Addressing Sexual Exploitation and Abuse, and Sexual Harassment at Workplace

An Update

Joint Segment of
UNDP/UNFPA/UNOPS Executive Board

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Sexual Exploitation and Abuse vs Sexual Harassment

Gender-Based-Violence

Aid context

SEA

Workplace context

Sexual Harassment
Under the same umbrella but different contexts

Sexual harassment vs. Sexual exploitation and abuse

Workplace
(Within UN agencies, INGOs, NNGos, Peace keeping forces etc.)

Both are also included under the umbrella term Sexual and gender based violence

Sexual Exploitation and Abuse

Communities receiving assistance

Source: adapted from IASC PSEA Taskforce
PSEA WHEEL

- ERM – SEA risk management
- Vetting: staff/personnel/IP (HACT)/Suppliers
- Training: Staff/personnel/IP/Suppliers
- PSEA inter-agency network in country
- Community of PSEA FPs

Prevent events

Policy: PSEA – SG Bulletin

Detect events

Communicate on events

Address events

- Victim support – incl. Imp Part
- Investigate – incl. Imp Partner
- Sanction
  - Staff
  - Independent Consultant
  - IP & suppliers

- Reporting to SG – ExBrd incoming cases & sanctions
- Media handling
Policy: Harassment, Sexual Harassment & Abuse of Authority

Prevent events
- ERM – HR risk management
- Vetting: staff/personnel
- Training: Staff/personnel/management

Detect events
- Reporting allegations: Existing mechanisms
  - Tel
  - Investigation email
  - Web hotline (6 languages)
  - In person
  - Fax
  - Mail

Communicate on events
- Reporting to ExBrd & Public incoming cases & sanctions
- Media handling

Address events
- Psychological support
- Informal resolution
- Formal resolution/Investigate
- Sanction
  - Staff
  - Independent Consultant
Challenges

- Take it seriously - at all levels
- Act at all levels
- “my problem” – not somebody else’s
- Harmonization of policies & practices

Prevent events

Detect events

- Trust in coming forward without stigma
- Availability of multiple reporting channels
  - REPORT!
  - Speed to pass on allegations

Communicate on events

Address events

- Resources to support ($ - people)
- Resources to investigate ($ - people)
- Action on sanctions

- Making it known the right way, to the audience, right timing
- Speed to report to the SG