Update on policies and processes of UNICEF on tackling sexual exploitation and abuse and sexual harassment

24 May – 2019 Executive Board Annual Session informal briefing

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### UNICEF’S approach and current workstreams

**VISION: All UNICEF offices, programmes and operations are FREE from SEA/SH and workplace abuse**

<table>
<thead>
<tr>
<th>Sexual Exploitation and Abuse (SEA)</th>
<th>Sexual Harassment (SH)</th>
<th>Workplace Abuse</th>
<th>Gender Equality</th>
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<tr>
<td>Independent Panel Review of UNICEF’s response to SEA (completed, implementation of recommendations ongoing)</td>
<td>• Morgan Lewis Review (completed, implementation of recommendations ongoing)</td>
<td>• Independent Task Force on Workplace Gender Discrimination, Harassment and Abuse of Authority – implementation of preliminary recommendations ongoing (final report in June)</td>
<td>• Gender Equality Certification, EDGE</td>
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<td>IASC SEA/SH Championship Agenda (ongoing)</td>
<td>• Policy changes</td>
<td>• Internal speak up initiatives, ongoing</td>
<td>• Gender parity for Senior Leaders group</td>
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<td>UN Inter-Agency work/Office of the Special Coordinator for PSEA (ongoing)</td>
<td>• Recruitment vetting</td>
<td>• Flexible Working Hours</td>
<td>• Gender Push Initiative</td>
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<td>• Complaints and investigation systems</td>
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<td>• **CARE • RESPECT • INTEGRITY • TRUST • ACCOUNTABILITY**</td>
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<td>• UN Inter-agency work</td>
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<td>• Staff support functions</td>
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UNICEF’s SEA/SH Strategy
A Zero Tolerance Culture

5 Priorities:

- Organizational Culture of Zero Tolerance
- Safe, trusted reporting mechanisms
- Swift, credible investigations and sanctions
- Survivor-centred responses
- Working with partners in the fight against SEA and SH

Core values underpinning the strategy: CARE, RESPECT, INTEGRITY, TRUST and ACCOUNTABILITY

Operationalized through:

- Leadership
- Coordination and Collaboration (Internally and Externally)
- Communication
- Policies, Tools and Resources
UNICEF Management Response to 2018 PSEA Independent Panel Review

25 actions underway – Highlights:

• A whole of organization strategy and coordination structure in place
• Agreed IASC Plan to accelerate country-level implementation of PSEA with a benchmarking framework
• Partners support tools and resources under development (PSEA tool kit) and UN Protocol on SEA involving implementing partners
• Embedding PSEA in risk management and in legal agreements with partners and contractors
• UN Victims Assistance Protocol being finalized
• Increased investment in Community Based Complaint Mechanisms and SEA reporting and tracking (UN common iReport SEA Tracker and internal notification alert)
• Investment in strengthening investigative function
• UNICEF dedicated funds to support high risk countries, as well as Regional Offices and HQ
Country-Level PSEA Actions: some examples

- PSEA systems being established across all humanitarian refugee response operations (as part of the IASC championship agenda)

- UNICEF co-chairs 7 PSEA networks and supported the deployment of dedicated PSEA coordinators in Zambia, Yemen and Syria

- UNICEF set up CBCMs in 5 countries (Bangladesh, CAR, DRC, Somalia and South Sudan) and supported training for partners on SEA reporting in 4 countries (Iraq, Somalia, Syria and Zambia), including inter-agency hotlines

- U-report piloted in Indonesia and being rolled out in CAR

- Mapping of GBV and Child protection services conducted in 7 countries (Bangladesh, CAR, DRC, Iraq, Myanmar, Somalia and South Sudan)

- In CAR UNICEF supported the development of a PSEA Information Sharing Protocol which was endorsed by MINUSCA, UN agencies and int’l and national NGOs

- In Zambia, UNICEF partnered with the National Investigation Authority and developed child sensitive investigations guidelines
Progress in tackling SH

Key Actions taken within UNICEF

• Independent Task Force on Gender discrimination, Sexual Harassment and Abuse of authority
• Changes in policies
• Strengthened investigative function
• Culture Change initiatives
• Gender Equality in the Workplace – Edge Certification
• Training and resources
• Internal communication

Key actions taken at UN system wide level

• Improved UN Reporting on SH – UN System Chief Executive Board for Coordination (CEB) Task Force on SH
• Clear Check screening database
• CEB Task Force on strengthening investigatory capacity
Next Steps and organizational priorities going forward

- Accelerating PSEA work at the Country Level
- Supporting partners for enhanced SEA prevention and response
- Leading inter-agency learning on SEA/SH, within the championship agenda
- Support resource mobilization efforts, focusing on survivors’ assistance
- Improving reporting and accountability
- Fully implement Independent Task Force Recommendations
- Invest in organizational culture change processes
- Improving complaints and response mechanisms (further strengthening investigation and HR capacity)
- Rolling out holistic and strategic communication
- Continue efforts towards gender equality in the workplace
THANK YOU