IOM Awareness-Raising Session on Sexual Exploitation and Abuse
Session objectives

- Raise awareness on the widespread occurrence of SEA and related concepts on gender-based violence (GBV) and human rights

- Explain the Principles and Policies on SEA in IOM, including reporting mechanisms

- Highlight the consequences of SEA and what we can do to prevent SEA
SLE: Power Walk

25 volunteers
Different roles
10 statements
1 step forward when applicable
1 step backward when not applicable
Stay on your location when not sure
What is…

SEX
- acts
- biology
- physiology

GENDER
- Relations
- Power
- Across and between: ages, sexes, classes
- Socio-cultural construct
- Learned
- Can be changed/ will change through time
What is...

GBV (UN 1993)
- any harmful act against a person’s will based on socially ascribed differences
- likely to result in physical, psychological harm or suffering
- due to historical and systemic inequality

Human Rights
- Freedoms that are guaranteed
- Universal and inalienable
- Indivisible and interdependent
- Equal and non-discriminatory
IASC Gender Policy

INTER-AGENCY STANDING COMMITTEE (IASC)

- gender mainstreaming across all sectors;
- empowerment of women and girls;
- a human rights-based approach to programming;
- prevention and response to gender-based violence;
- targeted actions based on gender analysis;
- mechanisms to prevent and respond to sexual exploitation and abuse by humanitarian personnel; and
- promotion of gender balance in the workplace.
History of PSEA

2002
- first allegations of SEA
- IASC adopts six core principles


2006
- UN high-level conference on prevention of SEA (“PSEA”)
- Adoption of Statement of Commitment by the UN

IOM Commitment

2002: IOM updates its Standards of Conduct, adding Article 42 prohibiting SEA

2006: IOM expresses support for the Statement of Commitment

2009: DG announces endorsement of Statement of Commitment

2010:
- HQ Task Force on PSEA created
- IOM Action Plan on PSEA adopted
- DG calls for support of Chiefs of Missions and Regional Representatives in implementation of the zero tolerance policy

2011: Awareness-raising sessions in all IOM Missions
## Definitions

<table>
<thead>
<tr>
<th>Who is involved?</th>
<th>What is involved?</th>
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<tbody>
<tr>
<td><strong>Sexual abuse</strong></td>
<td>• physical intrusion of a sexual nature</td>
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<tr>
<td>IOM staff and a beneficiary</td>
<td>• use of force or coercion</td>
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<td><strong>Sexual exploitation</strong></td>
</tr>
<tr>
<td>IOM staff and a beneficiary</td>
<td>• taking advantage of vulnerability / differential power</td>
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<td></td>
<td>• victim’s sexual activity with another person generates monetary, social or political profit for the exploiter</td>
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<td><strong>Sexual harassment</strong></td>
<td>• unwelcome advance/conduct of sexual nature</td>
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<td>IOM staff against another IOM staff</td>
<td>• creates an intimidating environment/becomes a condition of employment</td>
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Scope of application – any staff member

- IOM Standards of Conduct, incorporating the Statement of Commitment, apply to any IOM staff member
  - recruited locally and internationally
  - based in field missions and in HQ
    - Interns
    - Junior Professional Officers/Associate Experts
    - Volunteers
    - Consultants
Sexual relationships between IOM staff and beneficiaries are strongly discouraged.

- migrants
- displaced persons
- victims of natural disaster
- victims of trafficking
- local population
Video screening “To Serve with Pride”

ToServeWithPride2_english 1280x720 25p 2500kbps 1280x720.mp4
“Sexual exploitation and abuse cannot be tolerated.”

“I expect our conduct to be irreproachable at all times and everywhere we engage with beneficiaries.”

“Such acts harm our beneficiaries…, jeopardize IOM’s reputation and…destroy our ability to fulfill our mandate.”
IOM Standards of Conduct (2002)

Article 41

- IOM staff members should conform to high standards of personal conduct. They should bear in mind that their conduct and activities outside the workplace, even if unrelated to official duties, should not compromise the interests of IOM, bring it into discredit or offend the community in which they live or work.

- Particular care must be exercised to avoid personal conduct that is incompatible with IOM programmes or policies, and especially those programmes or policies that comprise the official duties of the staff member concerned.

- This conduct includes affiliation with any person suspected of being involved in an activity that violates national or international law or human rights standards, such as trafficking in human beings; IOM staff members should therefore adopt exemplary standards of personal behaviour to ensure IOM is contributing to such matters as combating trafficking in human beings and not exacerbating the problem.
Article 42

- Humanitarian assistance and services are to be provided in a manner that protects against and prevents sexual harassment, exploitation and abuse of staff members and beneficiaries.
- Exploitative and abusive sexual activities by staff and implementing partners are absolutely prohibited and perpetrators will be held accountable. Any forced sexual activity including those obtained by the threat of exchange or withholding of humanitarian assistance or services is, by definition, exploitative and abusive, particularly in a camp environment when beneficiaries are at their most vulnerable.
- As sexual exploitation and abuse are grounded in gender insensitivity and lack of respect of human rights, staff must endeavour to ensure that humanitarian activities are conducted in a gender-sensitive manner and that the views, perspectives, and needs of women, girls and all vulnerable groups are adequately considered.
Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and Non-UN Personnel

“We, UN and non-UN entities, re-affirm our determination to prevent future acts of sexual exploitation and abuse by our personnel ...”

- Adopted in 2006
- Reaffirms the 6 principles
- Endorsed by IOM on 10 March 2009
Six Core Principles

1. SEA constitute acts of **gross misconduct** and are grounds for termination of employment
2. **Sexual activity with children** (persons under the age of 18) is prohibited
3. **Exchange** of money, employment, goods, or services for sex is prohibited
4. Sexual relationships between staff and beneficiaries are strongly discouraged
5. Staff members must report concerns regarding SEA by a fellow worker
6. IOM staff members, especially those in leadership positions, are obliged to create and maintain an environment that prevents SEA
Fictional Case Study: Inday’s Story
Sex in exchange for...

- Exchange of **money, employment, goods, services, or assistance** for sex is **prohibited**
Solicitation

- Desperate people may solicit you to violate the IOM Standards of Conduct
  - This does not constitute a defence
  - Your response is to continue to say NO
  - Impact on the Organization is beyond 2 people
Relations with children

- Sexual activity with children (<18) is prohibited
- Mistaken belief in the age of a child is not a defence
Prostitution

- Paying for sex is strictly prohibited under IOM Standards of Conduct
- This is regardless of the country’s legal framework
- Prostitution may fuel trafficking in persons
- The lack of economic options for women and children in vulnerable circumstances may result in survival sex
 Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the UN Convention vs Transnational Organized Crimes

- Also known as one of the Palermo Protocols
- Trafficking is “the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.” [Article 3, paragraph (a)]
Examples of allegations of SEA
Group exercise on consequences
## Consequences of SEA

### For the community:
- loss of trust
- unwanted children
- drain on resources
- breakdown of support structures

### For the IOM – the Organization:
- loss of trust from community
- loss of funding
- security risk
- loss of staff

### For the victim:
- physical harm
- pain, trauma
- psychological harm
- STIs; HIV/AIDS
- infertility
- stigmatisation
- loss of reputation
- shame, guilt
- fear, confusion, depression
- death, self harm
- rejection by spouse/family
- ostracised by the community
- loss of employment/income
- loss of access to education/opportunity or inability to attend school/work
- unwanted pregnancy, abortion
- breakdown of support structures

### For the perpetrator:
- STIs, HIV/AIDS
- loss of employment/income
- loss of reputation
- shame
- rejection by spouse/family
- security risk
Responsibility

- If you see inappropriate behaviour from any humanitarian actor, you should report it immediately.
- Do not wait to act!
Assistance

- Victims of SEA ought to receive appropriate assistance and support in a timely manner
  - medical care
  - legal services
  - support for psychological and social care
  - immediate material care, including food, clothing and shelter as necessary

- It is imperative for IOM/IASC members to quickly and effectively respond when such cases occur
Humanitarian Accountability

http://www.youtube.com/watch?v=Q6bB0y8DdYY

http://vimeo.com/26668253 (alternative link)

http://youtu.be/fvUur1NKTtQ
Key Messages on Accountability to Affected Populations (AAP) and PSEA

1. All assistance provided by humanitarian organisations is based on need and is free.
2. Women, girls, boys and men of all ages, ethnicities, orientations and those with special needs have the right to have a say in how humanitarian assistance is provided.
3. You have the right to be informed about the humanitarian services provided in your area.
4. All humanitarian agencies endeavour to provide the best assistance and treat everyone with respect.
5. You have the right to complain and to report any inappropriate behaviour, exploitation or abuse by a humanitarian worker including any UN staff member.
Reporting obligation

- IOM staff have an **obligation to report** concerns or suspicions on SEA to a senior supervisor

- **General Instruction**
  IN/00142: Policy on Reporting Irregular Practices, Wrongdoing and Misconduct

- **Statement of Commitment**
IOM staff should report to:

- **In the field**
  - Head of Office;
  - CoM; or
  - Regional Representative

- **In HQ, MAC, PAC**
  - Head of Department; or
  - Office of the Director General (ODG)

When the person to whom you should normally report is involved, report the case to the Chief of Staff for further guidance on appropriate action.
When reporting:
- Be factual and as specific as possible
- Provide all evidence that is available to you
- Submit in written form (although oral report is possible as a first step)
- After reporting, respect confidentiality and don’t discuss the report with other colleagues

Your responsibility is limited to reporting. **Investigation** is the sole responsibility of the administration
One thing you will contribute to PSEA in the field:
1. as individual (one metacard)
2. as a group/agency (one manila paper each)

- How will your agency monitor your progress?

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<tr>
<th>Commitment</th>
<th>How to Monitor Progress</th>
<th>Support/Need from IOM</th>
<th>Support/Need from other humanitarian actors</th>
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IOM Director General’s Priority

“Combatting sexual and gender-based violence against women and girls is a top institutional priority for IOM—and for me personally.”

William Lacy Swing
The objective is to protect victims from further harm.

SEA acts constitute intolerable breaches of trust, the trust of people to whom we are accountable.

Stopping these acts will protect the credibility and integrity of IOM assistance to migrants worldwide.
Q & A Session