



**Chief Executives Board
for Coordination**

14 February 2018

Technical Working Group

CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System

Meeting - 8 February 2018

Summary of Conclusions

A. Confidentiality criteria to be applied to the information collected through the survey

The Working Group discussed modalities and criteria based on which the information collected through the survey could be shared – or not – ‘among participating organizations and/or with external actors. The importance of ensuring confidentiality of the data was emphasized by many WG members.

The Working Group agreed to:

- 1. Create a password-protected repository of existing regulatory, policy and procedural documents on the CEB website that is accessible exclusively to members of the Working Group and Task Team (HLCM Secretariat).**
- 2. Produce disaggregated charts and tables with information on priorities, areas of weaknesses and strength by organization (HLCM Secretariat) and, following consultation with data owners, share relevant attributable data and information on best practices with members of thematic sub-groups of the WG (see below) to facilitate learning and knowledge exchange.**
- 3. Develop a more accurate set of questions and related definitions and guidance for the respondents that can then be re-addressed to the WG to capture disaggregated data on “case reporting” (HLCM Secretariat).**
- 4. WG members to provide any updates to information already submitted directly to Remo Lalli (remo.lalli@un.org) with copy to Monica Abalos (monica.abalos@un.org).**

B. Presentation of the preliminary results from the survey, including priority areas of work, main challenges, and best practices. Priorities for concrete and immediate follow-up action. Organizational arrangements for the Working Group.

The CEB Secretariat presented preliminary, highly aggregated results from the survey, noting a 100% response rate among participating entities and a high level of convergence around organizations' strength, challenges and priorities for action. Reported cases on sexual harassment were low across the UN system pointing to the existence of potential institutional barriers and lack of trust and confidence in established processes. "Protection of victims", "reporting on sexual harassment" and "prevention, awareness-raising and communication" were the three top issues identified as in greatest need of improvement. A number of best practices in all areas related to sexual harassment are available in the system for tailoring to the specificities of individual organizations and replication/up-scaling, with evident opportunities for efficiencies and system-wide consistency. Opportunities to jointly address areas in need for improvement were also identified.

The Working Group was asked to respond to the preliminary findings of the survey and to determine priorities for concrete and immediate follow-up action, for consideration by the Task Force and, subsequently, by CEB.

The Working Group agreed to the following priority areas for joint action to be taken forward by thematic sub-groups under the leadership of one or two WG members, as follows:

1. Comparative review of regulatory, policy and administrative frameworks, with a view to producing a stronger **UN-System Sexual Harassment Policy Reference Model**, as requested by the Secretary-General and coordination of current policy development efforts on a system-wide basis (lead: UN Secretariat/OHRM; members: World Bank Group, DFS/CDU, UNHCR, UNICEF, IAEA, ILO, OLA, UNESCO, UNDP). This work will cover, among other aspects, issues related to length of allegation review processes; standards of proof; policies/tools on "bystander empowerment", etc.
2. **Improved Reporting** (co-lead: UNICEF, WFP; members: DFS/CDU, UNDP, UNHCR, WBG, IOM, ITU, UNIDO). The sub-group will focus on addressing challenges in the area of reporting, in particular under-reporting. The work of the group will be supported by more detailed analysis and follow-up survey on reporting (formal, informal) prepared by the HLCM Secretariat;
3. **Development of Guidelines for Managers/Identification of red lines** (lead: UNHCR; members: OCHA, ILO);

4. **Enhanced awareness-raising, communication and training** (lead: OHCHR; members: UNHCR, IAEA, IOM, ICAO, DFS/CDU, ITU, UPU, UNICEF, WFP, ILO, UNDP). Drawing on best practices available in the system, the sub-group will focus on the **development of awareness-raising and communication measures**. This sub-group will also assess/compare the wealth of targeted training material available in the system, identify gaps and best practices, and lead to a proposal for a **comprehensive reference training package against sexual harassment for the UN system**. Already agreed awareness-raising and communication initiatives include:
- a) Joint **help/hotlines** and complementary reporting tools such as smart phone Applications (lead: WHO; members: WBG, IOM, UNWOMEN);
 - b) **Database of personnel who have been found to have engaged in sexual harassment and/or sexual assault** to avoid re-hire;
 - c) **Guidelines/Policy against sexual harassment at UN events** (lead: ITU, members: UNFCCC, ILO) to minimize risk to staff and other event participants (i.e. member states delegates, attendees, non-UN event organizing staff (e.g. from local external contractor or host country officials) of being exposed and vulnerable to potential sexual harassment by actors who are non-staff and not subject to same jurisdiction.
 - d) **Harmonized fact sheets and information material** on how to take action against sexual harassment; (lead: ILO-tbc)
 - e) **Measures to reach staff in remote duty stations**. (lead: DFS (tbc); members: WFP, IOM)
 - f) **Joint Staff Perception Surveys**