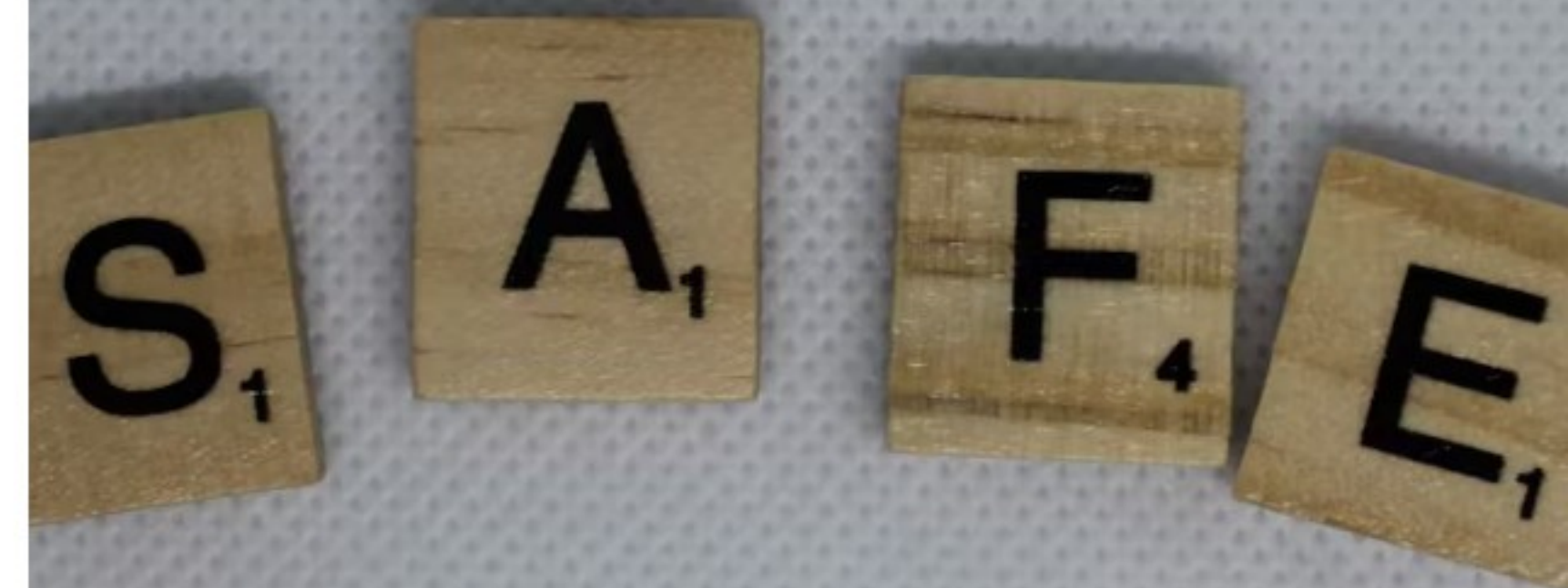
- Feelings of shame, guilt, self-blame
- Feelings of isolation or rejection
- Fear, uncertainty, anxiety, distress
- Confusion, depression, anger
- Feelings of mistrust in others
- Anything else?





# Core principles of the victim-centered approach

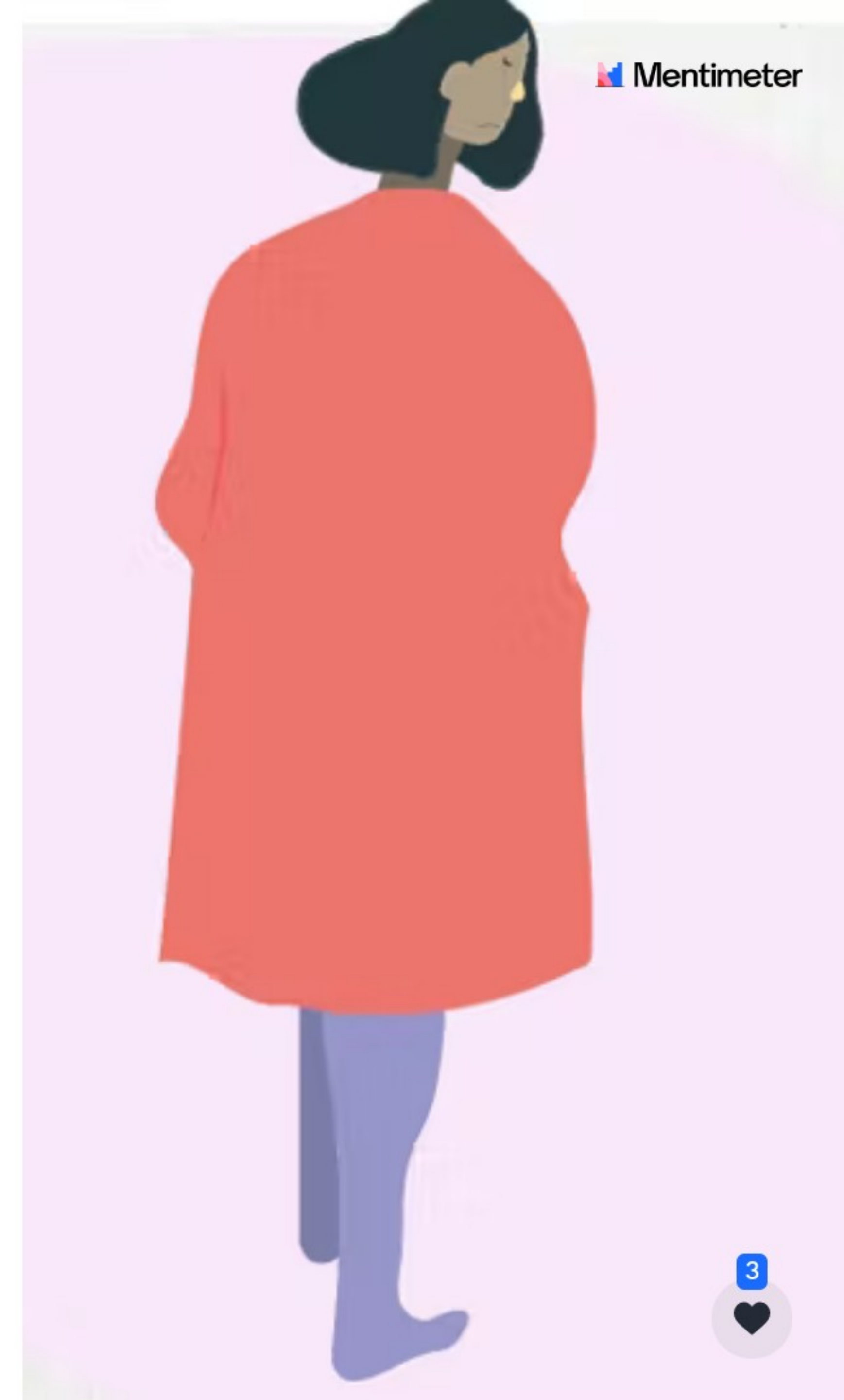
1. Safety and confidentiality
2. Informed consent
3. Self-determination
4. Non-discrimination
5. Best interest of the child





# What do you do when someone tells you they have experienced SEAH?

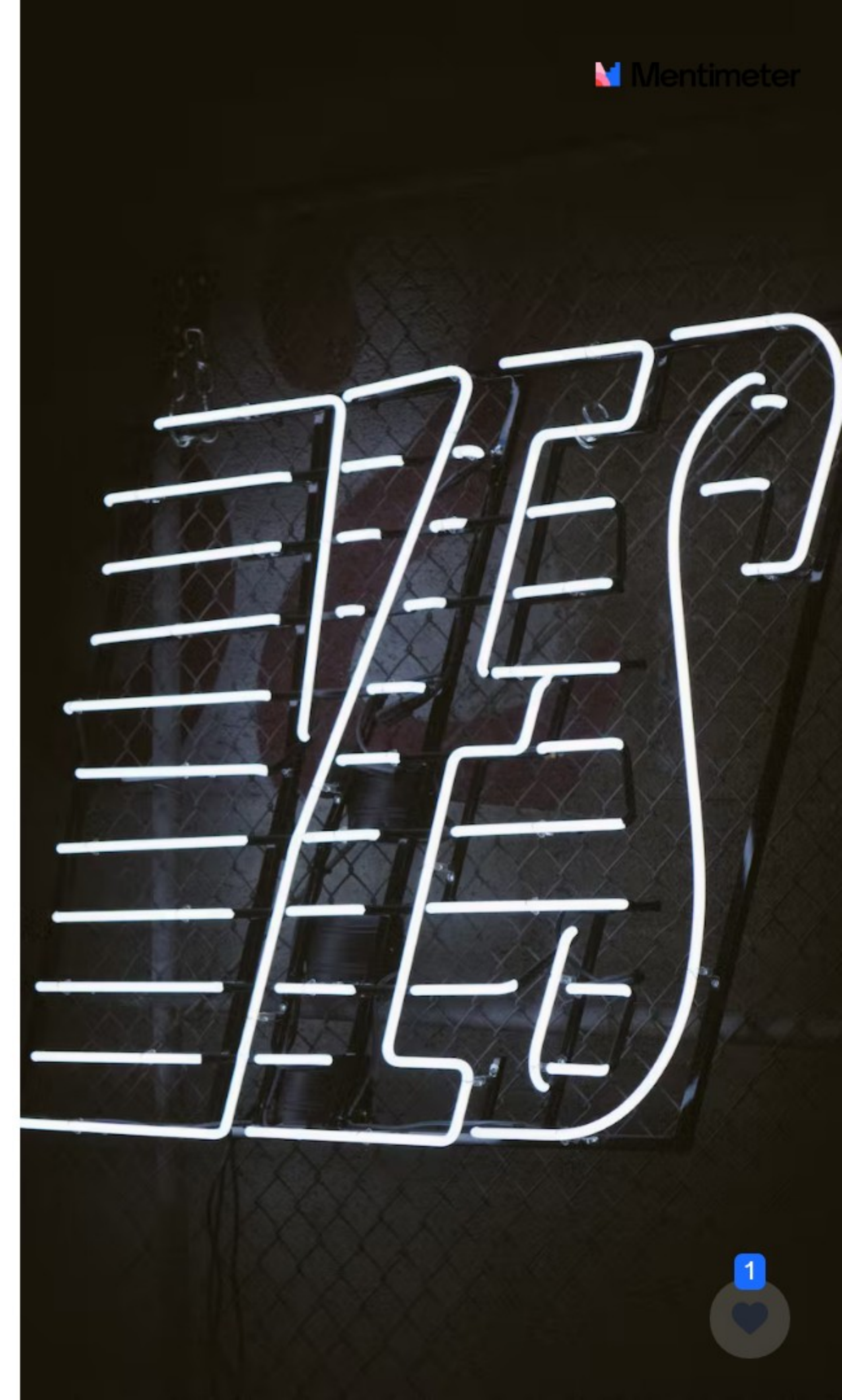
- Empathise
- Listen
- Take action





## Dos

- DO allow them to approach you and thank them for opening up to you.
- DO ask them if they feel comfortable talking to you in your current location.
- DO ask how you can support with any basic urgent needs first. Some victims may need immediate medical care.
- Do give them information on who to speak to and how to report.
- Do explain that you will keep the information confidential but that you have a mandatory reporting obligation for SEA(H).





# Don'ts

- DO NOT ignore someone who approaches you and shares that s/he has experienced something bad, something uncomfortable, something wrong and/or violent.
- DO NOT force help on people by being intrusive or pushy.
- DO NOT overreact. Stay calm.
- DO NOT question whether they are truthful.
- DO NOT blame them or push your own beliefs on them.





# Mandatory reporting

UN personnel must report any breach of the Organization's regulations and rules to the officials whose responsibility it is to take appropriate action and to cooperate with duly authorized audits and investigations.

(Staff Regulations and Rules of the United Nations, 2018)

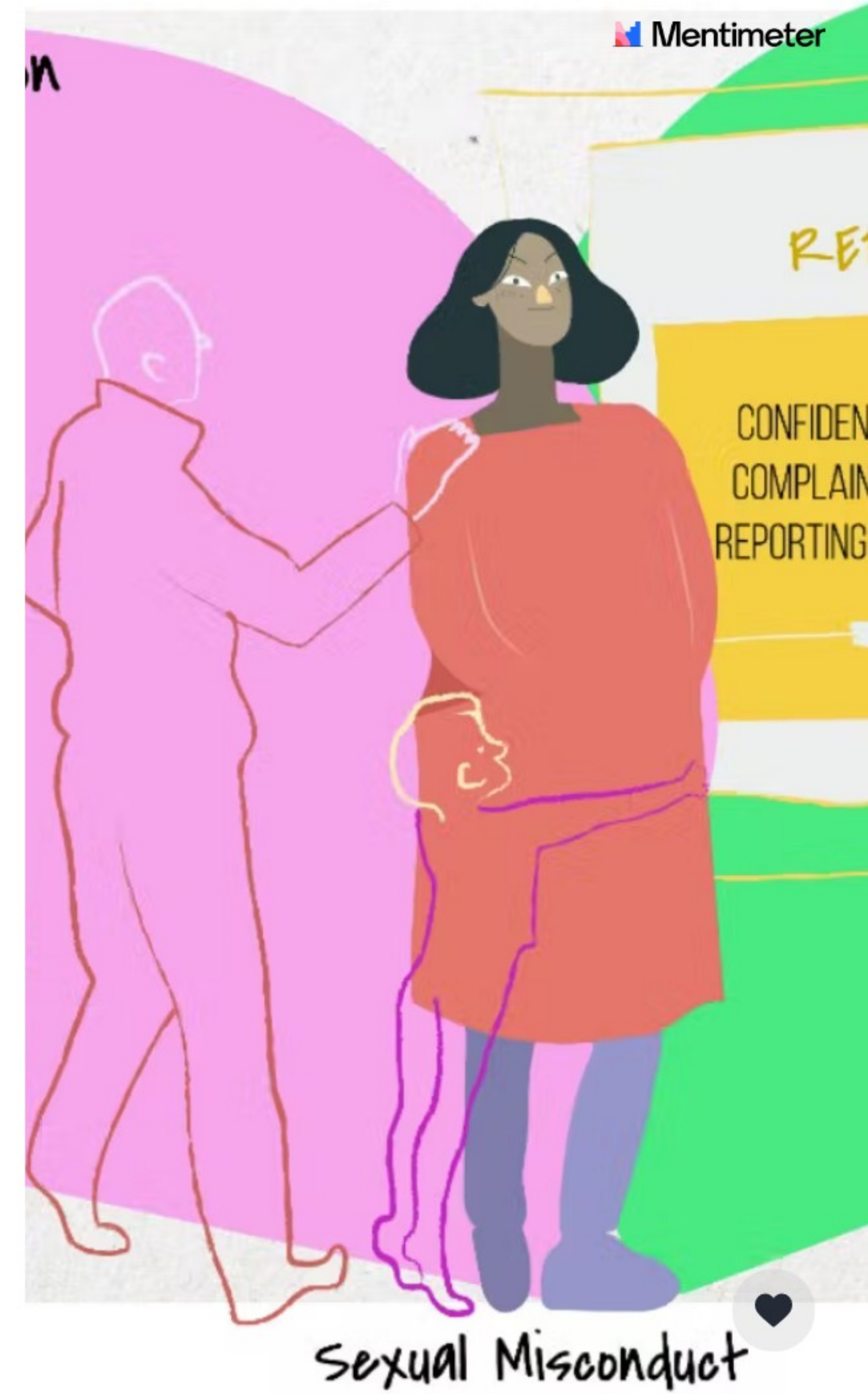




# How to report SEAH

1. Contact or complete the confidential online reporting form for the UN Office of Internal Oversight Services (OIOS) directly (+ 1 212 963 1111 and <https://oios.un.org/report-wrongdoing>)
2. Speak to your agency's PSEAH focal point or alternate focal point. If you feel uncomfortable doing this, you may report to another UN agency focal point, the PSEAH Coordinator, or your manager or representative

Note: You have the choice to make an anonymous complaint using the above





# Additional resources for confidential advice specific to sexual harassment

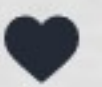
1. Contact the Speak Up! Helpline (+1 (917) 367-8910 or through email: [speakup@un.org](mailto:speakup@un.org).)
2. Contact the UN Ombudsman and Mediation Services (<https://www.un.org/ombudsman/>)
3. Speak to the UN Staff Counsellor





# Protection from retaliation

"Retaliation is any direct or indirect detrimental action recommended, threatened or taken against an individual who officially reported misconduct or otherwise cooperated with duly authorized audits or investigations. If established, retaliation constitutes misconduct which is subject to possible sanction."





# How to report retaliation

Report as soon as possible:

1. Contact your agency's Ethics Office or equivalent service
2. Contact the UN Ethics Office  
(confidential) <https://iseek.un.org/ethics-office/protection-against-retaliation>





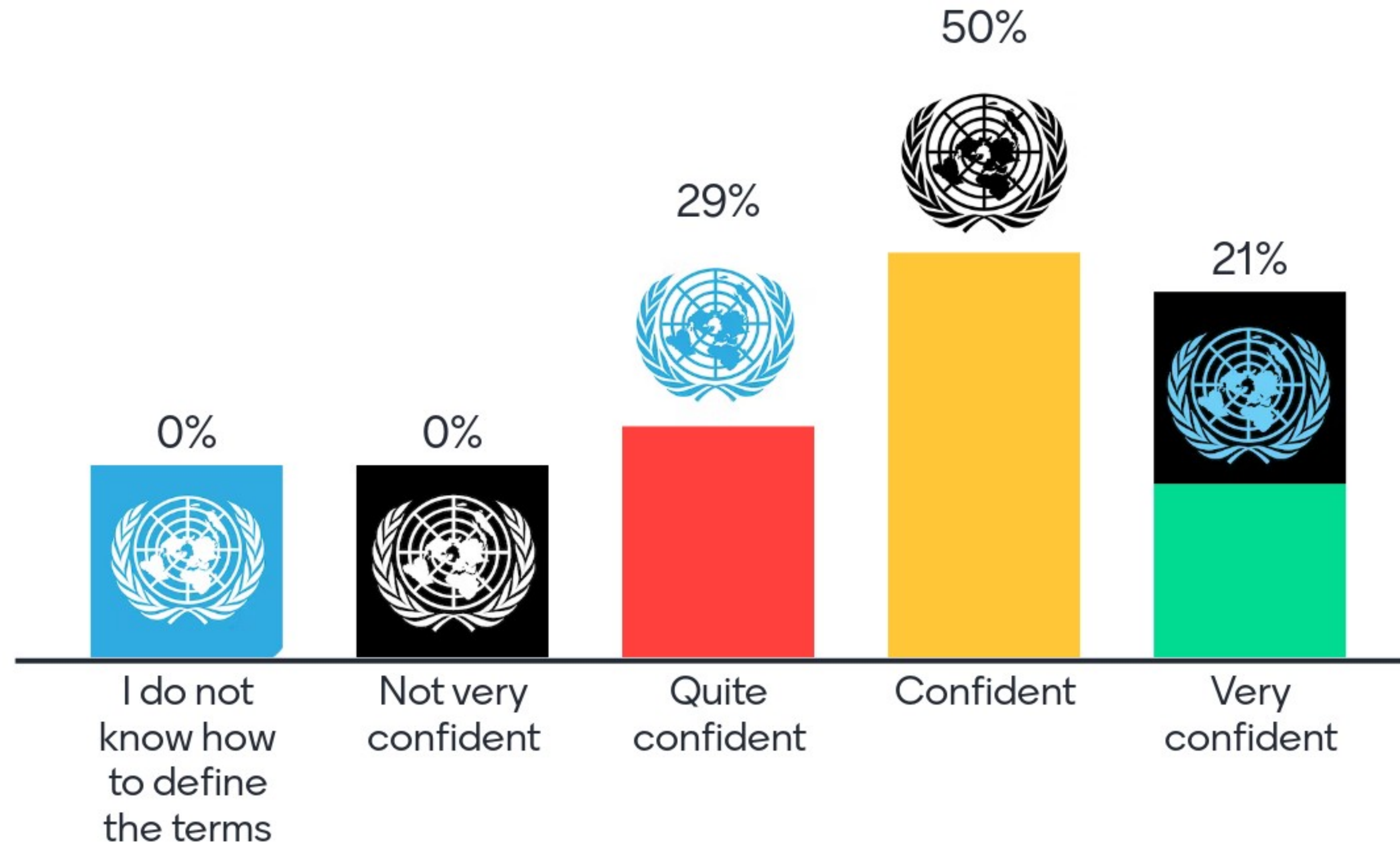
Do you have any  
thoughts,  
questions, or  
reflections?

0 questions  
0 upvotes



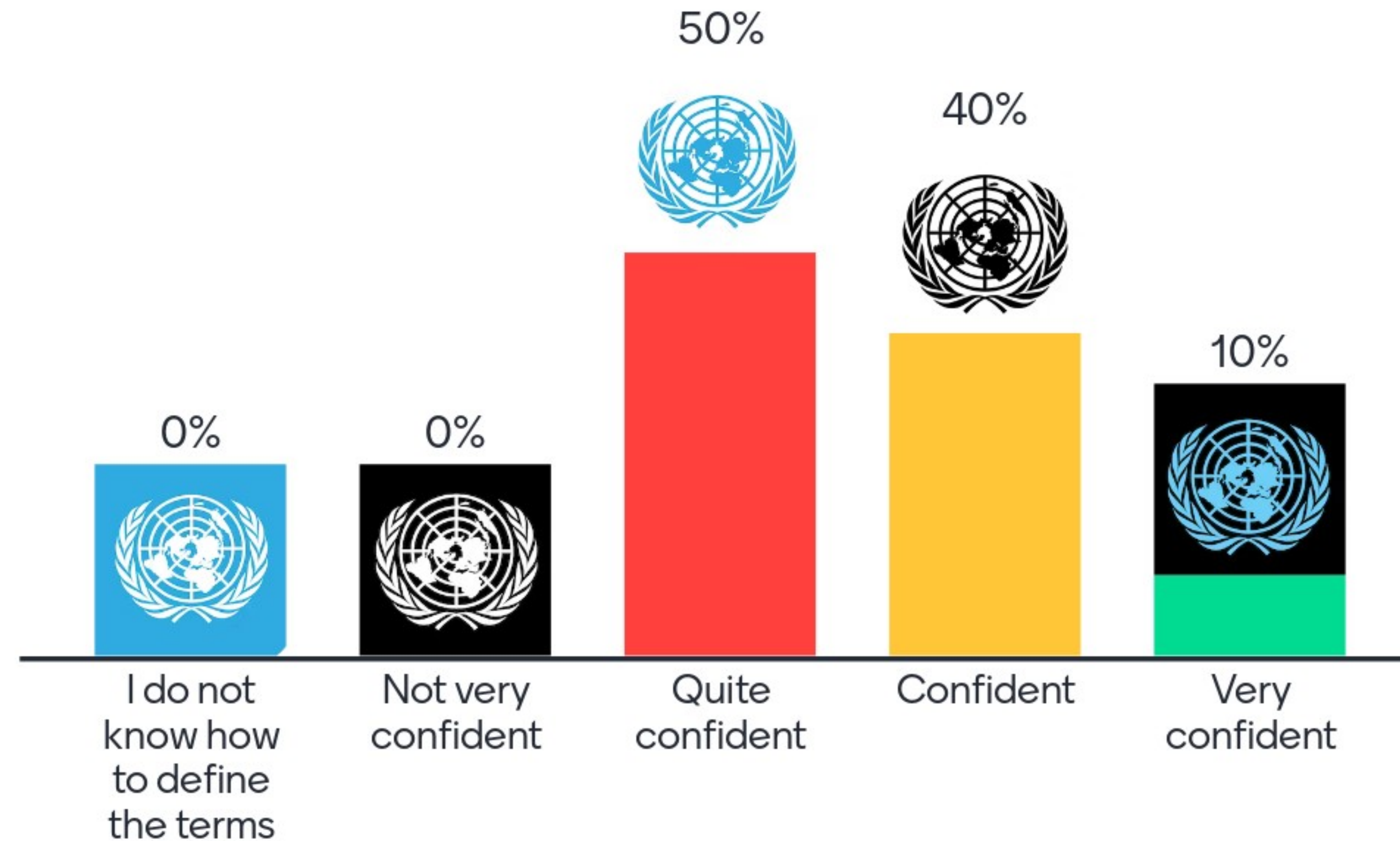


# How confident do you feel defining sexual abuse, sexual exploitation, and sexual harassment?





# How confident do you feel supporting someone who has experienced sexual abuse, sexual exploitation, and sexual harassment?





# Tell us one action you are going to challenge yourself to take to address SEAH in your sphere of influence?

Take trainings on PSEAH from various resources

Call out what I see. Better understanding of the framework today.

Learn more detail about SEAH and how to prevent

Be more self aware and a good bystander

I'll familiarise my self with the PSEAH issues

Hone my listenibg skills.

This training is epic ... any follow up?

To have courage to speak up.

Explore further in SEAH relevant materials





# Tell us one action you are going to challenge yourself to take to address SEAH in your sphere of influence?

Ensure more safe working environment

I have a clear information about SEAH now, one action might be start to speak up if SEAH happen around me

dare to speak up

Starts a genuine "are you okay" question to colleagues who seemed unusual and actually listens to their stories. We never know if they're gone through any of these experience, be more sensitive and cautious







# ZERO TOLERANCE FOR SEXUAL EXPLOITATION AND ABUSE

## Thank you!

Feedback or questions?  
Contact the PSEAH Coordinator: [maria.jones@un.org](mailto:maria.jones@un.org)

# Stop, prevent, protect

