

24 May – 2019 Executive Board Annual Session informal briefing

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

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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

Sexual Exploitation and Abuse (SEA)

- Independent Panel Review of UNICEF's response to SEA (completed, implementation of recommendations ongoing)
- IASC SEA/SH Championship Agenda (ongoing)
- UN Inter-Agency work/Office of the Special Coordinator for PSEA (ongoing)

Sexual Harassment (SH)

- Morgan Lewis Review (completed, implementation of recommendations ongoing)
- Policy changes
- Recruitment vetting
- Complaints and investigation systems
- UN Inter-agency work
- Staff support functions

Workplace Abuse

- Independent Task Force on Workplace Gender Discrimination, Harassment and Abuse of Authority – implementation of preliminary recommendations ongoing (final report in June)
- Internal speak up initiatives, ongoing

Gender Equality

- Gender Equality Certification, EDGE
- Gender parity for Senior Leaders group
- Gender Push Initiative
- Flexible Working Hours

Sexual Misconduct

Workplace Abuse

UNICEF's SEA/SH Strategy

A Zero Tolerance Culture

5 Priorities:

Organizational
Culture of Zero
Tolerance

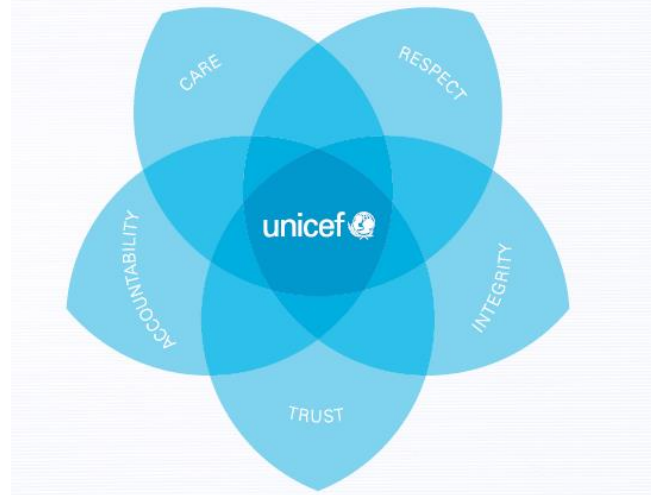
Safe, trusted
reporting
mechanisms

Swift, credible
investigations
and sanctions

Survivor-
centred
responses

Working with
partners in the
fight against
SEA and SH

UNICEF'S STRATEGY ON
PREVENTING AND RESPONDING TO
SEXUAL EXPLOITATION AND ABUSE
AND SEXUAL HARASSMENT



Operationalized through:

Leadership



Coordination and
Collaboration (Internally and
Externally)



Communication



Policies, Tools and
Resources

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

UNICEF Management Response to 2018 PSEA Independent Panel Review

Management Coordination

Community Engagement

Prevention

Response

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

unicef 

for every child