

STOP SEXUAL EXPLOITATION AND ABUSE

Honouring our values



I. Overview

UNHCR thrives to provide a trusted, respectful and inclusive environment where not only people we serve, but also those who work for the organization feel safe, heard, equipped and empowered to speak up for themselves and others, and to eradicate Sexual Exploitation and Abuse (SEA).

The Survey on non-reporting of SEA incidents was initiated by UNHCR Pakistan (as Training Task Force Lead in support of Pakistan PSEA Network) at country-level to be better informed of the barriers and underlying causes and to work collectively on how the gap could be bridged.

The survey targeted all Pakistan PSEA Network members that include UN agencies, International and National Non-Governmental Organizations. The survey was conducted between 15 and 20 June 2020.

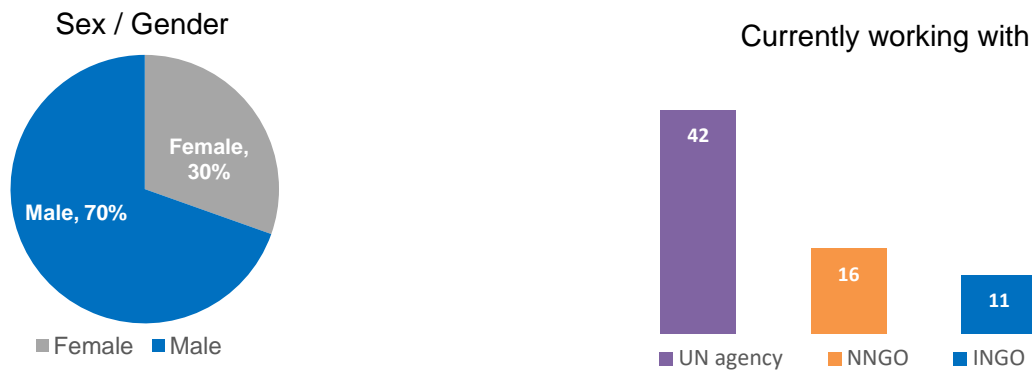
II. Purpose

The confidential survey on PSEA was designed to indicate the knowledge of Pakistan PSEA Network members staff on the subject and available reporting lines within the organizations; and to better understand the barriers that may hinder staff to raise - in confidence - attention for help, when needed. The results of this survey will help the Pakistan PSEA Network identify and analyze some gaps, strengthen its planning and prevention strategies and interventions in the future.

III. Methodology

UNHCR Pakistan, the PSEA Working Group and the PSEA sub-group representing Pakistan PSEA Network drafted, reviewed and finalized the PSEA survey questions for the intended purpose. The data collecting tool was been designed using UNHCR standard KOBO tool. The survey aimed to target the UN agencies and the I/NGOs members of the Pakistan Humanitarian Forum (PHF) and the National Humanitarian Network (NHN).

IV. Participation



V. Survey Results

1. In your view which of the following statements define Sexual Exploitation and Abuse (SEA)?

To assess the knowledge of staff on the definition of PSEA, it was analyzed that 25 staff (representing 36% of the total participants) selected the correct definition of SEA whereas the rest opted the responses that meant abuse, human rights violation and vulnerability on the basis of disability.

2. In your view which of the following statements define Sexual and Gender Based Violence (SGBV):

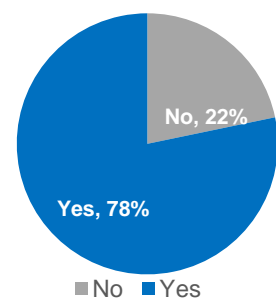
A total of 17 staff comprising 25 % of the total selected the right definition of Sexual and Gender Based Violence (SGBV). The result shows the need to increase capacity-building and awareness raising session on subjects like SGBV and PSEA among members of the PSEA Network

3. In your view, do you believe that any of abuse (sexual harassment, sexual exploitation and abuse) is happening in your organization?

Answering this question, 52 of the total respondents believed any forms of sexual harassment, exploitation and or abuse was not happening in their irrespective organization. Only 17 of the participants indicated that such incidents were happening or had taken place in their workplaces.

4. Do you believe that staff know how to handle sexual harassment (SH) incidents and where to report such acts?

In response to the question, a majority of staff (comprising 78% of those who did the survey) shared their agreement saying that they, as well as their colleagues at their respective organizations know how to handle sexual harassment and that also they are aware about where to report such incidents. However, 22% were of the opinion that staff do not know how to handle sexual harassment incidents nor how to report such incidents.

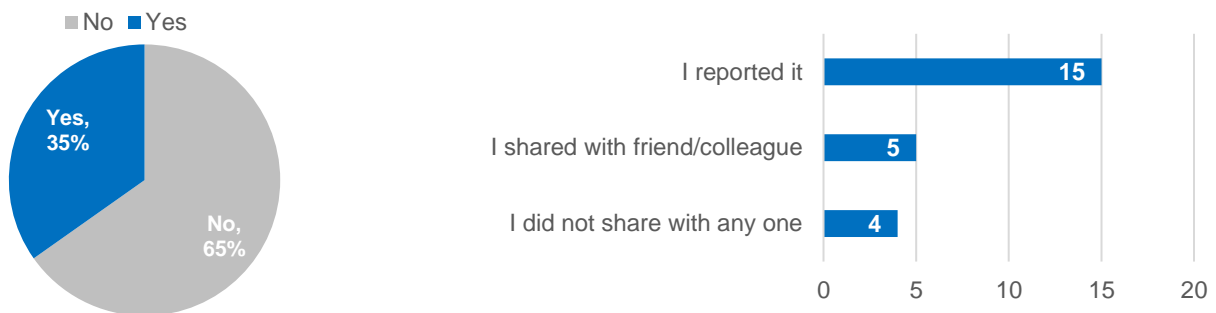


In support of their opinion, those who believed that staff know the way forward when any SEA incident occurs, mostly the responses were that organizations have established policies and procedures in place that their staff are oriented with. Another common opinion was that organizations keep on building the capacity of their staff on regular basis through trainings and refreshers; focal points are available to be reached out to and share such information. Specific reporting channels (both internal and external incidents) also exist. There was a comment that not all staff are sufficiently informed, but the organization's knowledge can pass on to others in ongoing awareness efforts.

On the other side, those that believed that staff do not know on how to handle incidents or “which door to knock” when there is need, argue that not all staff are oriented or trained on what is SEA and SH. Reporting lines are not clear and/or the staff do not have knowledge about it. Staff do not focus much on reporting due to fear of retaliation, culture and by seeing (or believing) that no action was taken on reported cases.

5. Have you ever witnessed or experienced any SEA incident during your career?

In the survey 35% staff shared that they had either witnessed or experienced SEA incident during their career. Those who said “Yes” to either of the situations were further asked to share what they did about the incident. Either they reported it; shared with friend/colleagues; or did not share with anyone? The responses as below, where staff mostly opted reporting it.



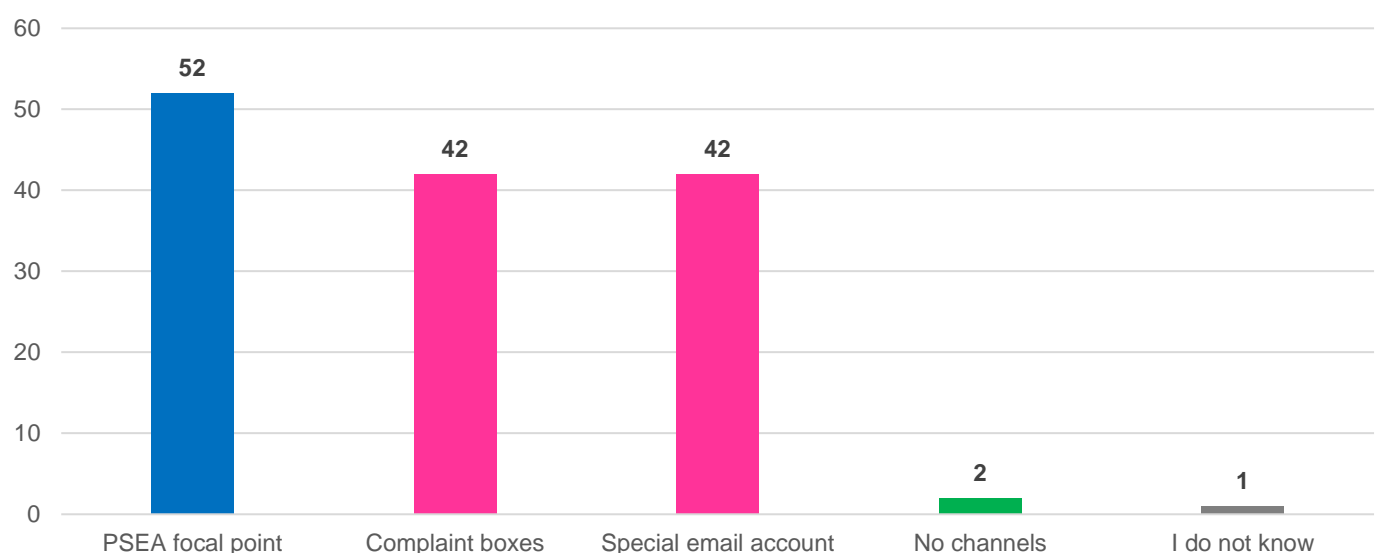
6. Do you believe reporting such incidents is important?

The majority of the respondents (68 staff / 97%) were in agreement on this question that reporting SEA is important. The rationale shared by the staff included reporting being important when wrong things happen; it’s important in creating a healthy working culture; reporting makes the environment cautious that perpetrators can be reported; it helps in “keeping control” within the working environment; it ensures dignity; it helps in reducing repetition of cases; wrong doers deserve to be reported to ensure disciplinary action is taken against them; it ensures accountability of all; reporting SEA is obligatory; and it helps to know that staff has awareness on reporting structures and related procedures.

7. Do you think it is mandatory for staff to report on incidence of PSEA?

Participants agreed that it is mandatory for staff to report SEA incidents. However, 7 respondents were in negation to this responsibility.

8. What reporting channels are available at your organizations?



9. What reporting mechanisms would you prefer to use for reporting SEA incident?

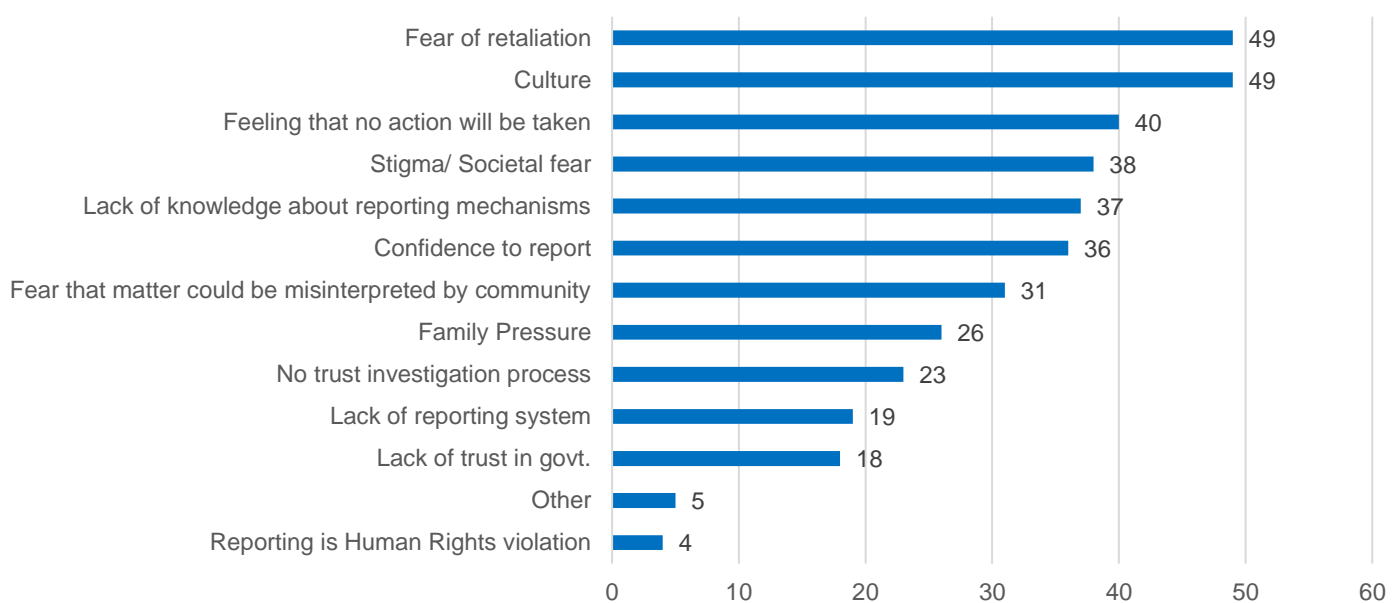
Opting to the preferred reporting channel where multiple responses could be checked, 29 participants opted to report such incidents to the Inspector General's Office, 25 responses were in favor of reporting it through focal points, 10 voted for the incidents to be reported to supervisors, 4 were to go by reporting it to Heads of organization (country-level); and only 1 participant mentioned the government platform.

10. Would you report SEA incidents in the future?

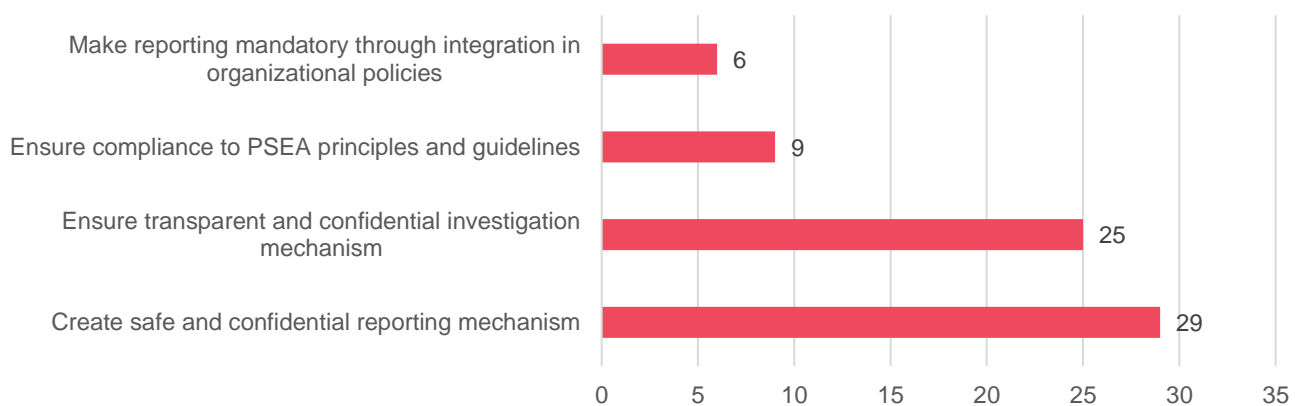
Two participants said they would prefer not to report SEA incidents because they did not believe that any action would be taken and were also not ensured about confidentiality of reporting.

11. From your experience, what are some of the barriers that hinder staff from reporting SEA incidents?

Barriers

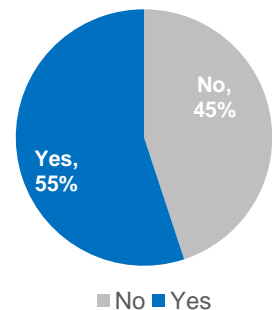


12. In your opinion, what should the organization do to improve reporting of SEA incidents?

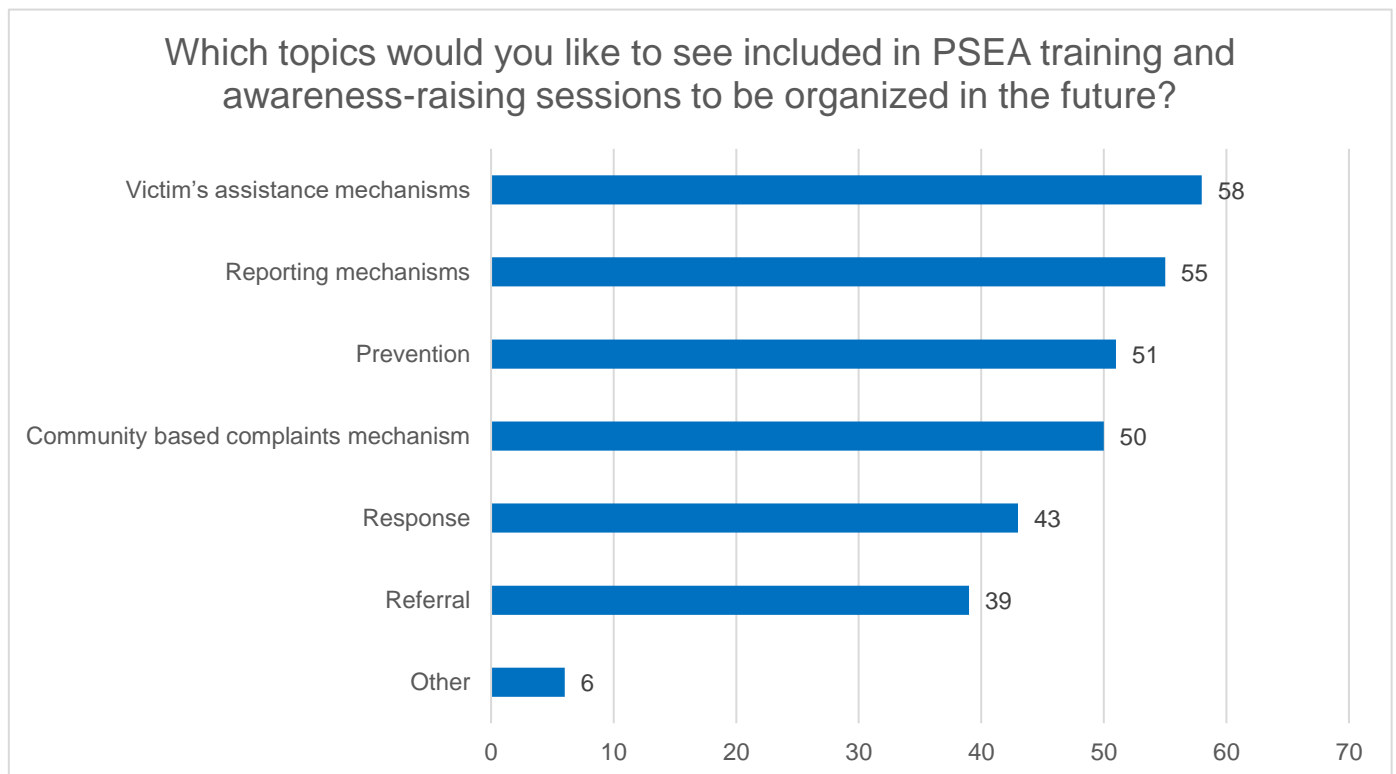


13. In your view, do Persons of Concern / beneficiaries who have experienced SEA incidents know how and where to report such incidents?

55% of the participants were of the opinion that Persons of Concern and beneficiaries know about reporting channels because according to their point of view POCs / beneficiaries have been oriented, they are aware about the complaint procedures, they have information about who PSEA focal persons are and organizations keep them updated. The other 45% of respondents were of the view that the POCs have no information about reporting channels because they have no information, there are either no channels in place, or the beneficiaries will not feel comfortable opting one of these for reporting of SEA cases, if any.



14. Which topics would you like to see included in PSEA training and awareness-raising sessions to be organized in the future? Please select the appropriate answers.



15. Do you think there should be a separate PSEA training or awareness raising session for?

Mostly participants were in agreement to have mixed sessions for male, female, national and international staff so that they more learning and sharing of experience can take place.

16. In the past 12 months, have you participated in any training session or meeting regarding the prevention of Sexual Exploitation and Abuse organized by your organization or another entity?

71% of the survey participants mentioned that they attended a training and/or refresher session organized by their organizations.

17. Have you completed the online mandatory PSEA training?

