



**PSEA TRAINING FOR 20 HUMANITARIAN
PERSONELL IN LOWER JUBA , SOMALIA
PROJECT TITLE : INTERAGENCY
COMMUNITY OUTREACH AND
COMMUNICATION FUND ON PSEA**

PRELIMINARY ACTIVITIES

Objectives

These are activities meant to:

- 1. Introduce participants and facilitators to one another.**
- 2. Outline participants' expectations of the workshop.**
- 3. Outline the workshop objectives and match them with participants' expectations.**
- 4. Agree on Training ground rules and regulations**

PRE-WORKSHOP TEST

1. Briefly define the following terms:

- a. Sexual exploitation
- b. Sexual abuse
- c. Humanitarian worker
- d. GBV.

2. State and explain three general factors that can increase the vulnerability of a person to sexual violence including exploitation and abuse.

3. With reference to the services provided by your agency to internally displaced persons, list and explain three ways in which beneficiaries can be sexually exploited and abused by agency workers.

4. What do you know of the six principles agreed on by the Inter-Agency Standing Committee on sexual exploitation and abuse?

Definitions

- **Sexual exploitation** means any actual or attempted abuse of a position of: (a) vulnerability; (b) differential power; or (c) trust for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.
- **Sexual Abuse** means the actual or threatened physical intrusion of a sexual nature which can occur
 - (a) by force; or
 - (b) under unequal conditions or
 - (c) under coercive conditions

The overall aim of the training on sexual exploitation and abuse (SEA) is to enable humanitarian workers to respect and protect the dignity of beneficiaries principally by preventing it from occurring but secondarily by identifying, reporting, investigating and acting on cases that occur.

The specific objectives of the training are to:

- 1. Define sexual exploitation and abuse in the context of humanitarian aid work and explain its consequences.**
- 2. Identify and explain factors that lead to sexual exploitation and abuse in humanitarian work.**
- 3. Explain the six principles agreed on by the Inter-Agency Standing Committee on sexual exploitation and abuse and relate them to policies and codes of conduct of humanitarian agencies.**

Sexual exploitation is any abuse of a position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual abuse is actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions.

Humanitarian workers include all workers engaged by humanitarian agencies, whether internationally or nationally recruited, or formally or informally retained from the beneficiary community, to conduct the activities of that agency.

Elaboration on Definitions

Abuse of position : Using ones authority against others and for personal benefit.

Trust: Confidence bestowed on you by virtue of your position to hold and provide goods and services to others in need e.g. humanitarian agencies are given resources by donors not to benefit themselves but for the benefit of IDPs.

Vulnerability: A factor that makes one open to attack.

Power: “Authority or the decisive ability to materially affect various forms of rights, entitlements or relationships. Power arises most crucially from, among other things - position, rank, influence, status or control of resources. Unequal power relationships provide the most critical settings for sexual exploitation and abuse. (Code of Conduct for agencies in the Kenya Refugee Programme, 2003). Power can be looked at in four dimensions namely power to be, power over, power with and power within. Power to be is the capacity such as that acquired through education and professional training. Power over is the ability to make things non-negotiable i.e. to **male** **make** others do as you wish by use of force, arms, battery, threats etc. Power with is derived from a mandate given by a constituency e.g. in a democracy, citizens elect their leaders after regular intervals.

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Unequal conditions: Situations in which two parties do not have the same power and the one with more power can determine what happens to the other party.

Coercive conditions: Situations in which a party is forced into a situation s/he would not have willingly entered into or which s/he is made to believe s/he had no choice than to comply. Coercion could take the form of verbal or physical pressure, threats, force, deception, enticement or manipulation.

Resources: Physical or intangible asset e.g. finance, food, land, cattle, equipment, shelter, education, information. In humanitarian assistance, typical resources include money, food, shelter materials, clothing, medical supplies, water, vehicles, employment opportunities, personnel, arms, information, communication facilities, offices etc.

Profit: A benefit derived over and above the value of goods or services rendered. In humanitarian work, an apt example is where a local leader is promised or given protection or extra rations and non food items for either linking a humanitarian worker to a beneficiary for sex or for keeping quiet about such exploitation and abuse being perpetrated by the benefactor.

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Physical intrusion: A sexual act that involves physical touch with the target of the abuse or a verbal threat to inflict such an act e.g. kissing, caressing, fondling and being told that one could be raped.

Humanitarian agencies: All organizations - local, regional, national or international - that are providing assistance to populations in need.

Nationally recruited workers: All those engaged on voluntary, pensionable or contractual terms and originate from the country in which the humanitarian crisis is and in which they work.

Internationally recruited workers: All those engaged on voluntary, pensionable or contractual terms and originate from countries other than the one in which the humanitarian crisis is and in which they work.

Workers retained from beneficiary communities: All those engaged on voluntary, pensionable or contractual terms but who hail from the community benefiting from humanitarian assistance.























THE SIX PRINCIPLES OF SEA

To explain the six principles agreed on by the Inter-Agency Standing Committee and relate them to policies and codes of conduct of humanitarian agencies.

Present the Six Core Principles below and assign participants in small groups to point out the intentions of each principle, factors that may complicate its application and counter-measures to overcome the complications.

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 in the age of a child is not a defense.
3. Exchange of money, employment, goods or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior 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, s/he 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 responsibility to support and develop systems which maintain this environment.

REPORTING, INVESTIGATING AND REDRESS MECHANISMS

General Guidelines

1. Mechanisms for monitoring sexual exploitation and abuse by humanitarian workers should be in place and be: community based, gender-responsive and include, to the extent possible, organisations working on the rights of women and children.
2. Measures should be put in place to ensure that no factor hinders access to the complaints reporting mechanisms. Such factors may include: age, sex, sexual orientation, language, race, nationality, ethnicity, faith, disability, culture, job, political opinion, social status, economic class etc.
3. Although most cases of sexual exploitation and abuse may target girls and women, it should not be assumed that boys and men cannot be sexually exploited and abused. The reporting mechanisms should therefore be responsive to and accommodative of boys and men.
4. The protection and safety of those reporting (survivors, witnesses etc) should be ensured at all times.

Reporting Guidelines

1. Reporting mechanisms may be integrated into existing community structures (to reduce duplication of structures, promote confidentiality and eliminate stigma of those going to the structures) if this will not compromise reporting.
2. The process of reporting must be simple, clear and widely known to beneficiaries and humanitarian workers.
3. The individuals charged with receiving reports (focal points) should be easily accessible to beneficiaries and humanitarian workers
4. There should be at least two persons to whom staff and/or beneficiaries can report cases. At least one of the people should be female.
5. Those charged with receiving reports should have had prior training on matters of sexual and gender based violence.
6. Ensure physical security and comfort of survivor/person reporting.
7. Ensure the interviewer is the same sex as the survivor reporting (unless the survivor consents otherwise).
8. Avoid judgment.
9. Guarantee the survivor/reporter/witness confidentiality in treatment of information shared.
10. Do not share information with others unless given consent by the survivor. However, the need-to-know principle may require that officers responsible for receiving, passing on or investigating complaints are given the information.
11. Reports should be documented by the person receiving the complaint in a prescribed form providing all relevant details to facilitate investigation. A model referral form produced by IASC is in

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12. Keep all written reports securely locked.
13. Seek the agreement of the survivor on follow up of reports filed.
14. Always respect and uphold the dignity of the survivor.
15. Conduct interviews in private and confidential quarters.
16. Do not expose survivor/reporter to multiple interviews as this can be quite depressing.
17. Agency staff reporting suspicion or concern should be assured of protection from reprisals or retaliation. However, they should be clearly informed that deliberately filing false reports with malicious intentions against a colleague will be regarded as gross misconduct and will attract commensurate punishment.

Post Test

1. Briefly define the following terms:

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b. Sexual abuse

c. Humanitarian worker

d. GBV

2. State and explain three general factors that can increase the vulnerability of a person to sexual violence including exploitation and abuse

3. With reference to the services provided by your agency to internally displaced persons, list and explain three ways in which beneficiaries can be sexually exploited and abused by agency workers.

4. What do you know of the six principles agreed on by the Inter-Agency Standing Committee on sexual exploitation and abuse?

THE END
THANK YOU