Protection from Sexual Exploitation, Abuse, and Harassment (PSEAH)

UN in Indonesia

Presenters:
Novi Tri Setyowati
UN Women Indonesia/Monitoring and Reporting Analyst

Cresti Fitriana
UNFPA Indonesia/Youth Engagement Focal Point for Gender Programme
Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of **50-64 percent.**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of **65-80 percent.**

Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over **80 percent.**
Selected UNCT-SWAP Performance Indicators

<table>
<thead>
<tr>
<th>Selected UNCT-SWAP Performance Indicators</th>
<th>Annual Reporting 2022</th>
<th>Comprehensive Reporting 2019 (baseline)</th>
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<tbody>
<tr>
<td>4.2 Organizational culture</td>
<td>Meets Minimum Requirements, 2022</td>
<td>Meets Minimum Requirements, 2019</td>
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The UNCT have advanced on the enabling environment related to PSEAH

**INDICATOR 4.2: ORGANIZATIONAL CULTURE FULLY SUPPORTS GEWE**

**5. The UNCT in this country has adequate procedures in place to prevent and address sexual harassment.**

- [ ] Strongly agree
- [ ] Agree
- [ ] Neutral
- [ ] Disagree
- [ ] Strongly disagree

*Organizational Culture Survey question no. 5*
PSEAH at the UN in Indonesia: Achievements and Next Steps (2021 - 2023)

- **UN country level coordination on PSEAH**
  - PSEAH Coordinator, co-chairs (UNFPA, UN Women), and PSEAH Focal Points
  - Diverse PSEAH Network and six technical WGs
    - 43 members and 90+ focal points (UN, NGOs and INGOs)
    - Meetings every 2 months based on feedback
  - UNCT Multi-Year PSEAH Strategy and Declarations

- **Prevention: risk assessment and capacity building**
  - PSEAH capacity assessment questionnaire across all PSEAH Network members
  - UN Personnel FGDs and KII s
  - OSCSEA survey sensitization sessions
  - 13+ UN agency-level PSEAH refresher trainings
  - Twice-yearly PSEAH Network focal point training
  - Coordination with UN Human Resources WG and UNDSS for sensitization of SEAH to new staff
  - UNCT PSEAH Tabletop exercise
  - Regular dedicated PSEAH Town Hall events
PSEAH at the UN in Indonesia: Achievements and Next Steps (2021 - 2023)

- **Inter-agency referral**
  - Draft Inter-agency SOP and Information Sharing Protocol, follow-up half-day workshop planned
  - Monitoring SEAH cases
    - SEAH case tracking tool
  - PSEAH Microsite and SEAH reporting form
    - 284 users, 397 visits (as of September 7, 2023)

- **Internal and External Advocacy Efforts**
  - Strengthening capacity of PSEAH Network members and PSEAH focal points
  - Individual coaching of focal points by PSEAH Coordinator
  - Advocacy and safeguarding for implementing partners, government, and GBV service providers

- **Victims Rights Assistance**
  - Regular drop-in hours by PSEAH Coordinator
  - Information sharing on GBV Referral Mechanism
  - Victims’ Rights focal point TOR developed
  - Visit of ASG connors November 2023
Best Practice: Capacity building UN PSEAH Network (2021 - 2023)

Why?
- Strengthening the capacity of UN PSEAH focal points + PSEAH Network members

Who?
- PSEAH Coordinator, PSEAH Network Co-chairs, PSEAH focal points

How?
- Tailor-made training curriculum
- Regular monitoring and feedback
- Consultative process
Best Practice: UN PSEAH Microsite

- PSEAH information page with QR code
- PSEAH Coordinator drop-in hours
- Online reporting channel
- Inter-agency referral SOP
Best Practice: Tabletop Exercise

Why?
- To encourage collaboration between heads of agency and their PSEAH focal points using and applying key UN PSEAH policies and processes

Who?
- PSEAH Coordinator
- PSEAH WG Co-chairs
- Head of Agencies

How?
- Develop concept note and facilitation guide
- Develop scenario simulations
- Develop guiding questions
Challenges: barriers for staff in reporting and speaking about PSEAH

- 1st: They worry about retaliation/reprisal
- 2nd: They worry about damaging/ending their career
- 3rd: They don't know what will happen after reporting
- 4th: They feel like they don't have any power
- 5th: They don't trust the UN system to ensure justice and support
- 6th: They don't know who to talk to or how to report
- 7th: They worry about not being believed
- 8th: They don't think it is culturally or socially acceptable
- 9th: They face intersecting discrimination (disability, race, gender, sexual orientation etc.)

UN PSEAH Townhall (2023)
Lessons learned and next steps

- Ensuring sustainability of UN coordination roles, including PSEAH Coordinator and Co-chairs
- Expanding membership of PSEAH Network with diverse proportion of members (UN, INGOS, NGOs) and regionalizing
- Continuation of community consultations to established inter-agency reporting channel (based on community preference)
- UN in Indonesia sexual harassment strategy (from third parties) and toolkit
- Reviewing and adapting approaches towards the context of non-humanitarian (development context)
- Strengthening the UN in house referral and victims right assistance for PSEAH
Useful resources

- UNCT Indonesia Tabletop Exercise https://drive.google.com/drive/folders/1ekCAKyuGn4YNdyBZhs_v9xwP5F7AVuMA
- UNCT Indonesia PSEAH Coordinator contact: Maria Jones (maria.jones@un.org)