

**PSEA TRAINING  
FOR  
IMPLEMENTING PARTNERS**

**UNICEF ESWATINI**

**JUNE 2019**

**Facilitator:  
J.W. GICHUHI**



# SESSION 1: INTRODUCTIONS

- 1.1: Registration and Welcoming Remarks
- 1.2: Introduction
- 1.3: Establishing Ground Rules
- 1.4: Training Agenda
- 1.5: Fears and Expectations
- 1.6: Training Objectives

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## **TRAINING OBJECTIVES**

Enhance Implementing Partners' (IPs) understanding of the concept of gender, and the interface between power and gender relations, and gender-based violence (GBV)

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Enhance IPs understanding of the concept of Protection Against Sexual Exploitation and Abuse, and the Steps necessary to Prevent and Respond to SEA

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To increase the IPs awareness of key UN PSEA Global Tools, implementation, and the obligation of the IPs.

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## **SESSION 2: POWER, GENDER RELATIONS AND GBV**

2.1: Power and Gender Relations

2.2: The concept of Gender-based Violence

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## Power and Gender Relations

**Power:** The ability to influence or control; includes access to decision-making

Generally, men tend to have more economic, social and political power than women. This starts from the household, community, organizational, national all the way to international levels.

### Sources of power:

- ❖ Economic – money, employment, purchasing power
- ❖ Political – policymaking power, access to resources, military
- ❖ Social – education, access to health care, status in society, tribe or community, age, religious authority

Q. would you give example of negative use of power and consequences

## Defining Gender-based Violence

- ❑ Gender-based violence refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships.
- ❑ It encompasses threats of violence and coercion. It can be physical, emotional, psychological, or sexual in nature, and can take the form of a denial of resources or access to services. It inflicts harm on women, girls, boys and men

# Types of Gender-based Violence

## **Examples of sexually instigated abuse:**

- ❖ Rape: both inside and outside marriage
- ❖ Defilement
- ❖ Sexual assault
- ❖ Attempted rape/defilement
- ❖ Sexual harassment
- ❖ Forced prostitution
- ❖ Survival sex

## **Example of Harmful Traditional Practices:**

- ❖ Female genital mutilation (FGM/C)
- ❖ Early/forced marriage
- ❖ Widow inheritance

## **Examples of non-sexual violence against women:**

- ❖ Domestic violence
- ❖ Confinement
- ❖ Bride-wealth abuse/Dowry Abuse
- ❖ Punishments directed at women for defying social norms
- ❖ Denial of education

## **Contributing factors**

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Factors that contribute to GBV: alcohol/drug abuse patriarchy, breakdown of social fabric and support system especially during displacement, toxic/unhealthy masculinity

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## **Causes (roots)**

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Most forms of GBV find their root causes in attitudes, societal norms, gender discrimination, gender inequality

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Customs and traditions that relegates women to subservient positions in the society - those with power do not believe in equal rights for all.

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# Consequences

- **Physical** - HIV infection, STI, genital injury, abdominal pain, unwanted pregnancy, death
- **Psychological** - emotional pain, powerlessness, apathy, denial, depression, suicide, infanticide
- **Social** - Rejection by spouse, shunned, ostracized, stigmatized; deprivation of education, employment
- **Economic** – Loss of income

## **SESSION 3: SECRETARY GENERAL'S BULLETIN (SGB)**

3.1: Definition of Sexual Exploitation and Abuse

3.2: Secretary Generals Bulletin and Film 'Serve with Pride'

## Sexual Exploitation and Sexual Abuse

**Sexual Exploitation:** 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:** actual or threatened physical intrusion of a sexual nature, whether:

- by force
- under unequal conditions or
- under coercive conditions.



## Sexual harassment



- ❖ **Sexual harassment:** any unwanted sexual advance, request for sexual favour, verbal or physical conduct of a sexual nature
- ❖ Takes place in the workplace between UN personnel

## Film – Serving with Pride

The film "Serving with Pride is available at  
<https://www.youtube.com/watch?v=NfMKMCYFgPo>

## What are the consequences of SEA?

- ❖ For Victim
- ❖ For Children Born As Result
- ❖ For Community
- ❖ For the Organisation

# UN Code of Conduct (ST/SGB/2003/13)

- A. Sexual exploitation and sexual abuse constitute acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.
- B. 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 defence;
- C. 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 any exchange of assistance that is due to beneficiaries of assistance;



- D. Sexual relationships between United Nations staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics, undermine the credibility and integrity of the work of the United Nations and are strongly discouraged.
- E. Where a United Nations staff member develops concerns or suspicions regarding sexual exploitation or sexual abuse by a fellow worker, whether in the same agency or not and whether or not within the United Nations system, he or she must report such concerns via established reporting mechanisms;
- F. United Nations staff are obliged to create and maintain an environment that prevents sexual exploitation and sexual abuse.
- G. Managers at all levels have a particular responsibility to support and develop systems that maintain this environment.





## Exercises – PSEA Scenarios

## **SESSION 4: community-based complaints and Feedback Mechanism, Victim Assistance, and UN Protocol on Allegation of SEA against IPs**

4.1: Community Based Complaints and feedback Mechanism

4.2: Victim Assistance Mechanism


4.3: UN Protocol on Allegation of SEA Against Implementing Partners

**COMMUNITY  
BASED  
COMPLAINTS  
AND FEEDBACK  
MECHANISM**

**Definition**



... a Community-based complaints mechanism (CBCM) is a system, built on engagement with the local community where individuals are able and encouraged to safely report grievances – including SEA incidents – and those reports are referred to the appropriate entities for follow-up



Minimum standard  
protocol for reporting,  
recording and  
processing complaints  
in a Complaints and  
reporting mechanism

**Confidentiality:** Ensure non-disclosure of the identity of survivors/victims and whistle-blowers. Information collected can only with informed consent of the victim/survivor.

**Transparency:** Ensure the targeted population know whom to report to, what support and services to expect (e.g. legal assistance, health, psychosocial support, security, and for children appropriate care if needed). Timely feedback on the outcome of the complaint

**Accessibility:** Ensure that reporting/complaints procedures are easily accessible through multiple channels - phone, hotlines, email, suggestions boxes, and information on reporting procedures available in a method that can be understood

**Survivor-centered approach:** A focus on survivor safety and wellbeing is utmost. Survivor support mechanisms must be put in place, including on reparations

**Participation:** Effort must be taken to ensure that inputs from the community are taken into consideration. This will ensure safety, confidence and community ownership of the processes.

**Safety and security:** Ensure the safety of the survivor and family at all times

# Role of Community based mechanism

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## **Receiving and responding to allegations**

The role of Community based mechanism is to receive and respond to allegation of SEA

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It should be present in all locations where the UN works to facilitate a system-wide approach to reporting and grievance management, in partnership with Government, NGOs, and private sector

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Individual UN Agencies, government, and CSOs shall be responsible for creating awareness of the mechanisms to ensure that the vulnerable populations are aware of it to promote usage and access to services.

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## Case Management

- ❖ Individual agencies are responsible for case management.
- ❖ Upon receipt of a complaint, individual agencies are charged with the duty of filling out the Incident Reporting form on behalf of the survivor and for ensuring that the survivor signs the Consent Form.
- ❖ Completed Incident Forms should be transferred to relevant management structure established at Headquarters/Regional office, responsible for sexual exploitation and abuse issues in an Organisation where the accused person/perpetrator works **within 24 hours**.
- ❖ The original copies of the completed Incident Report Forms and Consent Forms are filed in each agency country office.

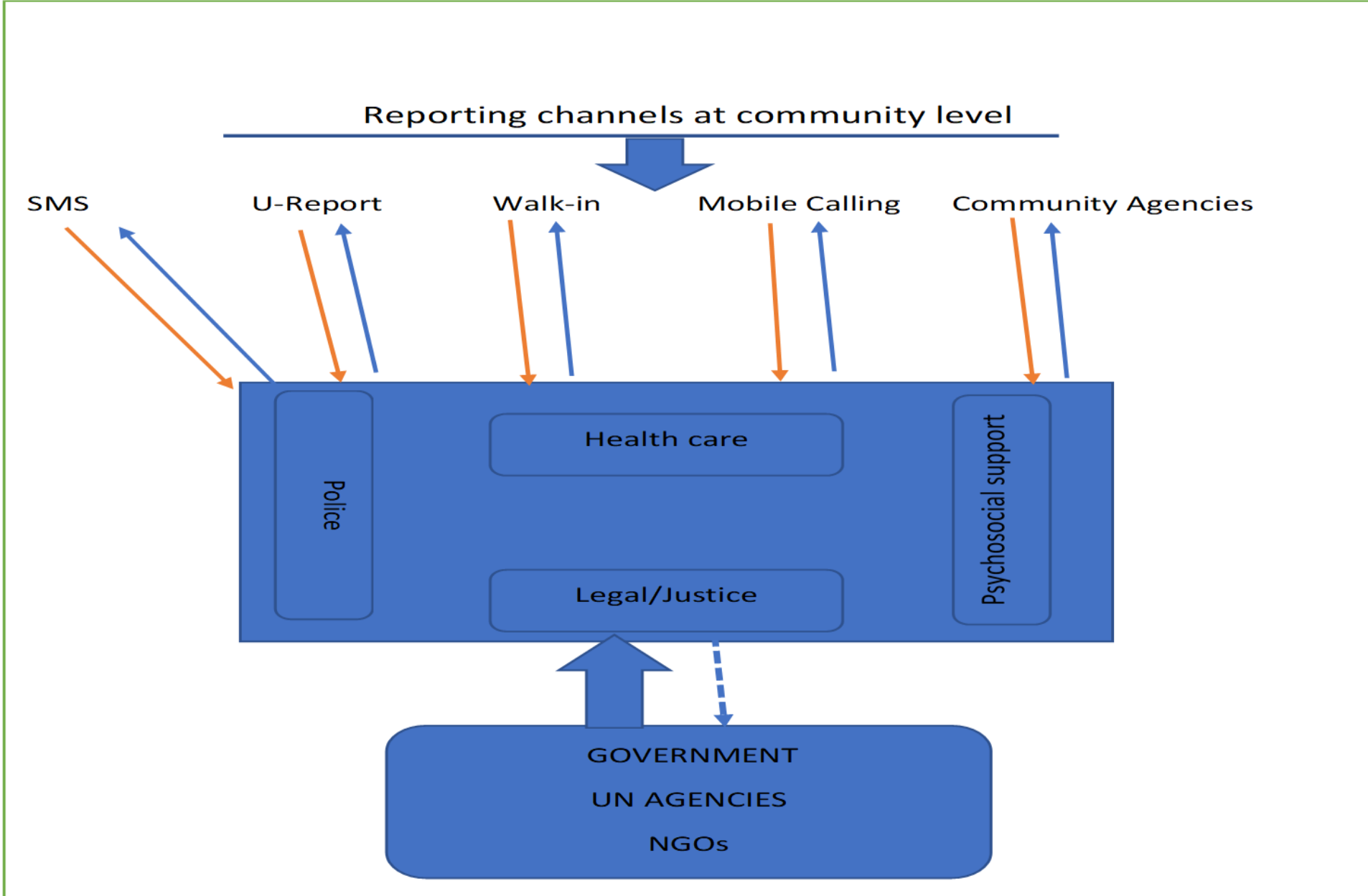
# SETTING UP A COMMUNITY BASED COMPLAINTS MECHANISM

## Group Work Questions

- ❖ What challenges are you likely to face when setting up CBCM(s)? And what steps can you take to overcome those challenges
- ❖ Is there a possibility that the community may fail to access and utilize the CBCM? What are those possibilities and how can we overcome them.
- ❖ What support would the humanitarian Cluster need to establish an effective CBCM. Detail each need and who can meet the need.



# PROPOSED COMMUNITY BASED COMPLAINTS AND FEEDBACK MECHANISM





# Victim/Survivor Assistance



**Other areas for support:**

School reintegration and/or livelihood support

## OPERATIONALIZING UN PROTOCOL ON ALLEGATIONS OF SEA INVOLVING IMPLEMENTING PARTNERS

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- ❖ Revise UNICEF Programme Cooperation Agreement **for CSOs** (done)
  - ❖ Implement **face to face** training for implementing partners on PSEA
  - ❖ Signpost all trained partners to **online training** available at <https://agora.unicef.org/>
  - ❖ **Comprehensive toolkit** is under development for use by UNICEF staff and implementing partners

# UN PROTOCOL ON ALLEGATIONS OF SEA INVOLVING IMPLEMENTING PARTNERS

## Guiding Principles

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- ❖ Failure to address SEA through prevention, investigation and corrective action constitutes grounds for the termination of any cooperative arrangement between UN and an implementing partner
- ❖ Implementing Partners must adhere to the principle of survivor-centered approach which:
  - Ensure that the victim is informed, participates in the decision-making processes
- ❖ Be guided by the best interests of the child and the right of the child to participate and to be heard.

# UN PROTOCOL ON ALLEGATIONS OF SEA INVOLVING IMPLEMENTING PARTNERS

## WHAT IT MEANS FOR UNICEF IPs

- ❖ **Prevention of SEA:** Take all appropriate measures to prevent SEA by its employees, personnel or subcontractors, including through appropriate training.
- ❖ **Survivor assistance: provide survivors with** immediate assistance, noting that this is not dependent on the assessment or investigation of the complaint
- ❖ **Reporting of allegations to UNICEF:** Record and report promptly and confidentially allegations of SEA to the UNICEF Uganda Country Representative
- ❖ **Investigation of allegations:** Investigate properly and without delay allegations of SEA by IP's employees, personnel, or subcontractors.

## SESSION 5: TRAINING WRAP UP

- 5.1. Video <https://www.youtube.com/watch?v=pZwvrxVavnQ>
- 5.2. Wrap up
- 5.3. Training Evaluation and closing

- "The United Nations system has not yet done enough to prevent and respond to the appalling crimes of sexual violence and exploitation committed under the UN flag against those we are supposed to protect. I will work closely with Member States on structural, legal and operational measures to make the zero-tolerance policy for which Secretary-General Ban Ki-moon has fought so hard a reality. We must ensure transparency and accountability and offer protection and effective remedies to the victims.

*By: UN Secretary-general António Guterres*

Activity Day 2:

Standard Code of Conduct

Communications Strategy

Sample Messages on SEA