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.
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).
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
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
• 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
Country level PSEA networks
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

- 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)

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).
Training materials
Awareness materials
– staff and communities
Organised by country

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.

• Asia Pacific Regional PSEA shared drive

PSEA Coordination Dashboard

Dashboard – overview of PSEA networks in the region
Questions?

• yong@unhcr.org

THANK YOU!