



Office of the Focal Point for
Women in the United
Nations System

System-wide work to eliminate sexual harassment

by the Office of the Focal Point for Women / UN Women

The work of the Office of the Focal Point for Women in the United Nations System is threefold:



Leading and coordinating the network of UN Gender Focal Points



Strengthening outreach and enhancing coordination in the Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment



Reporting through the Secretary-General's report on the improvement in the status of women in the UN

1. Lead and coordinate the network of UN Gender Focal Points


475+ Gender Focal Points

As agents of change, they:

- support UN entities to enhance gender parity and create enabling working environments, also free from sexual harassment;
- advocate for the implementation of the policies and tools developed by the CEB Task Force; and
- provide guidance for victims and survivors.

Capacity building on:

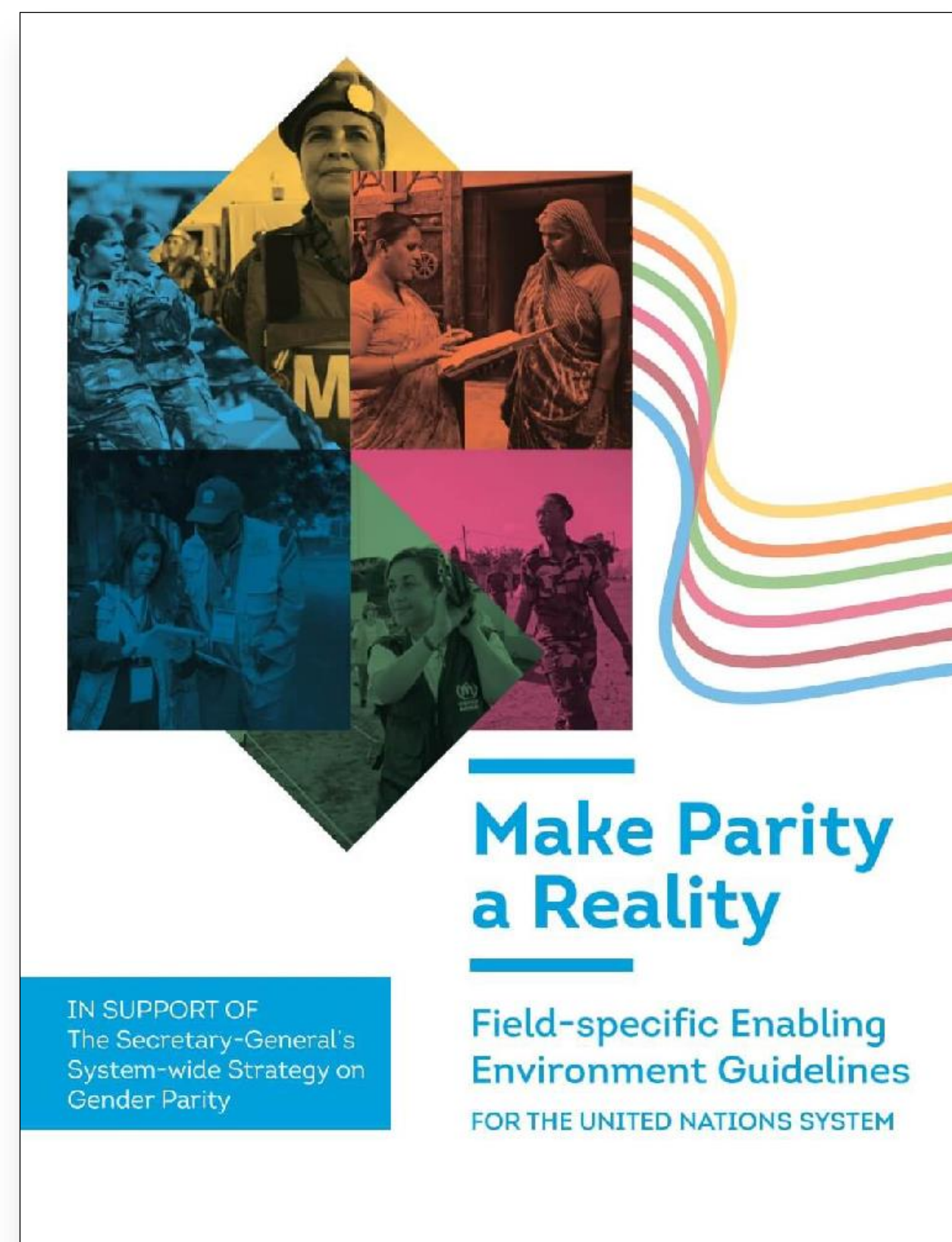
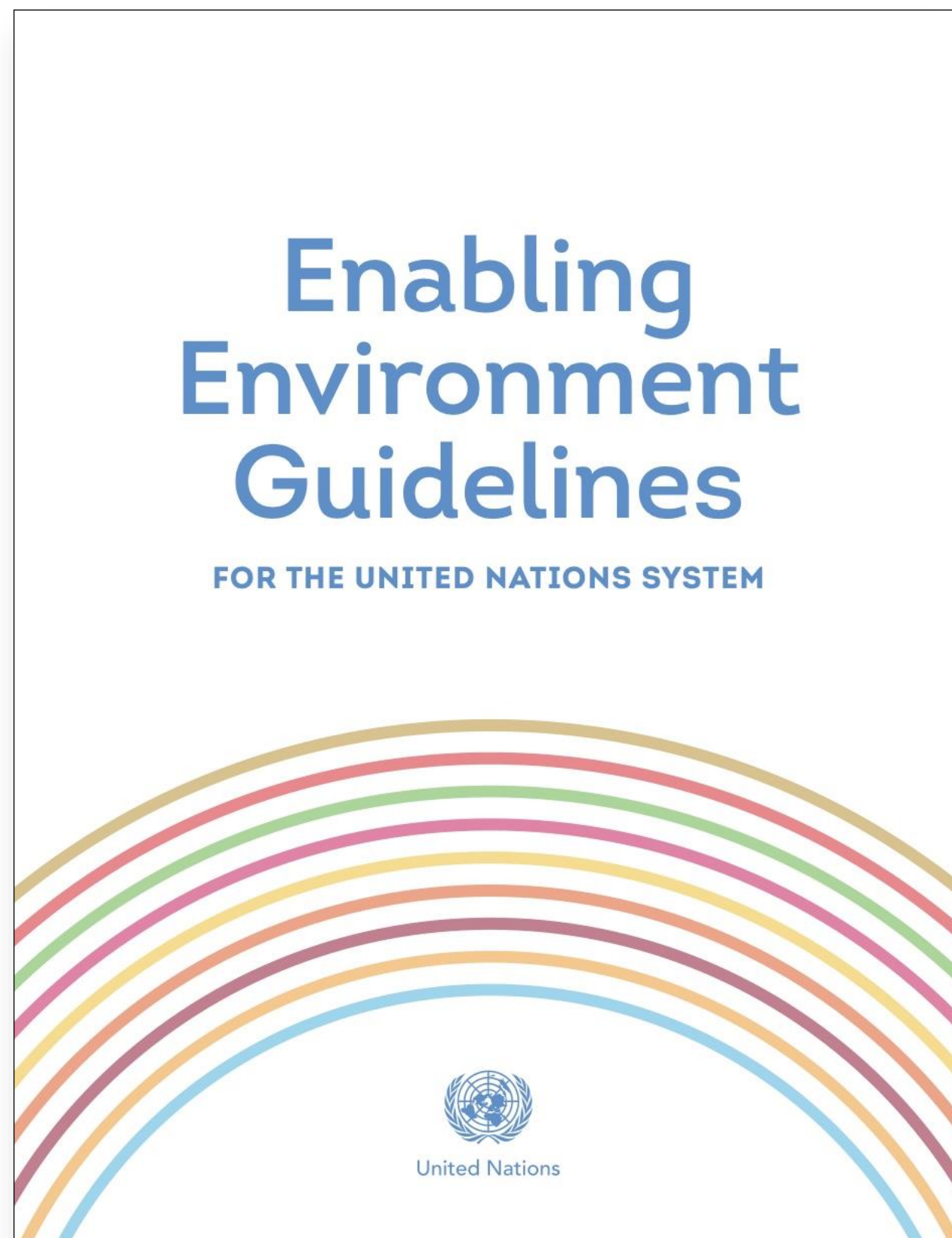
- How to accelerate the implementation of policies to address and prevent SH
- Outlining avenues of support for victims and survivors
- How to be an effective by/upstander



Sexual harassment is an obstacle to reaching gender parity. Global research: over **half** of the women who experience sexual harassment leave their jobs within one year.



Creating a safe and enabling working environment across the UN system



2. STANDARDS OF CONDUCT

"Don't call women 'fresh meat'. Let's always have a professional relationship."

According to interviewees, challenges remain with creating an enabling work environment that nurtures a culture of respect for the rights and dignity of the UN personnel, beneficiaries and communities that the UN assists. UN personnel are required to adhere to the Standards of Conduct for the International Civil Service.^{vi} All UN entities and personnel should be guided by the UN core values and be equipped with the skills, behaviours and core competencies required for the successful delivery of the organization's mandate, both throughout their work and beyond UN premises and operations.^{vii} These standards of conduct include guiding principles to eliminate sexual exploitation and abuse^{viii}, misconduct, abuse of power, discrimination and harassment, including sexual harassment, and uphold the reputation of the organization.

"When leadership deals with cases well, there is support throughout the system."
HEAD OF MISSION

"You do not mention [LGBTIQ+] issues here ... the culture. I think if you are in such an environment, you don't come out openly, for fear of your own life."
GENDER FOCAL POINT

"Policies are improving ... but we are still afraid to speak out."
NATIONAL OFFICER

Standards of conduct have to be adhered to in day-to-day operations. Some interviewees revealed persistent resistance from colleagues to pursue UN values of equality and non-discrimination, regardless of sex/gender, sexual orientation, race or ethnicity, mental health conditions and disabilities. Failure to adhere to standards of conduct manifests in forms of racism, sexism, homophobia and transphobia and inadequate advocacy for and awareness of disability issues in some field locations. While policies, guidance and advocacy are being implemented, it is increasingly important to create a safe space for all personnel to speak out.

UNMISS / Isaac Billy

Standards of conduct

28

31

Access all UN Women's resources:



Operationalizing a victim-centred approach through the network of Gender Focal Points



United Nations
OMBUDSMAN
and Mediation Services



Jane Connors

Victims' Rights Advocate for the
United Nations



United Nations
**Victims' Rights
Advocate**



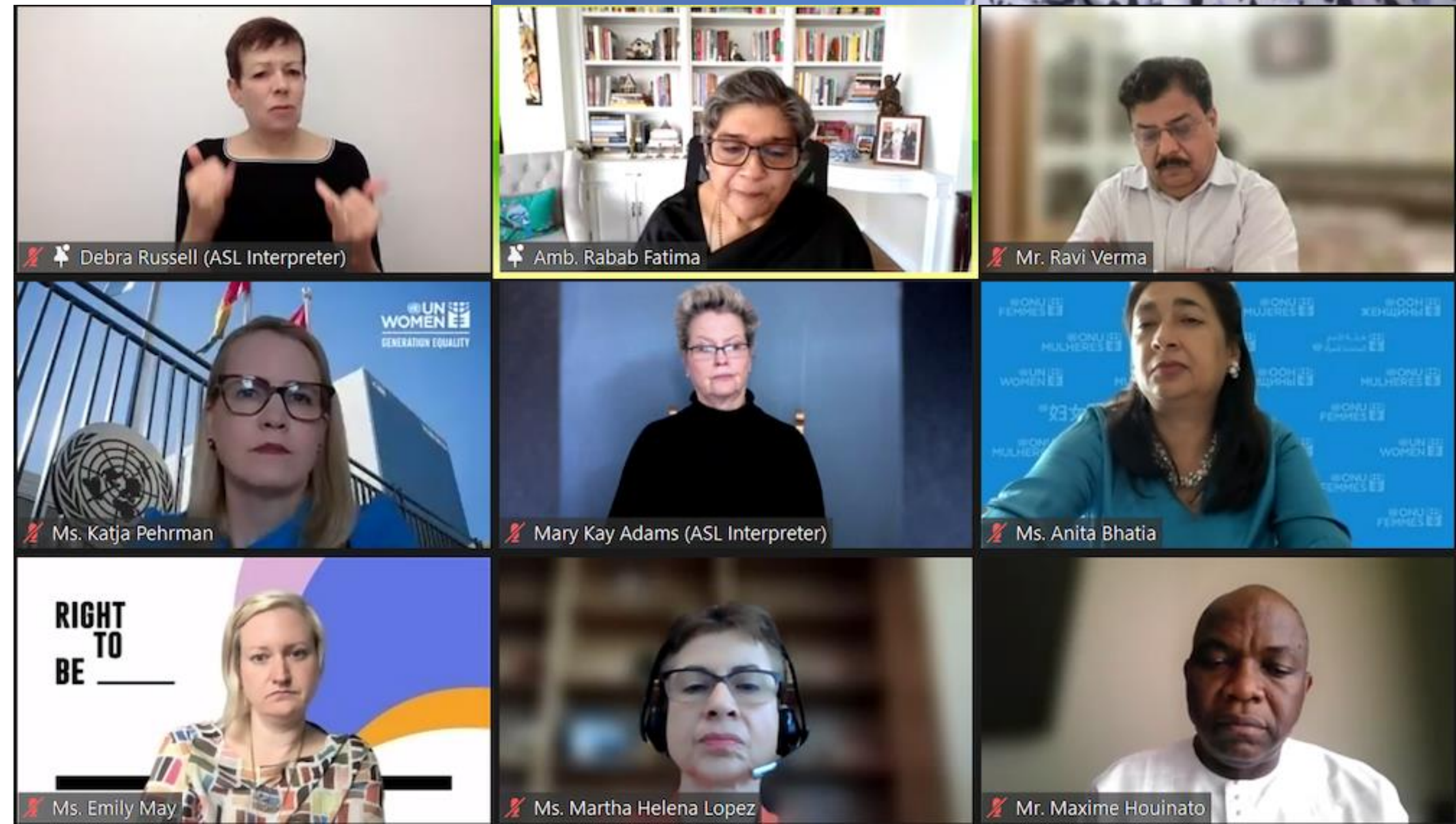
2. CEB Task Force on Addressing Sexual Harassment

1) Peer-to-peer learning dialogues

- Updates on the work of the CEB Task Force
- Exchange of good practices on addressing and preventing sexual harassment
- Participants: UN Member States, UN entities, civil society representatives, academia, private sector

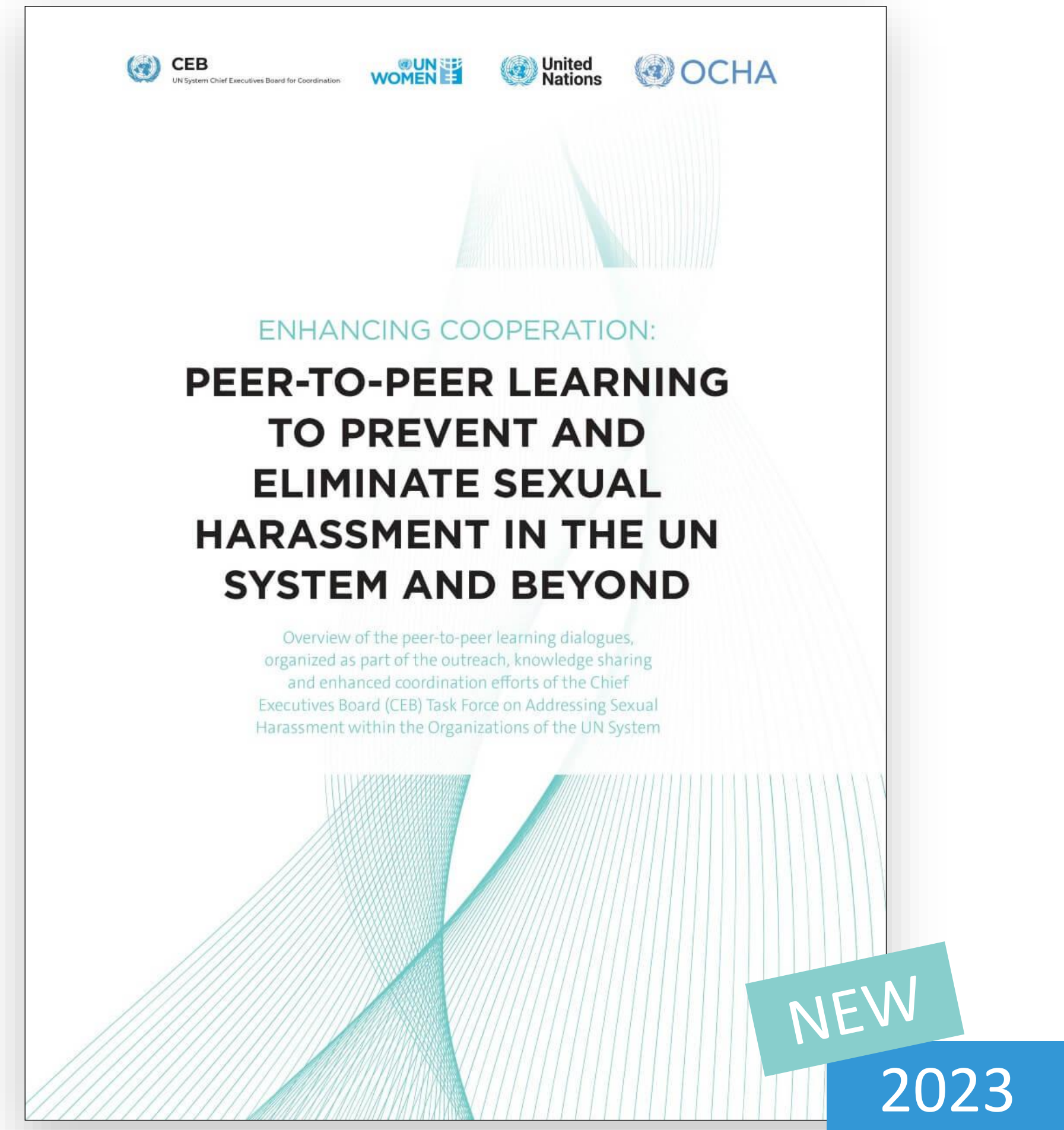
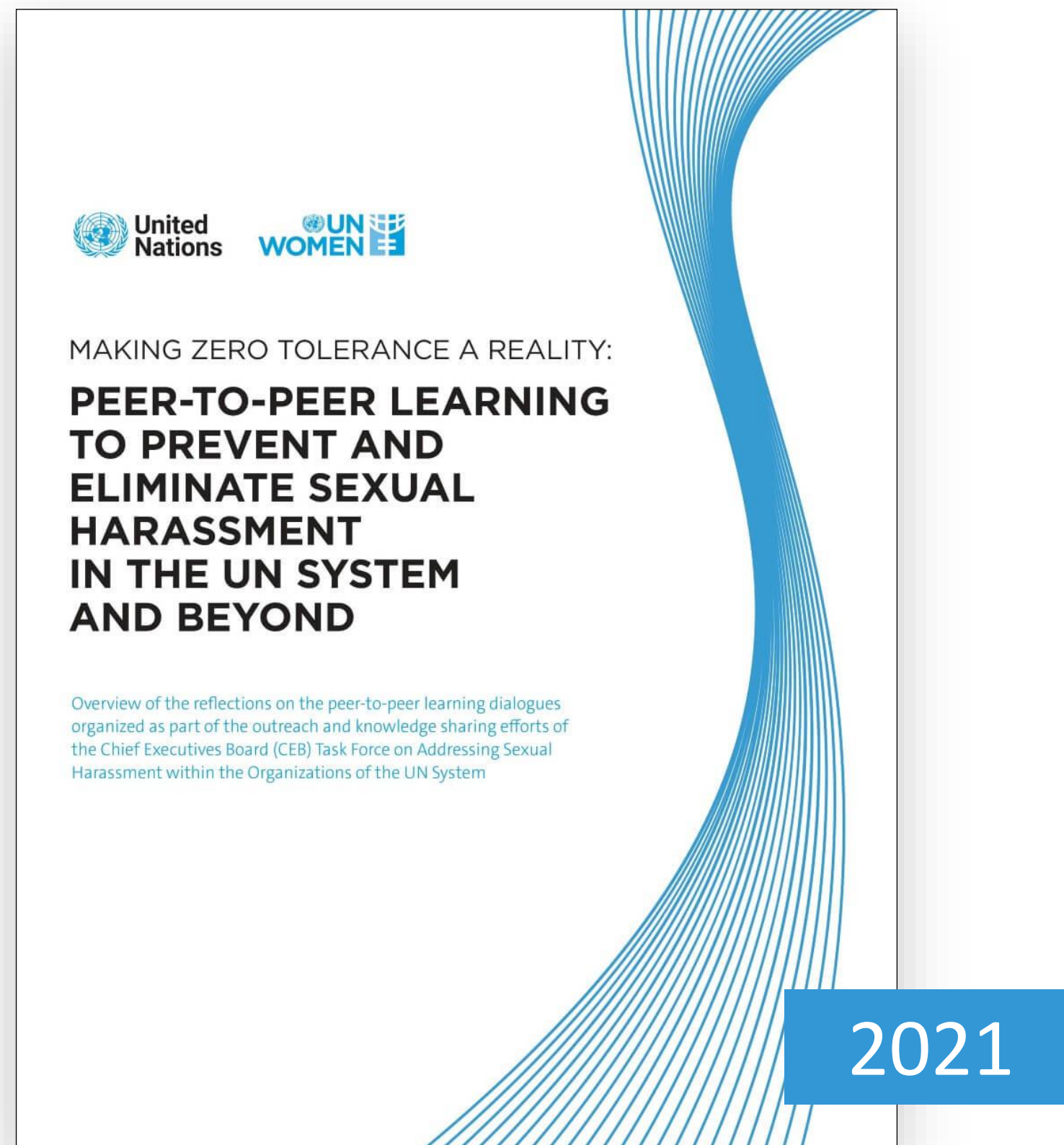
8
1,200

**Dialogues have been
organized since 2021**
Participants reached



CEB Task Force on Addressing Sexual Harassment

2) Key recommendations of the peer-to-peer learning dialogues



3. UN System-wide knowledge hub on addressing sexual harassment



**UN SYSTEM-WIDE
RESOURCES**



**UN SUPPORT
MECHANISMS**

Save the date
Official Launch
14 JUNE 2023

WOMEN On Addressing Sexual Harassment

ABOUT - RESOURCES - VICTIM/SURVIVOR-CENTERED SUPPORT - REPORT WRONGDOING

HOME / ABOUT

Addressing Sexual Harassment within the Organizations of The UN System

This knowledge hub on addressing sexual harassment was developed by UN Women to bundle UN system-wide resources on addressing sexual harassment and enable easier access to key tools for internal and external audiences. Enhanced transparency and public access to resources are vital to eradicate sexual harassment.

The hub is part of the efforts of the CEB Task Force on Addressing Sexual Harassment to enhance coordination which are co-lead with the United Nations Office for the Coordination of Humanitarian Affairs and UN Women.

The Secretary-General and UN system leaders have committed to zero tolerance for inaction on sexual harassment, to strengthen victim-centred prevention and response efforts, and foster a safe, equal and inclusive working environment across the UN system. To realize these commitments, the UN System Chief Executives Board for Coordination (CEB) established in November 2017 the [CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN system](#) (Task Force).

The CEB Task Force on Addressing Sexual Harassment has made substantial progress, including on strengthening investigations, developing a [UN system Model Policy on Sexual Harassment](#), creating a [Guide for Managers: Prevention of, and Response to, Sexual Harassment in the Workplace](#), launching the [Code of Conduct to prevent harassment](#), including sexual harassment at UN System events, implementing the [ClearCheck Screening Database](#), a [Manual for Investigations of Sexual Harassment](#) and [Principles for a Victim-Centred Approach to Sexual Harassment](#).

In addition to these system-wide initiatives, UN system entities have individually created material to prevent and address sexual harassment that are available on this knowledge hub.

Quick Links

- > [UN Women](#)
- > [Office of the Victims' Rights Advocate](#)
- > [CEB Task Force on Addressing Sexual harassment within the Organization of the U...](#)
- > [Inter-Agency Standing Committee \(IASC\) on Protection from Sexual Exploitation a...](#)
- > [UN Women Global Knowledge Platform to End Violence against Women](#)
- > [UN System-wide Dashboard on Gender Parity](#)
- > [Prevention of Sexual Exploitation and Abuse Knowledge Gateway \(for UN personnel...](#)
- > [UN Secretariat Gender Parity Dashboard](#)

3. Reporting: Secretary-General's report on the improvement in the status of Women in the UN

United Nations A/76/115*

 **General Assembly** Distr.: General
1 July 2021
Original: English

Seventy-sixth session
Item 78 (b) of the preliminary list**
Advancement of women: implementation of the outcome of the Fourth World Conference on Women and of the twenty-third special session of the General Assembly

Improvement in the status of women in the United Nations system
Report of the Secretary-General

Summary

The present report is submitted pursuant to General Assembly resolution 74/128 and assesses the status of women in the United Nations system for the period from 1 January 2018 to 31 December 2019. Since the previous reporting period (1 January 2016 to 31 December 2017), the representation of women in the Professional and higher categories in the United Nations system has increased from 44.2 per cent to 45.3 per cent. For the first time, the representation of women at headquarters locations nearly reached parity, at 49.5 per cent overall. Moreover, the representation of women among heads and deputy heads of peace operations reached 48 per cent and parity among resident coordinators has been sustained since 2018.


At the same time, more progress is needed towards advancing the representation of women in the United Nations system and reaching the goal of 50:50 gender balance at all levels across the system. The representation of women during the reporting period continued to be highest at the entry levels, namely, P-1 and P-2, before decreasing progressively at the middle to senior management levels. Moreover, the representation of women continues to be lower, with a slower rate of change at non-headquarters locations.

The present report demonstrates actions taken by specific entities to achieve progress and assesses impediments to reaching gender parity. For instance, the ongoing coronavirus disease (COVID-19) crisis has created and exacerbated challenges for gender parity efforts. The present report contains recommendations aimed at assisting entities in the United Nations system to achieve gender parity, including through rigorous implementation of policies and a range of coordinated actions. The creation of enabling working environments remains vital in supporting the goal of gender parity by fostering an inclusive and diverse workplace that attracts, retains and promotes women.

* Revised for technical reasons on 13 August 2021.
** A/76/58.

21-090277* (E) 130421  Please recycle 

United Nations A/RES/76/142

 **General Assembly** Distr.: General
6 January 2022

Seventy-sixth session
Agenda item 29 (b)
Advancement of women: implementation of the outcome of the Fourth World Conference on Women and of the twenty-third special session of the General Assembly

Resolution adopted by the General Assembly on 16 December 2021
[on the report of the Third Committee (A/76/455, para. 21)]

76/142. Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly



The General Assembly,

Recalling its previous resolutions on the question, including resolution 74/128 of 18 December 2019, and recalling also the section of resolution 64/289 of 2 July 2010 entitled "Strengthening the institutional arrangements for support of gender equality and the empowerment of women",

Deeply convinced that the Beijing Declaration and Platform for Action¹ and the outcome of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century",² are important contributions to the achievement of gender equality and the empowerment of women and must be translated into effective action by all States, the United Nations system and other organizations concerned,

Reaffirming the commitments to gender equality and the advancement of women made at the Millennium Summit,³ the 2005 World Summit,⁴ the high-level plenary meeting of the General Assembly on the Millennium Development Goals,⁵ the special event of the General Assembly to follow up efforts made towards achieving the

¹ Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995 (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.
² Resolution S-23/2, annex, and resolution S-23/3, annex.
³ See resolution 55/2.
⁴ See resolution 60/1.
⁵ See resolution 65/1.

21-19159 (E) 120122  Please recycle 

- Comprehensive view on the system-wide progress on gender parity;
- Analysis of implementation of the Enabling Environment Guidelines, and the tools developed by the CEB Task Force;
- Assessment of the ongoing efforts to address sexual harassment in the UN system;
- Recommendations to achieve gender parity.



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Thank You

