

Protection from Sexual Exploitation and Abuse + Sexual Harassment (PSEAH)

- Introduction to PSEA and SH
- Main initiatives
- Current debates and developments

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What is SEA? What is SH?

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

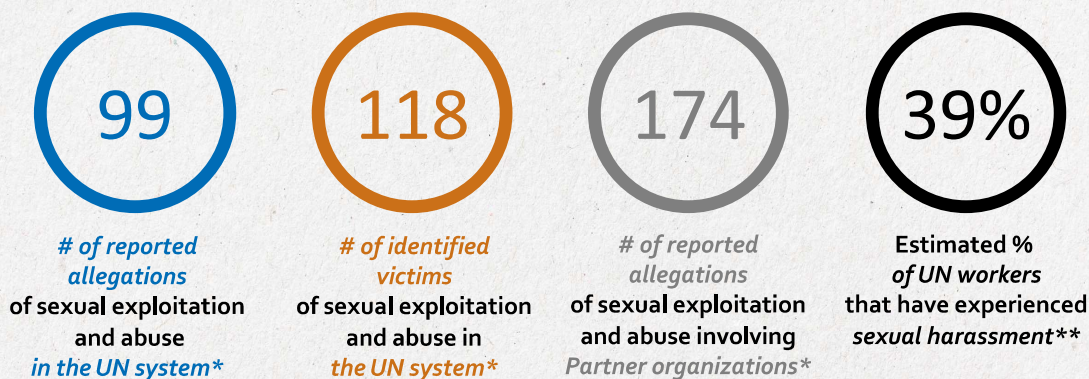
Sources: IASC Learning Package on Protection from Sexual Misconduct



How prevalent is it?

Some (underreported) numbers

ABOUT SEXUAL MISCONDUCT: NUMBERS FOR 2019



➤ We need better awareness and reporting mechanisms

Sources: IASC Learning Package on Protection from Sexual Misconduct



Before 2018



UNSG Bulletin
2003



IASC Six Core
Principles

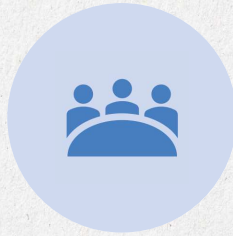
1. "Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment."



After 2018 media attention



AN INCREASED EFFORT TO
FIGHT SEA AND SH



PLURALITY OF INITIATIVES
AND POLICIES



SOME LACK OF
COORDINATION AND
HARMONISATION



After 2018 media attention



IASC PSEA Championship



Donor Efforts



Stronger Policies



Strengthening Systems

Improving Policies

PSEA in-country structure

- PSEA Coordinator
- PSEA Network
- PSEA Focal Points

Reporting channels

Training

Investigation

Victim/survivor-centred assistance and support



UN Protocol on SEA Allegations Involving Implementing Partners (2018)

Contractual obligations with UN

UN PSEA assessment(s)

- NGOs might not be aware that they are impacted by it.



Learning and Training

IASC Learning
Package on
Protection
from Sexual
Misconduct

Websites and
webinars

Guides

Best Practices



**SAYING NO
TO SEXUAL
MISCONDUCT**

Recruitment - a debate

Misconduct
Disclosure
Scheme

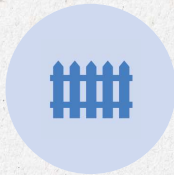
Project Soteria

“Humanitarian
Passport”

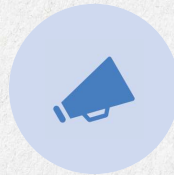
Sexual Harassment



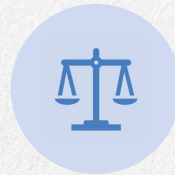
REPORTING AND
“SPEAK UP” CULTURE



REMOVING BARRIERS
SUCH AS FEAR OF
RETALIATION



WHISTLEBLOWER
PROTECTION



TRUST IN INTERNAL
MECHANISMS



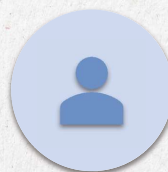
Our weaknesses on a global level



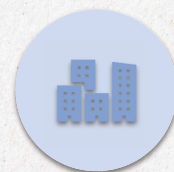
NEED FOR CULTURAL
CHANGE



INVESTIGATIONS



SURVIVOR-CENTRED
APPROACH +
ASSISTANCE



CAPACITY



REQUIRES FUNDING



PSEAH and COVID-19

Increased Risk (GBV)

- Lessons learned from Ebola

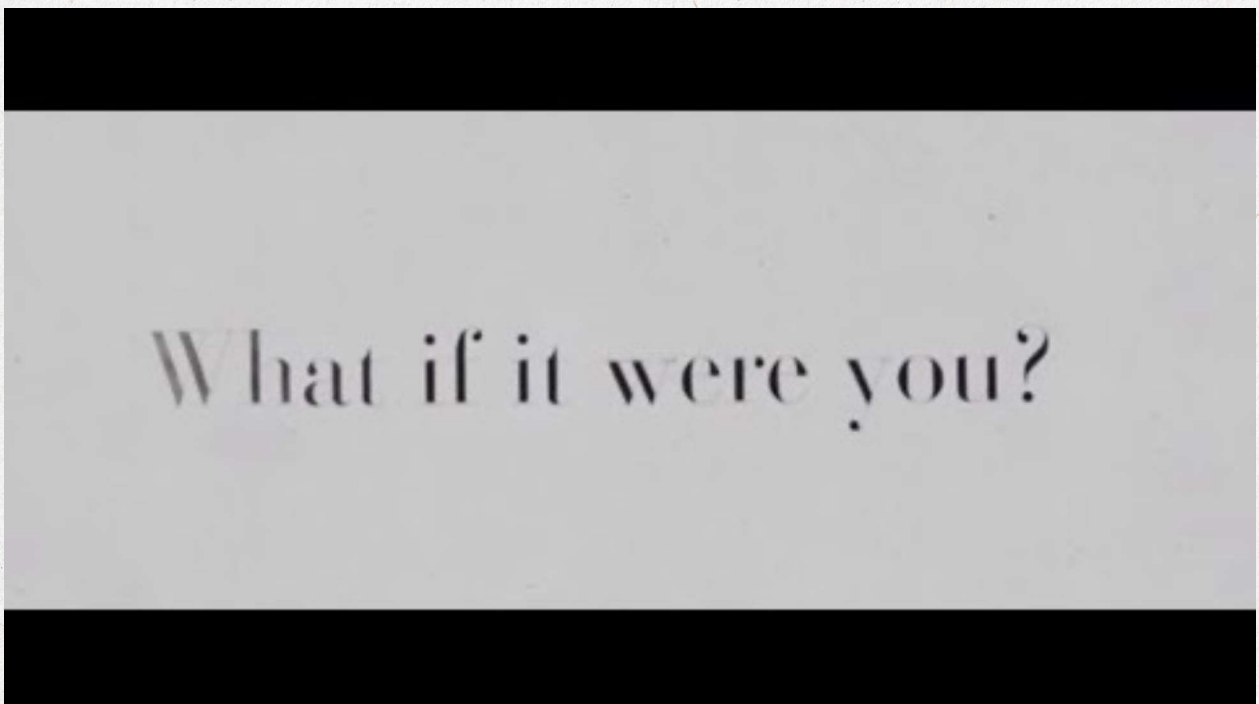
Accessing reporting and support mechanisms is more difficult with COVID-19 measures

Inter-Agency Interim Guidance

Cards/checklist for field practitioners



Video



Sources: IASC Learning Package on Protection from Sexual Misconduct

