



REGION OF ASIA AND THE PACIFIC

AAP & PSEA

WORKING GROUP

Asia Pacific regional training on UN system accountability frameworks to advance gender equality and women's empowerment

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# Indicator 4.2: Organizational culture

- SWAP Indicator: Organizational culture fully supports promotion of gender equality and the empowerment of women’.
- IASC PSEAH vision and strategy, 2022-2026: Commitment 2: Promote lasting change in organizational culture, behavior, and attitudes towards all forms of sexual misconduct in humanitarian organisations.



**IASC Vision and Strategy:  
Protection from sexual exploitation and abuse  
and sexual harassment (PSEAH) 2022–2026**

## **VISION**

The Inter-Agency Standing Committee (IASC) supports a vision of a humanitarian environment in which people caught up in crises feel safe, respected, and can access needed protection and assistance without fear of sexual exploitation or abuse (SEA) by any aid worker and in which aid workers themselves feel supported, respected and empowered to deliver assistance free from sexual harassment.



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## Linkage between Sexual Harassment and SEA

- Different accountabilities for SEA (e.g. mandatory reporting) and SH (informal dispute resolution/mediation an option).
- However, increasing recognition that SEA and SH have **common structural roots in inequality**. A whole organisation approach, which addresses organizational culture, is required when tackling these underlying problems in a nuanced way and ensuring that robust PSEA policies and practices are implemented (Safeguarding Resource & Support Hub).

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# Management Accountability Framework

- Revised in 2019
- Dual accountability for agency representatives to both their respective entities and the Resident Coordinator (periodically)
  - Reporting on: contributions to the results of the UN development system towards the achievement of the 2030 Agenda at the country level, on the basis of the **UN Sustainable Development Cooperation Framework**
- Clearly articulates responsibilities for RC/HC on PSEA

## MANAGEMENT AND ACCOUNTABILITY FRAMEWORK OF THE UN DEVELOPMENT AND RESIDENT COORDINATOR SYSTEM



CONSOLIDATED VERSION  
15 SEPTEMBER 2021

UN SUSTAINABLE DEVELOPMENT GROUP

# PSEA Networks

- Can be called taskforces, working groups, etc.
- Some include NGOs, others are only limited to UNCT members
- Some may include SH, although generic IASC Terms of Reference for PSEA Networks and PSEA coordinators do NOT include SH  
<https://interagencystandingcommittee.org/accountability-and-inclusion/country-psea-network-generic-terms-reference-tors-2021>
- Support contextualization of materials for country context, e.g.: staff and community awareness-raising materials; training materials; case studies; etc.
- Support drafting, implementation and monitoring of country-level PSEA action plan
- May be led by dedicated PSEA coordinator



Protection from Sexual  
Exploitation and Abuse

PSEA Network Myanmar

# Country level PSEA networks



**MIMU**  
Myanmar Information Management Unit

Home About Us Emergencies Data & Databases MIMU Analysis Contacts & Coordination Country Information GIS Resources & Agency Maps Assessments & Publications Jobs & Trainings MIMU Website Guide

### Announcements

**Protection from Sexual Exploitation & Abuse (PSEA)**

The UN and its partners in Myanmar have a zero-tolerance policy on sexual exploitation and abuse (SEA). It is never acceptable for any person in a position of power to abuse their authority under any circumstances and especially against the most vulnerable. A Protection from Sexual Exploitation and Abuse (PSEA) Network has been established in Myanmar to carry out operational functions for the protection against SEA. The Network meets regularly and provides support to organizations to implement PSEA policies.

For more information on the PSEA Network and these resources, contact the Inter-Agency PSEA Coordinator at: [mmrpsea@unfpa.org](mailto:mmrpsea@unfpa.org)

 **PSEA Toolkit** is now available - <https://themimu.info/psea-toolkit>

- + Sub-National PSEA Networks
- + PSEA Toolkit
- + PSEA Network Information
- + PSEA Network Resources and Tools
- + Sexual Harassment in the Workplace Resources

### Safer Recruitment

- » Recruitment checklist (Mya)
- » Recruitment checklist (Eng)

### Submission Forms

- » Report to PSEA Co-Chair
- » PSEA Training Programmes
- » Organizational Assessments

### Useful Weblinks

- » UN - PSEA
- » IASC Principals' on PSEA
- » CHS Alliance - PSEA
- » GBV Working Group Myanmar
- » MHPSS Working Group Myanmar
- » PSEA Cox's Bazar Bangladesh
- » UNICEF PSEA training
- » Interaction PSEA video



Rohingya Refugee Response Bangladesh

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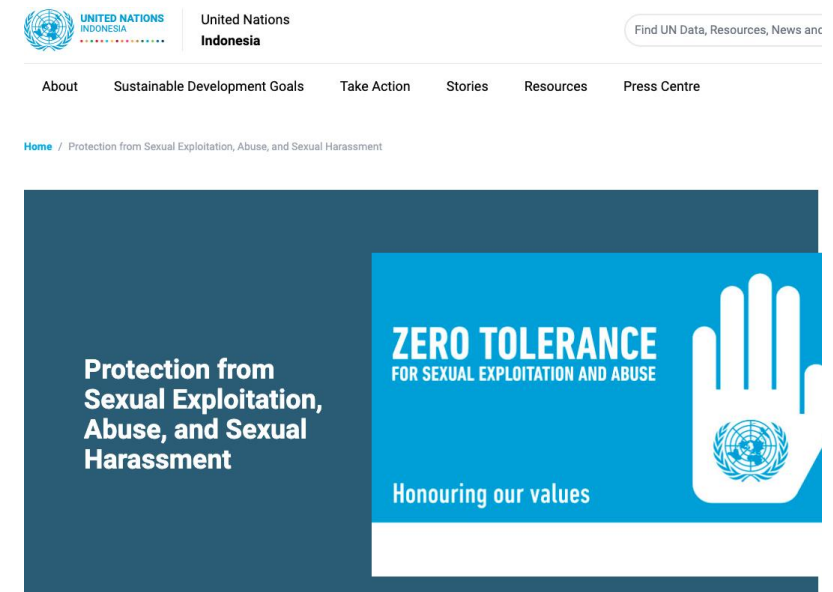
## Protection from Sexual Exploitation and Abuse (PSEA)

**Page Contents**

- Strategy Documents
- Technical Guidance
- Resources
- Assessments
- Members
- Meetings
- Contacts



**ZERO TOLERANCE FOR SEXUAL EXPLOITATION AND ABUSE**



UNITED NATIONS INDONESIA United Nations Indonesia

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Home / Protection from Sexual Exploitation, Abuse, and Sexual Harassment

## Protection from Sexual Exploitation, Abuse, and Sexual Harassment

**ZERO TOLERANCE FOR SEXUAL EXPLOITATION AND ABUSE**

Honouring our values



# PSEA Networks can support positive organizational culture

- Strong, active inter-agency PSEA networks can support system-wide culture change
- Many inter-agency PSEA networks develop contextualized training materials. When materials are contextualized, there is more acceptance/trust built with staff => start to have meaningful engagement
- PSEA coordinators (and myself) can help facilitate town halls or learning sessions on PSEA
- Examples: Myanmar (contextualized training package and tools), Pakistan (inter-agency risk assessment), Nepal (joint workshop of PSEA Network and CF outcome Working Groups)



# Regional level



REGION OF ASIA AND THE PACIFIC  
**AAP & PSEA**  
WORKING GROUP

- Regional AAP/PSEA Working Group
- Brings together regional focal points
- Reports to IASC Regional Directors
- Supported by me! Inter-agency PSEA Coordinator, OCHA, DCO, World Vision, IFRC (AAP)
- Regional website – resources, upcoming meetings, meeting recordings, shared drive – over 1,300 page visits since beginning of the year
- Sharing best practices and providing technical support to the region



# Accountability to Affected People (AAP) & Protection from Sexual Exploitation and Abuse (PSEA)

Accountability to Affected People (AAP) & Protection from Sexual Exploitation and Abuse (PSEA)

REPORTS

MAPS / INFOGRAPHICS

EVENTS

CONTACTS

## COUNTRIES

- [AAP & PSEA country pages](#)

## RESOURCES

- [AAP & PSEA Resources](#)

## WORKING GROUP THEMATIC SUGGESTIONS

- [Provide your inputs here](#)



## INTRODUCTION

Accountability to Affected People (AAP) is an active commitment by aid agencies to use power responsibly to take account of, give account to, and be held to account by the people they seek to assist. Systematic and coordinated community engagement ensures that aid responses and programming are accountable to affected people. In this light, system-wide accountability is essential to meeting organisational and collective commitments as outlined by the Inter-Agency Standing Committee (IASC), the Grand Bargain Participation Revolution (Workstream 6) and the Core Humanitarian Standard on Quality and Accountability (CHS).

- [PSEA Brown Bag September 7, 2023 - Victim Assistance Protocol & Government Fram...](#)

## PSEA Regional shared drive

The shared drive contains resources and materials from countries as well as guidance documents. If you would like to contribute to the shared drive, please email [yong@unhcr.org](mailto:yong@unhcr.org).

- [Asia Pacific Regional PSEA shared drive](#)

## PSEA Coordination Dashboard



### ASIA AND THE PACIFIC PSEA Coordination Dashboard

[Reset](#)

as of 25 July 2023

Click buttons below to filter map and sort table



Training materials  
Awareness materials  
– staff and  
communities  
Organised by country

Dashboard –  
overview of  
PSEA networks  
in the region

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Questions?

- [yong@unhcr.org](mailto:yong@unhcr.org)
- <https://response.reliefweb.int/asia-and-pacific/regional-working-group-accountability-affected-people-aap-protection-sexual-exploitation-and-abuse>

THANK  
YOU!