Training on
**PSEA Guidance
and Toolkit**
for **UNICEF** and
Partners

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Session 1:
Welcome and Introduction

What would happen if…?

Training Objectives

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

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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)

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Review of Agenda

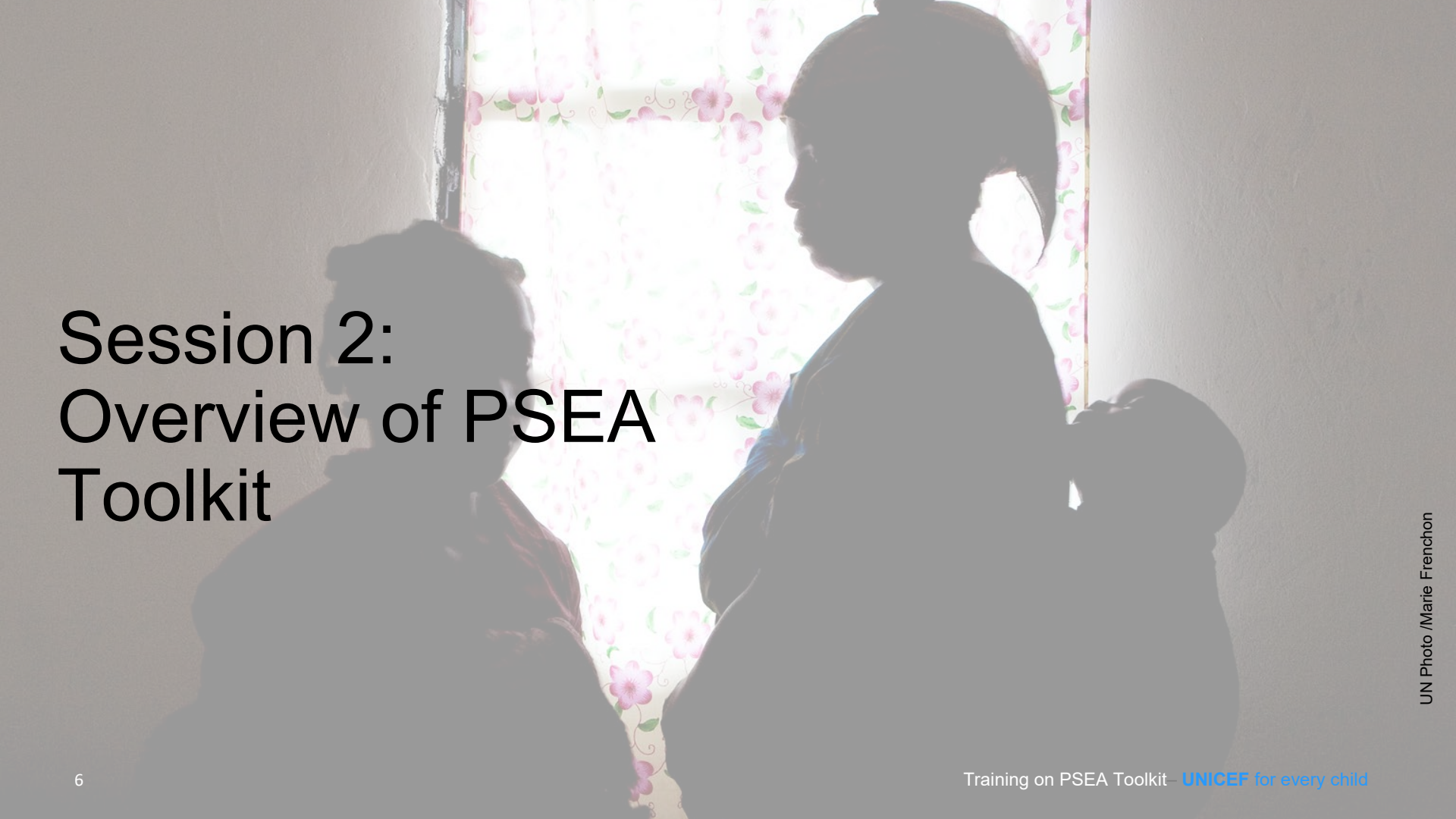| |
|---|
| Session 1: Welcome and Introduction |
| Session 2: Overview of PSEA Toolkit |
| Session 3: Organizational Self-Assessment |
| Session 4: Priority Areas |
| Session 5: Moving Forward on PSEA |

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Session 2: Overview of PSEA Toolkit

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"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

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Key Expectations for UNICEF Partners

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- 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
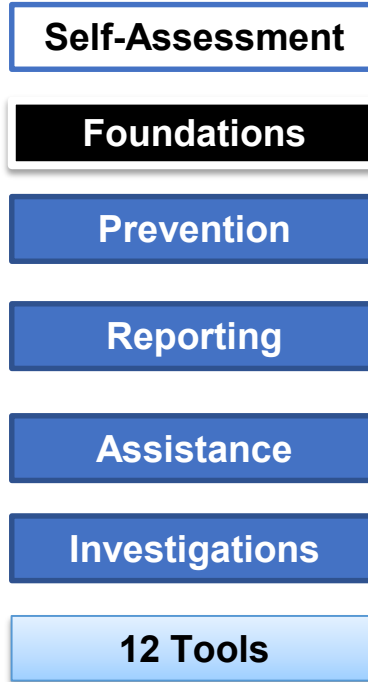
Self-Assessment

Foundations

Prevention

Reporting

Assistance

Investigations

12 Tools

Engagement

Session 3:
Organizational Self-Assessment

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Objectives of Organizational Self-Assessment

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- Identify organizational strengths and areas of improvement

- Identify support needs

- Take action

- Track progress

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Core Standards

1. Organizational policy

2. Organizational Management

3. Mandatory Training

4. Reporting

5. Assistance and Referrals

6. Investigations

Organizational Self-Assessment

Indicator 1

Indicator 2

Indicator 3

Core Standard

ASSESS

0 indicators met = Absent

1 - 2 indicators met = Progressing

3 indicators met = Adequate

ADD UP

ORGANIZATIONAL SCORE
- **PSEA capacity**
- **SEA risk**
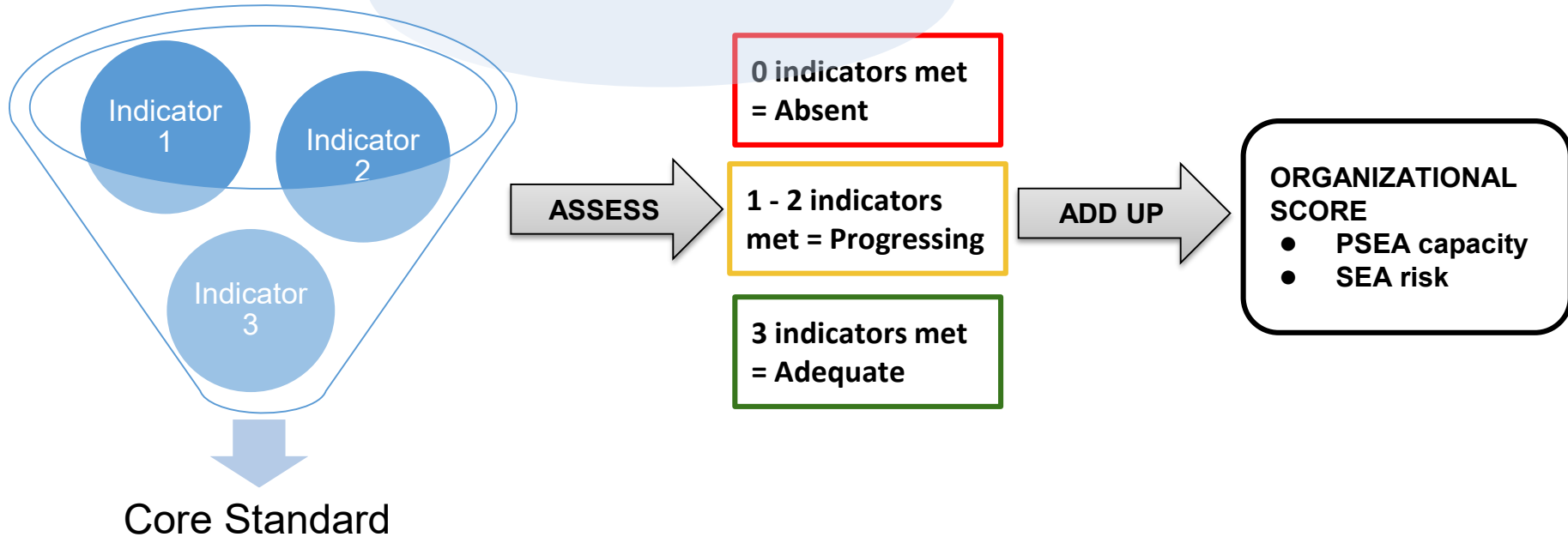
UNICEF Procedure for PSEA Assessment

- 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?

Session 4: Priority Areas

- Prevention
- Reporting
- Assistance
- Investigation

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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 Serefio

Prevention: Policies

Prevention: Procedures

Management	Personnel	PSEA Focal Point	HR
Oversight	Compliance with CoC	Point person for reporting and response	Screening for SEA
	Reporting allegations	Training	PSEA clause in contracts

Prevention: Training

Content:

- Policies

- Responsibilities

- Reporting and referral

- Do's and don'ts

- Relevant contacts

UN Photo/Basile Zoma.jpg

Prevention: Awareness-Raising

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

N Photo/George Mindruta

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

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- Mechanisms

- Reporting Allegations to UNICEF

Reporting Core Principles

- Safety

- Confidentiality

- Transparency

- Accessibility

UN Photo/Martine Perret

Reporting Mechanisms

UN Photo//Herve Serefio

- 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
- Keep UNICEF updated

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Assistance

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- Service needs

- Referral process

Assistance

Support for children born as a result of SEA

Legal services

Basic material assistance

Survivors

Medical care

Psycho-social support

Safety

- Eligibility
- List of service providers

Referral Pathway

UN PhotoUNFYCIPi

- Referral Procedure

- Informed consent/assent

- Confidentiality

- Risks

- Best interest of the child

Investigations

- Procedures
- UNICEF involvement

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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
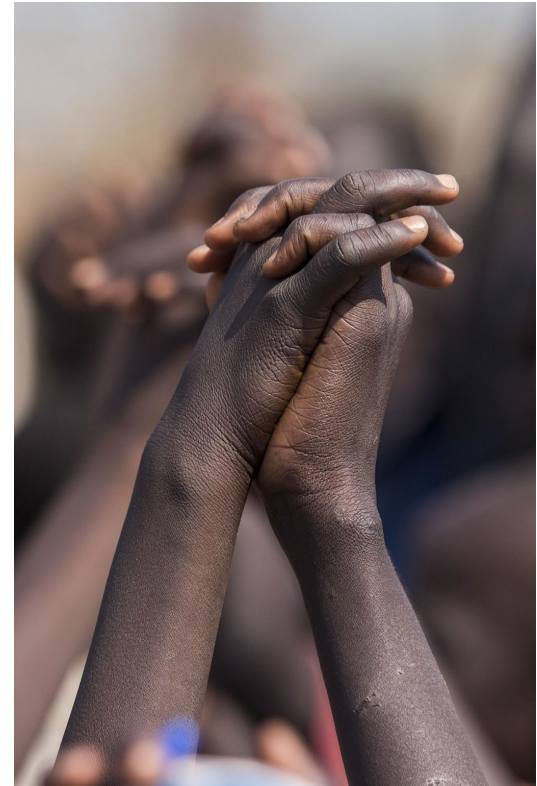
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Session 5:
Moving Forward on PSEA

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)

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Key Takeaways

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Thank You