

# Training on PSEA Guidance and Toolkit for UNICEF and Partners

unicef  | for every child



The background of the slide features a window with floral-patterned curtains. The silhouettes of several people are visible, looking out the window. The scene is dimly lit, with light coming from the window, creating a contemplative atmosphere.

# Session 1: Welcome and Introduction

What would happen if...?

# Training Objectives

- Understand UNICEF's expectations regarding PSEA
- Understand how to use the PSEA Toolkit



UN Photo/Nektarios Marcogiannis

# Definitions

“**Sexual exploitation**” is any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to profiting monetarily, socially or politically from the sexual exploitation of another.

“**Sexual abuse**” is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Secretary-General’s Bulletin (ST/SGB/2003/13)



# Review of Agenda

Session 1: Welcome and Introduction

Session 2: Overview of PSEA Toolkit

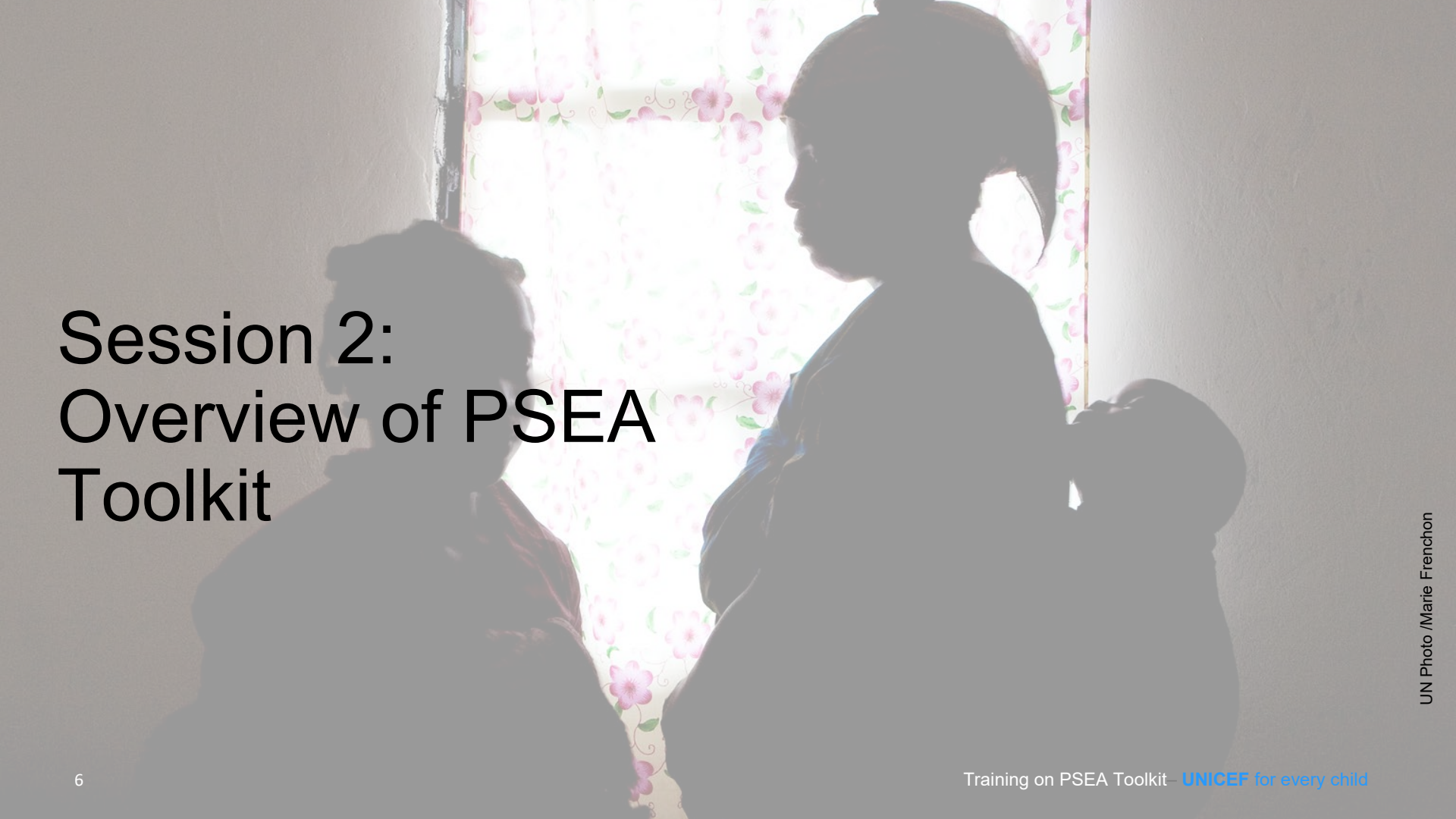
Session 3: Organizational Self-Assessment

Session 4: Priority Areas

Session 5: Moving Forward on PSEA



UN Photo/Fred Noy

A photograph showing the silhouettes of a woman and a child standing in front of a window. The window is covered with light-colored curtains featuring a pattern of pink flowers and green leaves. The scene is backlit by the window, creating a soft glow around the figures. The woman is on the right, and the child is on the left, both facing each other.

# Session 2: Overview of PSEA Toolkit



**“We have zero tolerance for sexual exploitation and abuse, and we remain committed to continually learning and improving. We want justice for the child victims and are determined to work with all partners to achieve it.”**

**Henrietta H. Fore**  
**UNICEF Executive Director**

H. Fore  
Director



# Key Expectations for UNICEF Partners

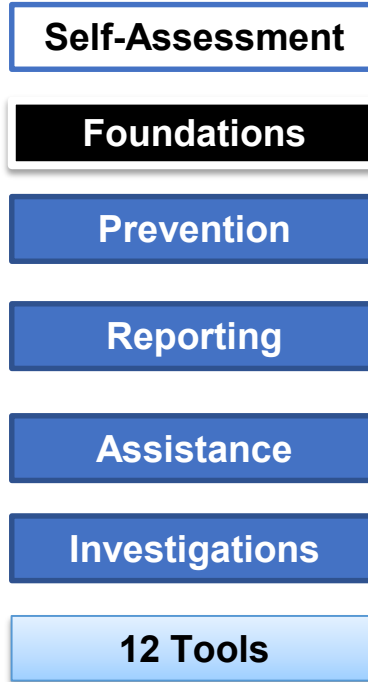


- Prevention
- Reporting
- Investigation
- Assistance

# Objectives of PSEA Toolkit

- Increase understanding and support of PSEA;
- Support organizations in strengthening PSEA systems
- Improve coordination, communication and coherence
- Contribute to improved accountability towards affected populations

# Structure of PSEA Toolkit





The background of the slide features a photograph of several people's silhouettes as they look out a window. The window is covered with light-colored curtains adorned with a delicate floral pattern of pink flowers and green leaves. The scene is backlit by natural light from the window, creating a soft, ethereal atmosphere. The silhouettes are dark against the bright light, and their forms are partially obscured by the window frame and the curtains.

# Session 3: Organizational Self-Assessment

# Objectives of Organizational Self-Assessment



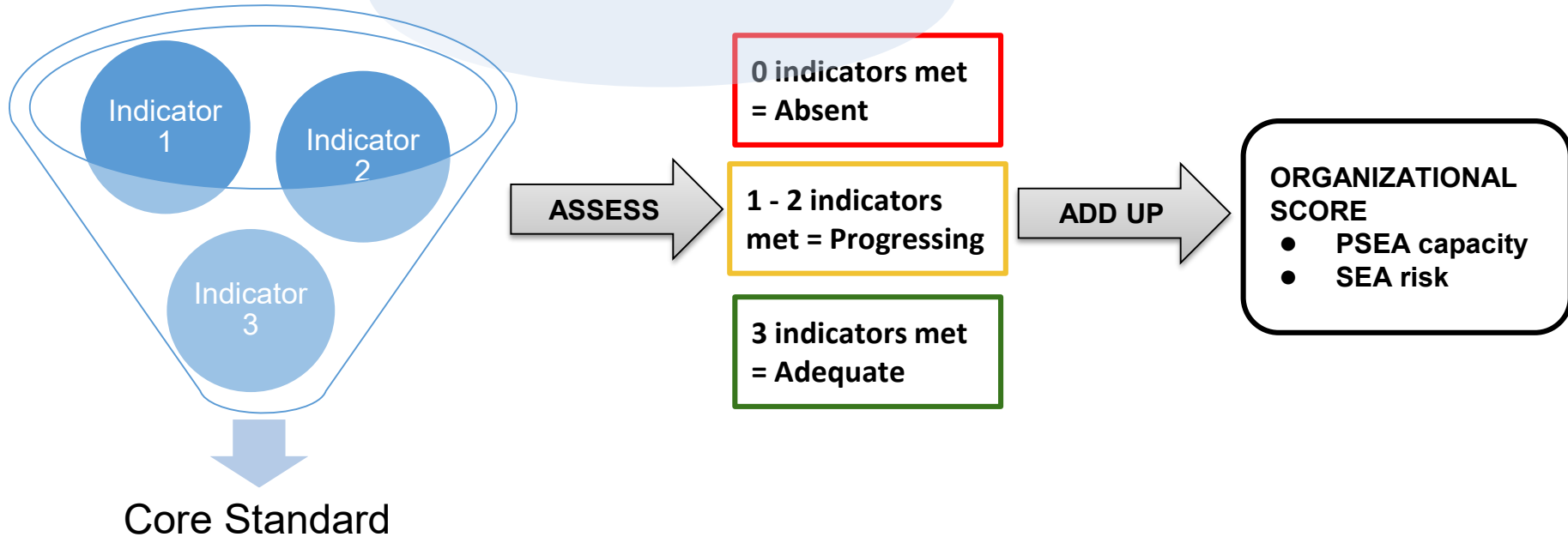
- Identify organizational strengths and areas of improvement
- Identify support needs
- Take action
- Track progress

# Core Standards

1. Organizational policy
2. Organizational Management
3. Mandatory Training
4. Reporting
5. Assistance and Referrals
6. Investigations



# Organizational Self-Assessment



# UNICEF Procedure for PSEA Assessment

- Record assessment outcomes
- Decide on frequency of programmatic assurance visits
- Other follow-up steps, such as checking on progress with implementation of the Action Plan

# Exercise: Organizational Self-Assessment

- Go through the assessment (30 min)
- Identify (15 min)
  - 2-3 **strengths** of your organization on PSEA?
  - 2-3 **areas of improvement** of your organization on PSEA?

A silhouette of a person's head and shoulders is shown in profile, looking out a window. The window is covered with light-colored curtains featuring a pattern of pink flowers and green leaves. The background is a plain, light-colored wall. The overall mood is contemplative and focused.

# Session 4: Priority Areas

- Prevention
- Reporting
- Assistance
- Investigation

# Prevention



UN Photo/Fred Noy

- Reduces the likelihood of SEA incidents
- Encourages more effective reporting and response



# Prevention

- Policies
- Procedures
- Training
- Awareness-Raising
- Risk Assessment and Management




UN Photo/Herve Serefo

# Prevention: Policies

United Nations  
Secretariat

ST/SGB/2003/13

8 October 2003




Secretary-General

Special measures  
sexual abuse

The Secretary-General's resolution on the exploitation of refugees in consultation with programmes of the United Nations High Commissioner for Refugees.

Section 1  
Definitions

For the purpose of this policy, any actual or attempted sexual abuse, for sexual purposes, socially or politically, "sexual abuse" means whether by force or otherwise.



care

ST/SGB/2003/13

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**CARE International Policy on Protection from Sexual Exploitation and Abuse**

**1. Introduction and Preamble**

CARE International (CI) places human dignity at the heart of CARE's efforts to impact poverty and improve the lives of vulnerable adults, involving CARE Employees and vulnerable children and young people. In light of the vulnerability of children, this policy also affirms CARE's commitment to the protection of children and young people from sexual exploitation and all forms of abuse.

CARE International has a zero tolerance towards sexual exploitation and abuse. CARE International takes seriously all concerns and complaints that indicate a possible violation of this policy. Where warranted, disciplinary action will be taken.

**2. Scope of Application**



## USAID'S POLICY AGAINST SEXUAL EXPLOITATION AND ABUSE

USAID has zero tolerance for sexual misconduct, in any form, among staff or implementing partners. Sexual misconduct is any behavior that is inconsistent with respect for human dignity. In March 2018, USAID issued the Alliance for Preventing Sexual Misconduct (AAPSM), which sets the standard for preventing, identifying, and protecting beneficiaries from sexual exploitation and abuse.

### What Is Sexual Exploitation and Abuse?

Sexual exploitation and abuse (SEA) occurs when people are used for sexual purposes. If an aid worker uses their position of trust to engage in sexual acts with a beneficiary in exchange for benefits, this would constitute an instance of SEA. If an aid worker uses force or coercion to engage in sexual acts with a beneficiary, this would constitute sexual abuse.

According to the U.N. Secretary-General's Bulletin on the Protection of Sexual Exploitation and Abuse, "Sexual exploitation refers to any actual or attempted sexual abuse, for sexual purposes, including but not limited to the sexual exploitation of another person."

## IFRC Secretariat Policy on Prevention and Response to Sexual Exploitation and Abuse

Last updated and approved: 3 May 2017  
Effective from: 1 July 2017  
Review date: 1 July 2019

Document reference number:  
Version number: 1.0

### OXFAM GB Protection from Sexual Exploitation and Abuse (PSEA) Policy May 2018

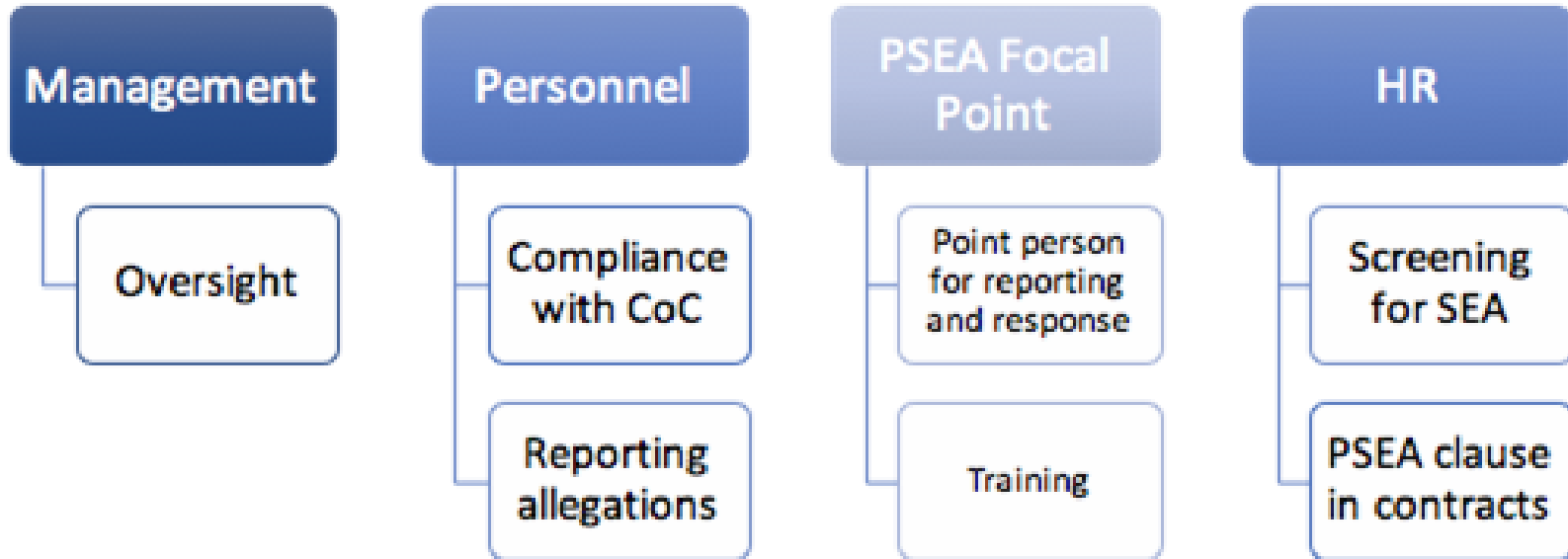
**Title:** Protection from Sexual Exploitation and Abuse (PSEA) Policy  
**Authors:** Oxfam's Safeguarding Team  
**LT Sponsor:** Mark Goldring (Chief Executive of Oxfam GB)  
**Area of Governance:** Safeguarding Steering Group  
**Date for Renewal:** March 2019  
**Approved by:** Oxfam GB's Council  
**Geographical Scope:** Worldwide, except in countries where the following policy contravenes local legislation. In these cases, local legislation must be followed with guidance from the Safeguarding Team and the People Director. Oxfam policy will apply in the event that it is more stringent than local legislation.

**Confidentiality:** Public. Additional guidelines and materials are available internally

#### Policy Statement

At Oxfam, we believe all people have a right to live their lives free from sexual violence. We recognise that there are unequal power dynamics across the organisation and in relation to those we serve, and that we face an *inherent risk* of some staff exploiting their position of power for personal gain.  
Oxfam *will not* tolerate its employees, volunteers, consultants, partners or any other

# Prevention: Procedures



# Prevention: Training

## Content:

- Policies
- Responsibilities
- Reporting and referral
- Do's and don'ts
- Relevant contacts



UN Photo/Basile Zoma.jpg

# Prevention: Awareness-Raising

**Sexual Exploitation and Abuse**  
**KNOW THE RULES: THERE IS NO EXCUSE!**

- 1 At all times we must treat the local population with respect and dignity.
- 1 Sexual exploitation and abuse is unacceptable behaviour and prohibited conduct for all United Nations and affiliated personnel.
- 1 Sexual exploitation and abuse threatens the lives of people that we are to serve and protect.
- 1 Sexual exploitation and abuse undermines discipline, and damages the reputation of the United Nations.

**EVERY PERSON UNDER THE UNITED NATIONS FLAG MUST COMPLY WITH THE FOLLOWING PROHIBITIONS:**

- 1 **It is strictly prohibited** to have any sexual activity with anyone under the age of 18 years (regardless of the age of majority or age of consent locally or in my home country). Mistaken belief as to the age of the person is no excuse.
- 1 **It is strictly prohibited** to have sex with anyone, in exchange for money, employment, preferential treatment, goods or services, whether or not prostitution is legal in my country or the host country;
- 1 **It is strictly prohibited** to engage in any other form of sexually humiliating, degrading or exploitative behaviour;

**I fully understand that:**

- Involvement in any act of Sexual exploitation and abuse will be investigated and prosecuted if warranted;
- Any proven act of Sexual exploitation and abuse will result in measures that can include but are not limited to: suspension, immediate repatriation, dismissal, imprisonment and a ban from future United Nations employment;
- If I witness Sexual exploitation and abuse behaviour by others, regardless of their position or seniority, I have a responsibility to take all reasonable measures to stop the misconduct and report the incident immediately to my commander or manager;
- 1 Failure to respond or report misconduct is a breach of the United Nations standards of conduct. **There is no excuse!**

**NO EXCUSE • ZERO TOLERANCE FOR SEXUAL EXPLOITATION AND ABUSE**

EXPLOITATION → PROSECUTION → IMPRISONMENT

For further information see the Mission Conduct and Discipline website: <https://conduct.unmissions.org>

## Questions:

- 1) Who is the target audience?
- 2) What are the key messages?
- 3) Is this effective?



# Prevention: Risk Assessment and Management

**“No country, no institution and no family is immune from sexual exploitation and abuses”**

António Guterres  
UN Secretary-General



# Prevention: General Safety and Prevention measures

- Ensure safe recruitment practices for hiring programme personnel (incl. local volunteers, day laborers, etc.)
- Provide assistance interventions in safely accessible and well-lit areas
- Prominently display in their offices and on work sites SEA-related information
- Engage women and at-risk groups as personnel and leaders in the planning, design, implementation and monitoring of activities wherever possible and safe

# Prevention: Risk Assessment and Management

## Tasks:

- 1) Identify key locally relevant risks based your programme context (10 min)
- 2) Prepare a list of 5-7 specific measures your organizations are can take to mitigate these risks (10 min)

# Reporting



UN Photo/David Ohana

- Mechanisms
- Reporting Allegations to UNICEF

# Reporting Core Principles

- Safety
- Confidentiality
- Transparency
- Accessibility



UN Photo/Martine Perret



# Reporting Mechanisms



UN Photo/Herve Seréfio

- Internal mechanism
- Inter-agency mechanism
- Multiple channels
- Consult with users
- Widely publicize
- Ensure quality reporting

# Reporting to UNICEF

- Required:
  - All partners
  - All concerns or suspicions
  - Promptly
- Submit to:
  - UNICEF's Head of Office in-country OR
  - UNICEF's Office of Internal Audit and Investigations (OIAI) [integrity1@unicef.org](mailto:integrity1@unicef.org)
- Keep UNICEF updated

# Assistance



UN Photo/Tobin Jones

- Service needs
- Referral process

# Assistance



- Eligibility
- List of service providers

# Referral Pathway



UN Photo/UNFYC/PI

- Referral Procedure
- Informed consent/assent
- Confidentiality
- Risks
- Best interest of the child



# Investigations

- Procedures
- UNICEF involvement



UN Photo/Marco Dormino

# Procedures for Investigations



UN Photo/Marco Dormino

- Internal processes
- Hire investigator(s)
- Conflicts of interest
- Communications

# Procedures for Investigations



UN Photo/Marco Dormino

- Support individuals
- Manage risk
- Follow-up on outcomes

# UNICEF Involvement in Investigations

- Update UNICEF on the conduct and the outcome of the investigation
- Share relevant details and evidence (upon request)
- Share status and outcome of investigation conducted by national authorities



UN Photo/Tobin Jones

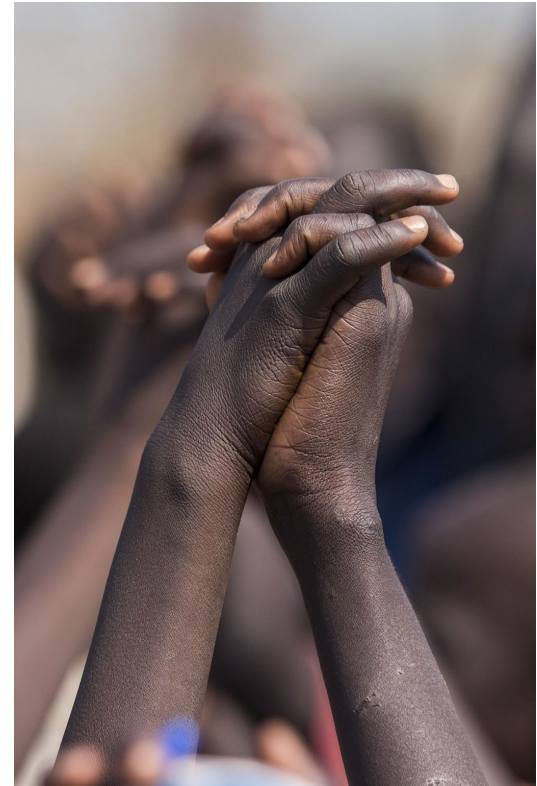
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# Session 5: Moving Forward on PSEA



# Exercise: Preparing Action Plans

- Discuss
  - What are 3-5 actions that you believe your respective organizations should take to improve its response to PSEA? (20 min)
  - What are the key challenges to taking these actions? (20 min)



UN Photo/JC McIlwaine



# Key Takeaways



**FULL PRESS BODY**  
*Surya Hantimbar*

# 01



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Thank You



UN Photo/Willert Asinani\_DRC2