



World Food Programme



JOINT WORKSHOP ON PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE TRAINING (PSEA)

29 - 31 MARCH 2021



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گروه کاری
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Afghanistan
Education in Emergencies
Working Group





STOP
SEXUAL
EXPLOITATION
AND ABUSE

List of Acronyms

AAP	Accountability to Affected Populations
CBCM	Community-Based Complaint Mechanism
CwC	Communication with Communities
HC	Humanitarian Coordinator
HCT	Humanitarian Country Team
IASC	Inter-Agency Standing Committee
NGO	Non-Governmental Organization
PSEA	Protection against Sexual Exploitation and Abuse
RC	Resident Coordinator
SEA	Sexual Exploitation and Abuse
UN	United Nations
UNCT	United Nations Country Team
EiE	Education in the Emergency working group
MoE	Ministry of education
SOPs	Standard operating procedures
CFMs	Complain and feedback mechanisms
WFP	World Food Programme
GoA	Government of Afghanistan

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Summary

This training aimed to understand the basic PSEA concepts, principles, and skills to support PSEA activities in Afghanistan according to good practice and defined roles and responsibilities. The training session was a pilot of the existing global package.

This country-level basic PSEA training facilitated and organized by the PSEA task force under a team of 4 resource persons: Janet Omogi (PSEA Coordinator), Tahira Basharat (UNHCR Protection officer), Fezeh HOSSEINI (WFP Gender officer), Zuhra Wardak (IRC Deputy Director for Ethics, Compliance, and Gender) and Carolyn Davis (AAP advisor) on 29th - 31 March 2021 in Afghanistan, Kabul. It hosted 32 participants from different organizations (National and international) NGOs. The generous support from UNICEF and World Food Program (WFP). This national-level PSEA training is the first in-person training session in Afghanistan.

A welcome speech by the Resident/Humanitarian Coordinator, Danish refugee council (DRC) country director, GoA PSEA focal point.

DAY ONE

Session One: Introductions, Norms, Expectations (45 minutes)

Morning Welcome (5 minutes)

During the introduction session, we had the following persons who had opening remarks for the three days training:

- UN Deputy Special Representative of the Secretary-General Ramiz Alakbarov, Resident and Humanitarian Coordinator.
- The Deputy Minister of Education, Dr. Sijad, MoE, and
- Ms. Farhan Hassanzoi – Government PSEA Focal Point, who welcomed the training participants, emphasized the importance of this type of training for the education in emergency working group members and programming and encouraged full participation of everyone in the room.

Introductions (15 minutes)

The facilitators went through logistical issues such as:

- Bathrooms, schedule, timekeeping, mobile phone use, handwashing stations, provision of masks, and hand sanitizers.
- Requested participants to list their training expectations and ground rules and write them on sticky notes /flipcharts.
- Participants paired up and asked to share their fears about the training. The facilitators set aside a car pack where participants expected to share anticipated fears.
- Before presenting the objectives and training schedule, the facilitator addressed these fears verbally and went through any expectations that were not met during the workshop.
- At the end of the session, all the participants knew what to expect during the three-day training.

Participants introduction session!

- The trainers welcome and acknowledge individuals' commitment to attending the PSEA training.
- Trainers introduced themselves first, using the same format as the participants.
- Trainers explained they would like everybody to introduce themselves by answering the questions below:
 - What is your name? or What would you like to be called?
 - Who do you work for?
 - What is your role?
 - What is one thing that you have heard about Sexual Exploitation and Abuse?

The facilitators emphasized:

- The need for punctuality to get through the sessions as per the training schedule.
- The need for full participation of everyone: the workshop was designed to be participatory, which will make it more fun for everyone and enhance your learning!
- Explained that the topic can be challenging and uncomfortable to discuss for many reasons, i.e., talked about exploitation and abuse, and so on issues.

"To serve with pride" video was also shown. This 20-minute film, Zero Tolerance for Sexual Exploitation and Abuse," was established by the UN globally to raise awareness among people about the impact of acts of sexual exploitation and abuse on individuals and communities.

Session One: Review of PSEA analysis & PSEA history

Facilitators did not go through the PSEA analysis (knowledge test) session due to the limited time limit. However, the facilitators provided a summary of the knowledge test at the end of the session. The facilitators also had a chance to explain the need to emphasize this critical topic of PSEA by providing clear examples:

2002 - the Investigation in Liberia, Guinea, and Sierra Leone, which determine the scope of reported sexual violence and exploitation of beneficiaries (IDPs and refugees). The investigation was conducted by UNHCR and Save the Children - reports available

In 2010 – Oxfam was severely criticized by the Charity Commission for dealing with claims of serious sexual misconduct by its staff in Haiti. OXFAM was accused of covering up claims team sexually exploited victims of the 2010 earthquake.

In 2020 - in the Democratic Republic of Congo (DRC), More than 50 women accused Ebola aid workers from the World Health Organization and led NGOs of sexual exploitation and abuse.

At the end of the presentations, participants were also asked if they heard of these happenings. Unfortunately, only 5 participants had an idea of the recent sexual exploitation and abuse scandals in DRC and Haiti. The facilitator ended the session by explaining that aid workers' SEA of affected people is a serious concern of the humanitarian community and represents one of the most egregious Protection failures. Organizations are dedicated to alleviating harm and respecting and honoring the dignity and integrity of everyone. Individuals have an obligation and responsibility to perform consistently with the fundamental principles of human rights. Given this, we must remain at the forefront of efforts to prevent SEA.

In a humanitarian world, when we talk about SEA, we are concerned about the program beneficiaries. Reasons being what the recent history has shown us.

Session Two: Thinking about Protection in humanitarian assistance programming

During this topic, participants had a chance to discuss and understand the basic concepts of Protection. Participants were divided into three groups to discuss the following:

- What is Protection?
- Who needs Protection?
- Who should be protected?

However, the facilitators provided feedback and clear definitions of Protection based on the global reference tools with the defined terminologies. Participants suggested the inclusion of the third gender as persons of concern who need to be protected.

During the session - participants agreed that states have the primary responsibility for the Protection of civilians during war and that conditions are required to educate and control the conduct of all armed forces in their territory and to prosecute all those who breach international humanitarian law. Furthermore, where states cannot directly meet all their humanitarian responsibilities, they are responsible for enabling the provision of humanitarian services by impartial organizations.

The facilitator also explained and gave examples of the Internationally mandated humanitarian & human rights Organizations i.e.

- United Nations High Commissioner for Refugees (UNHCR) – works with states for the Protection of refugees.
- Office of the High Commissioner for Human Rights (OHCHR) – oversees implementation and development of international humanitarian law and actively works with all parties in a conflict to protect persons affected by armed conflict, including civilians, detainees, prisoners of war, and the wounded. Office for the Coordination of Humanitarian Assistance (UNOCHA) – coordinates international humanitarian action.
- UN Food and Agriculture Organization and the World Food Program (WFP) – help states meet their food security needs.

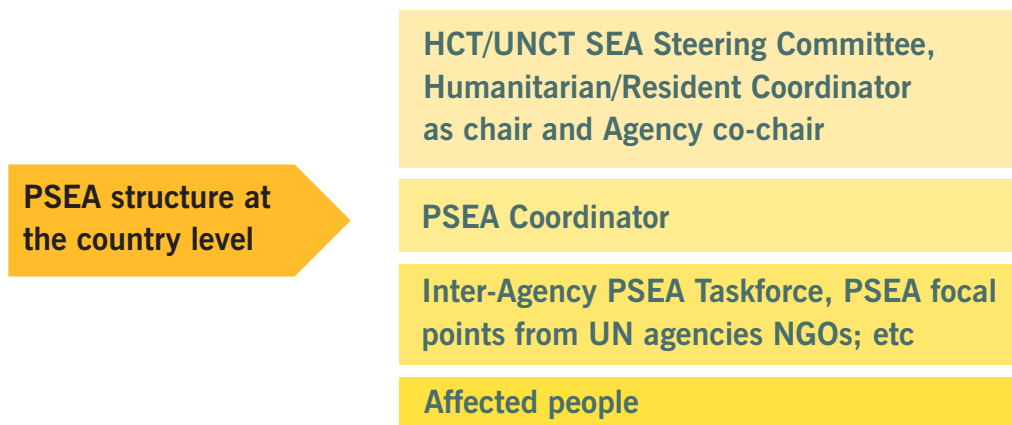
Important to mention that other impartial humanitarian NGOs are also involved in humanitarian work supporting persons affected by armed conflict and disaster. This is in line with the general principle that individuals, groups, and states are responsible for promoting and respecting human rights.

Session Three: PSEA in Afghanistan framework

During this session, participants had an opportunity to learn more about the existing PSEA structures in Afghanistan, the role of the PSEA task force, and the country framework.

The lead trainer provided an overview of the PSEA achievements in Afghanistan. The success mentioned includes: UN agencies and national and international NGOs are taking part in this collective responsibility, PSEA taskforce membership which provides for one focal point (and alternate) from each UN agency and UNAMA, plus four representatives from the NGO community (3 international and one national), the PSEA Taskforce has a TOR approved by the HCT, PSEA mapping exercise conducted and analysis provided, PSEA Taskforce meets monthly. In addition, when required, the SOPs for recording and processing PSEA complaints in Afghanistan, PSEA Communication strategy, identification of the government PSEA focal point, and interagency PSEA Workplan and recourse allocation.

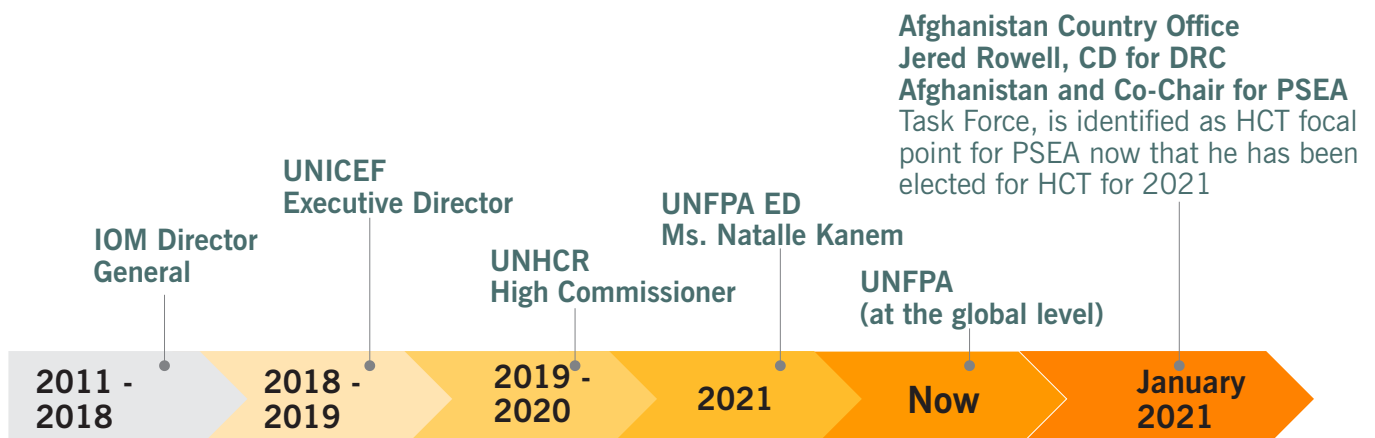
The facilitators shared Afghanistan country-level PSEA structure: as illustrated in the diagram below.



The facilitators also explained the overall responsibility for collective PSEA starts with the Senior-most UN leadership (RC/HC).

Task Force on PSEA was established under the direction of the RC/HC. The HCT Task Force will be the venue for collaboration among humanitarian actors.

The PSEA Task Force functions under the Resident Coordinator (RC) / Humanitarian Coordinator (HC) auspices and reports to him/her who will have ultimate oversight of the task force and delegate consistent control. In the efforts of interagency roles, it was clarified that the PSEA global champion title is held on a rotating basis by the head of an IASC member agency. However, in Afghanistan or at the country office level, the PSEA Task Force is cochaired on a (rotation for 12 months) by the NGOs, UNICEF until 31 May 2019 and UNHCR from 1 June 2019 to 30 May 2020; IRC until 30 May 2020 and DRC and UNFPA until May 2021. - please refer to the chart below



In Afghanistan, the PSEA task force developed and endorsed an inter-agency PSEA work plan which focuses on five thematic areas:

- SEA risk identification and risk management
- Prevention from SEA
- Complaint reporting and response
- Enforcement and compliance standards
- PSEA coordination and engagement.

DAY TWO

Session One: Legal mechanism for Protection: understanding fundamental human rights, human rights institutions, and key conventions relating to Protection and sexual exploitation and abuse.

This session aimed to understand the basic human rights, Human rights institutions, and key conventions relating to Protection and sexual exploitation and abuse. The facilitator also touched on the Human Rights Key Concepts and national and international Human Rights Instruments & Conventions, Relevant to Protection and SEA.

During this session, the participants noted the key National (Afghanistan) legislations: Afghanistan constitution, the civil code, Penal code, Anti-harassment law, EVAW - Elimination of violence against women, and the child protection law. However, a group of 4 groups formed and provided a shortened copy of the EVAW - Elimination of violence against women national law; participant had one hour (1hrs) to identify which principles its human rights instrument relates to SEA. each group presented its responses which generated discussions. Finally, participants noted the importance of advocating further and sensitizing the community on these existing laws.

Participants noted down the essential fundamental concepts used through the documents, i.e., Violence, Gender-Based Violence, Sexual Abuse, Sexual Exploitation, harassment, etc.

The facilitator summarized the session by asking, "As humanitarian workers, it is important for us to understand better dynamics that contribute to bringing about violent, abusive, and exploitive behavior to understand how to address it. There are many reasons why people violate international humanitarian and international human rights laws, as is illustrated."

Session Two: Studying gender-based violence and prevention of sexual exploitation and abuse

During this session, participants were given 20 minutes and provided with the SEA Context "What would you do scenarios"? and the Secretary-General Bulletin (SGB) quiz to help the participants understand the definitions of sexual abuse, sexual exploitation, and sexual harassment.

FILM – "NO EXCUSES" - which elaborated more on how aid workers should comply with the Code of Conduct was shown, participants had time to reflect on the context and provide feedback.

However, the facilitator closed the session by stressing the following:

- The Codes of Conduct developed by the agencies must be abided by.
- This set of principles create a set of standards that partner staff must comply with.
- One case of SEA can destroy an organization's reputation and may even lead to an organization's closure.
- Also, as aid workers, we must always keep in mind the "do no harm" principle.

Session Three: PSEA global reference tools and Reporting systems

The facilitator gave handouts the following scenarios-one to the selected individuals; participants were given few minutes to think about (or talk about) their scenario, and then post it under the definition of Sexual exploitation, Sexual abuse, or Sexual harassment or where they think it fits.

- A headteacher at a school employed by an NGO refuses to allow a displaced child to enter his school unless her mother sleeps with him.

- A UN driver who regularly provides rides in the official UN vehicle to schoolchildren traveling to school in a neighboring town, in exchange for him taking photographs of them posing naked.
- The female boss of an NGO office, refusing to give employment to a young man applying to be a cleaner unless he sleeps with her.
- It also includes situations where a staff member or related personnel facilitates SEA while not directly engaging in the abuse or exploitation.
- For example, HR officer requested by his superior officer to encourage a female member of the local population to engage in a sexual relationship with him in exchange for small sums of money
- A refugee, who is employed as an incentive worker by WFP, traps a female refugee collecting food in a deserted warehouse and rapes her, announcing that he will tell her husband they are having an affair if she reports the case.
- A local Red Cross worker touches a 6-year-old girl inappropriately while playing with her as part of a psycho-social intervention.
- Sexual harassment means acts committed against XXX organization employees
- Harassment - any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person.
- Sexual harassment - any unwelcome sexual advance, verbal, or physical conduct of a sexual nature, be it an act of sexual violence or any other behavior of a sexual nature, that might reasonably cause offense or humiliation to another person.

As they post it, participants were asked to explain why they chose that definition as the rest of the facilitators asked the trainees to agree and allowed each one to be discussed. During this session, participants discussed the barrier to report SEA concerns such as fear of retaliation, stigma, lack of awareness, lack of trusted reporting mechanism, culture, and religious concerns.

At the end of the activity, the facilitator defined SEAH as:

Sexual Exploitation "...means 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 "...the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions."

Sexual Harassment versus SEA occurs against a beneficiary or vulnerable member of the community. Sexual harassment occurs when power differentials between staff members are abused. Different between SEA and sexual harassment SEA occur when a position of power (such as being staff member of an NGO) is used for sexual purpose against a beneficiary or vulnerable member of the community.

Sexual harassment occurs when differences in power are abused between staff members (Verbally, through touch, use of inappropriate images, etc.).

In addition, the facilitator defined GBV and SEA Gender-based violence (GBV) as violence perpetrated against someone because of his/her gender. Thus, SEA is a type of GBV, as victims of SEA are often abused because of their vulnerable status as women, girls, boys, or even men (in some circumstances).

The facilitator wrapped up the session by explaining our responsibilities as humanitarian workers vis-à-vis beneficiaries. That.

- As aid workers, we always work in areas affected by conflicts, disasters, and poverty, where people will do everything to access food or get some services.
- As aid workers, we have power; By driving our big white cars and distributing assistance, we are perceived as people who have the ability.
- There is always a power imbalance between humanitarian workers and beneficiaries. Therefore, it is easy to misunderstand and take advantage of beneficiaries' vulnerability.
- As aid workers, we are on duty "24/7" (i.e., there is no time when you are not bound by it). And that we are required to uphold the obligations when it comes to SEA, even outside official working hours.

Session Four: Community-based complaint mechanisms

This session was relevant as participants were asked to name and explain what reporting mechanism they have to ensure that the affected community and staff can report concerns of SEA safety without fear. For example, some participants mentioned AWAAZ, organizational hotlines, organizational CFMs, and in-person feedback as the primary reporting mechanism.

The facilitators also defined and explained the characteristics of an effective CBCM as Confidential, Accessible, Safe, and transparent.

Participants discussed the need for consultation, and a joint CBCM is preferable because It is cost-effective. It is simple beneficiaries do not necessarily differentiate between different agencies. It promotes coordination. It might be seen as independent and may help provide additional technical support and resources.



Important to consider the above principles when developing a CBMC. However, it is critical not to design the system and then consult with beneficiaries – it will be perceived as top-down.

DAY THREE

Session One: Operationalizing AAP

During this session, participants had an opportunity to learn what it means by accountability to affected People (AAP), What it is, why it's essential, and how organizations can make it part of their programming

Session Two: Who is Responsible?

This session aimed to recognize the prominent roles and responsibilities of individuals and organizations in developing strategies and raising PSEA awareness.

During this session, the facilitators defined the leading roles and responsibilities of the PSEA focal Points & Manager and the employee's duties in preventing and responding to SEA issues. Participants identified toles as; Awareness Raising, Share SG's Bulletin and the ED Circular on PSEA, Management and Coordination, report any concern or suspicion and staff to conduct themselves with integrity.

During this session, it was mentioned that: It can be challenging to know how to speak to victims of sexual exploitation and abuse, but how you respond and the information you collect is critical.

Session Three: Action plan and reviewing

During this session, participants can discuss and briefly present and prioritize the intended plans to help prevent and respond to SEA in their areas of responsibilities.

This session aimed to proactively allow participants to review the work achieved so far in mainstreaming PSEA and develop a plan for the way forward.

In pairs, participants were asked to review the interagency/organizational PSEA work/action and discuss achievements and failures. Finally, in plenary, each participant was asked to report back on areas that they need to strengthen PSEA over the coming period using the examples provided by the trainers.

Below sample tool was used for future planning.

ACTION PLANNING

PROGRAMME ZONES	IDENTIFIED WEAKNESSES	PREVENTION & RESPONSE MEASURE	MONITORING METHODOLOGY	WHO IS RESPONSIBLE (Organisation/persons name)	BY WHEN? (Date)

Session Four: Recapping training workshop, training evaluations, training certificates, and IEC materials

During the last session, facilitators recapped the session, requested the trainees to reflect on what they learned during the three-day training and if there were issues that needed to be addressed or any questions remaining that haven't been answered during the 3-day training.

At the end of the session, the trainers explained that they had covered a lot of content in the last three days. Participants agreed that raising awareness about this issue among our staff is crucial in eradicating SEA across all our work. The PSEA coordinator stressed the importance of mandatory reporting, follow-up on the action plans that we've pulled together in terms of the internal and external reporting systems, and how staff and project participants can be aware of the SEA risks.

WFP and UNFPA country representatives were also invited to give closing remarks. They both thanked participants for their full participation and engagement during the three days sessions. Both country's representatives emphasized the importance of mandatory reporting, UN policies on responding to SEA, and awareness-raising to the affected people.

Participants were requested to sign a certificate of the oath, which had their organizational logos printed. Participants were informed that the signed certificate would be shared across the network, showing the partner's commitment to eradicating SEA.

- Certificates issues
- Training evaluation
- Recap of the session.