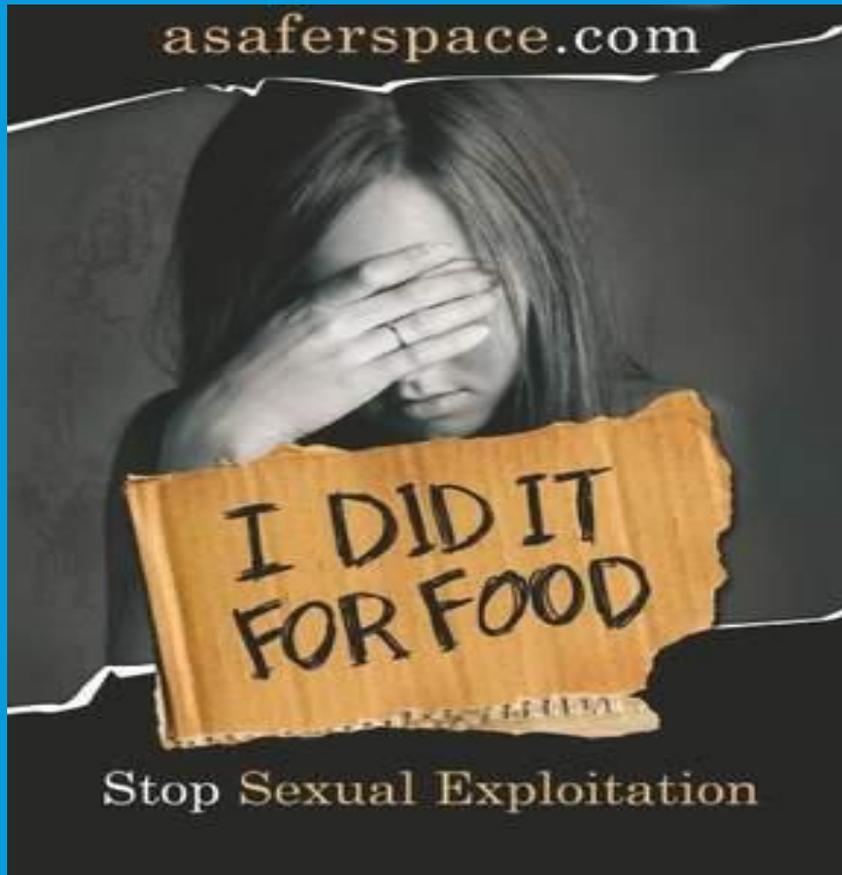


PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE BY OWN STAFF, VOLUNTEERS AND CONTRACTORS



OBJECTIVES



By the end of the training, you should be able to answer the following questions:

1. What is SEA?
2. What constitutes SEA?
3. Why protect from SEA?
4. What are our roles in PSEA?

BACKGROUND

BBC NEWS



Child refugee sex scandal

Tuesday, 26 February, 2002, 22:33 GMT

“The United Nations High Commissioner for Refugees has sent a team of investigators into refugee camps in west Africa following the revelation that large numbers of children have been sexually exploited by aid workers there.

The scale of the problem - revealed in an overview of a report by the UNHCR in conjunction with the British-based charity Save the Children - has surprised relief personnel...”

- The SEA scandal investigation was conducted in Liberia, Guinea, and Sierra Leone by UNHCR and Save the Children among 1,500 children and adults (IDPs and refugees) to determine the scope of sexual violence and exploitation of beneficiaries.
- Extensive exploitation and abuse was discovered involving humanitarian workers against beneficiaries
- The prime exploiters included agency workers from local and international NGOs and UN agencies who were entrusted to protect and assist beneficiaries.

- The exploiters were using humanitarian assistance and services (medication, food, plastic sheeting, education, skills training, school supplies and building materials) in exchange for sex with beneficiaries
- 67 individuals from a range of agencies were implicated
- The investigation outcome created an alarming concern within the humanitarian community and the need to develop measures to prevent SEA

WHAT IS SEA?

SEA= Sexual Exploitation and Abuse

- **Sexual Exploitation:** abuse of a position of vulnerability, differential power or trust for sexual purposes
- **Sexual Abuse:** physical intrusion of sexual nature by force or under unequal or coercive conditions
- **SEA vs. Sexual Harassment:** SEA occurs against a beneficiary or vulnerable member of the community. **Sexual harassment** occurs when one employee makes continued, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, to another employee, against his or her wishes.

UNDERSTANDING SEA

- SEA is rooted in power differences and unequal relationships
- SEA is committed by people in positions of power. These people might include humanitarian aid workers, teachers, soldiers, police &
- *Consent* does not determine whether SEA has occurred or not. Because victims of SEA have unequal power, they may feel forced to agree (to receive food, to protect their families, etc.)

WHAT CONSTITUTES SEA?

(KNOW MORE ABOUT SEA)

CASE STUDY 1

Betty is a 18 year old girl living in a small village, she's is not a beneficiary. Betty has four younger brothers and sisters. Her parents do not have very much money and find it very difficult to provide the costs for her education, clothing and food for all of the children. There had even been some discussion about Betty dropping out of school to assist her mother in working at the market. However, all the problems have been solved as Betty has started a sexual relationship with Johnson, Help the People Agency local program officer. In exchange, he has promised to include her on the food distribution list, pay for her school fees and help to pay for her brothers and sisters to continue with their education. Betty's parents are very relieved that this opportunity has come and encourage Betty to maintain the relationship. It has really helped the family and now all the children can continue in school.

CASE STUDY 2

Josie is an adolescent refugee girl in one of the camps. Pieter, one of the food distribution staff, who works for the food programme as an expat, has offered to give her a little extra during the distribution if she will be his "special friend". She agrees willingly. Both of them agree that they should start a sexual relationship and neither one of them think that anything is wrong. Josie hopes that the relationship will be a passport to a new life in another country, and Pieter does nothing to discourage these hopes.

CASE STUDY 3

One morning, you come very early to the office. You see one of the expats sneaking out a girl from the guest house. You suspect that this girl could be a sex worker from the town.

CASE STUDY 4

You are eating out one evening and see a FSL partner colleague, a local staff, eating out with a girl that seems under the age of 18 and their behavior is intimate.

CASE STUDY 5

You heard a rumor that some colleagues from FSL partner's local staff is having an intimate relationships with a female IDP in the POC. In fact, there is also a rumor that she got in the livelihood program through the help of this staff

WHY DO HUMANITARIAN AID WORKERS RECEIVE SEA TRAINING?

- Aid workers are in positions of power relative to the people they serve. This provides opportunity for exploitation and abuse.
- Reports of widespread SEA among peacekeepers and humanitarians in West Africa led to a 2002 investigation where over 40 aid agencies were implicated.
- This “West Africa sex scandal” and a subsequent scandal in Nepal led the UN Secretary General to develop a principles for a code of conduct for all humanitarian workers in 2003
- Continued reports of SEA have led to improved measures to prevent and respond to SEA- including trainings for aid workers.

WHAT IS CODE OF CONDUCT (CoC)?

An organisation's standard of personal behaviour that staff must adhere to as a condition for employment

All humanitarian agencies including UN agencies and partners have developed CoC to prevent and respond to incidents of SEA.

IASC CORE PRINCIPLES ON SEA AND WHAT THEY MEANT FOR UNICEF STAFF

1. Staff cannot perpetrate SEA. SEA constitutes a serious misconduct and is tantamount to disciplinary measures, including summary dismissal.
2. Staff cannot engage in sexual relations with anyone under the age of 18.
3. Staff cannot have sexual relationships with beneficiaries.

REQUIREMENTS, CONTINUED

4. Staff cannot exchange money, employment, goods or services for sex or sexual favors.
5. Staff are required to report *any* concern or suspicion of SEA by *any* aid worker whether in the same agency or not.
6. Staff , especially managers, must create an environment that prevents SEA and promotes the Code of Conduct.

TO REVIEW, THIS MEANS...

- No sexual relations with anyone under 18
- No purchasing or exchanging goods for sex
- No sexual relationships with beneficiaries
- Obligation to report!
 - This duty includes suspicion and rumor
 - No proof required
 - The duty extends to all humanitarian workers, consultants, contractors and volunteers

REMEMBER THAT

- You can violate the UN Code of Conduct without breaking any laws. Requirements of humanitarian workers exceed most national laws.
- You can commit a Code of Conduct violation (and SEA) even if someone *consents*.
- The Code of Conduct applies to national and international staff, consultants, volunteers and others working on behalf of any UN agency and partners
- Code of Conduct applies to all Humanitarian staff 24/7, in all environments.

WHAT OBLIGATIONS DO WE HAVE TO PREVENT AND RESPOND TO SEA?

1. Do not perpetrate SEA
2. Report any suspicion and rumors in good faith and via established reporting mechanism. Report can also be done anonymously
3. Create an environment that prevents SEA
4. Consult and establish community based complaint mechanism
5. Raise awareness on CBCM
6. Respond to complaints appropriately
7. Do not investigate

*DO YOU HAVE OTHER
QUESTIONS?*

