Preventing and Responding to Sexual Misconduct

Quarterly Member States Update
Q2

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Office of the Director-General

World Health Organization
Where are we?

- **Management Response Plan (MRP)**
  - Lay the foundation

- **3-Year Strategy**
  - Institutionalise safeguarding

- **Consolidation Strategy**
  - Sustain change

- **Best in Class**
  - Meeting standards, raising standards

- **#NoExcuse**
  - 2021/22

- **#ComplicitNoMore**
  - 2023-2025

- **#ZeroTolerance**
  - 2026-2027

- **#BestInClass**
  - 2028
Implementation Plan Year 2 - 17 July 2024

Not started | Ongoing and on-track | Implemented

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Legend:
- Not started
- Ongoing and on-track
- Implemented
1. Putting victims and survivors first

Highlights

1. VSSO – systems change and advise on case management
2. Mapping of victims’ support in countries (47% in 15 priority countries)
3. Year 3 support to DRC victims whose cases have been substantiated; and referral to service providers for others
4. Working with UN to establish clear victim support at country level, with pooled funding
5. Listening to survivors needs and wants – Through CSOs and at WHO stakeholder meetings
II. Policies into practice

**Ethics**
New Code of Ethics

**CoE**
Policy overhaul
Sexual misconduct, Retaliation, Abusive Conduct

**SoPs**

**Procedures**
In progress based on country priority
E2E Incident Management System for PRS
Sharing Infor with UN

**Frameworks**
PRS Accountability Framework
ERF 2.2

**Accountability**

**Policies**
III: Safeguarding operations

Progress in past 18 months

01 People
- Assess Risk in countries
  - All COs
  - Managed by HWCO
  - Accompanied by Mitigation plans

02 Risk
- 15 x P4 FT staff in countries
- 6 x P5FT in RD offices

03 Protect Community-facing ops
- 04 Manage Risk from IPs
  - PRS integrated in ERF 2.2
  - Implemented in 80% of graded emergencies
  - Safeguarding measures in Polio operations

Continuous improvement

Implementing partners
- All NGO IPs mapped in 15 priority counties, most are assessed
- Started work engaging government IPs
Iraq – safeguarding operations
PRS – Learning and Capacity building

17,000
Staff and collaborators were engaged in past 18 months

65,000
Online course enrollments (all stakeholders)

92% completed
Mandatory training

#NoExcuse Webinars 2024

Preventing and addressing Abusive Conduct

Reporting and investigating SM

Sexual Harrassment in Workplace

PRS in community field operations

PRS Open_Door Conversations

Bi-monthly session

February

April

June

August

October

UN Trainng Prevention of Sexual Exploitation and Abuse

United to Respect: Preventing Sexual Harassment and other Prohibited Conduct

WHO's New Policy and Strategy on Preventing and Addressing Sexual Misconduct

WHO's New Policy and Strategy on Preventing and Addressing Sexual Misconduct, En, Ar, Fr

Assessing and Mitigating Risks of Sexual Misconduct

Clinical management of rape and intimate partner violence in humanitarian settings

Preventing and responding to sexual misconduct by our implementing partners

Safeguarding in International Aid Sector Course on UK Open University in English, Arabic, French, Portuguese and Spanish
#NoExcuse Podcast

Discussing with Survivors, Aid workers, Activists, Leaders and Civil Societies about the journey to zero tolerance for sexual misconduct.

E1. Dr. Gaya Gamhewage, WHO Dir PRS
E2. Pascale Allotey, WHO Dir SRHR
E3. ASC Jane Connors, UN Victim’s Rights Advocate
E4. Ibrahim Abu Khalil, WHO Technical Officer PRS
E5. Erin MacDonald, WHO Technical Officer PRS
E6. Dr. Eugene Kongyuy, UNFPA D.Dir Humanitarian Response
E7. Memory Kachmbwa, CSO Femnet Ex Dir
E8. Dr Roopa Dhatt, WGH Co-Founder
E9. Lisa McClennon, WHO Dir IOS
E10. Sigrid Kranawetter, WHO Senior Advisor
E11. Kelly Clements, UNHCR Deputy High Commissioner
E13. Abigail Averbach, Global Fund Manager PSEAH
E14. Ellie Kemp, Clear Global, NGO, Strategic Partnership Dir
E15. Prof. Jasmine Westendorf, Academia & Researcher
HUMAN CAPITAL FOR PRS Q2 2024

WHO PRS FOCAL POINTS

- 413 Focal Points Globally
- 155/175 WCO with at least 1 part time focal points
- 63% Female

REGIONAL COORDINATORS

- AFRO
- EMRO
- EURO
- SEARO
- WPRO
- AMRO

35% of focal points are in high priority countries

16 Full Time International Experts:
- CAR, DRC, Ethiopia, Nigeria, South Sudan
- Bangladesh
- Afghanistan, Pakistan, Somalia, Sudan, Syria and Yemen
- Venezuela

+ Emergency PRS Deployment roster of 30 experts managed by WHE
+ Victim and Survivor Support Officer at global level
Upcoming highlights 2024

Expand Risk Assessment
ROs, HQ, Outposted offices

Share progress, learn
MOPAN
UN SEA Survey
CEB survey on SH JIU

Victim-Survivor support
Proposal to OVRA
VSSO in place
Stronger VSCA in end-to-end incident management

Support UN system
IASC Coordinator training with IOM
Co-chair of UN Training WG
Preventing and Responding to Sexual Misconduct

Next steps with Member States

#NoExcuse
Ensuring Member State accountability for safeguarding joint government and WHO operations against sexual misconduct.

... continue to formulate proposed options for:

i. the funding and integration of sexual exploitation, abuse and harassment prevention in emergency operations;

ii. ensuring Member State accountability for safeguarding joint government and WHO operations against sexual misconduct.

We reviewed:

- Existing frameworks for PRSEAH and best practice
- The UN protocol and tool for assessing implementation partner capacity
- UN-wide work on a PSEA clause un agreements with Member states
- Best practice from The Global Fund which works extensively with government entities
**UN Implementing partner Protocol & Tool**

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Protection from Sexual Exploitation and Abuse (PSEA) is a key priority for the UNCT entities, with a special focus on prioritizing victims’ rights and creating an environment in which sexual exploitation and abuse (SEA) do not occur. SEA is unacceptable behavior and is prohibited for UN personnel and UN implementing partners. The UNCT entities will therefore pursue all appropriate means to protect against, prevent and respond to SEA, and will require a similar commitment from its partners.

In delivering on the obligations articulated in the present Cooperation Framework, the UNCT and the government of [insert name] affirm their commitment to preventing and responding to reports of SEA in connection with their personnel involved in common/joint projects. It is understood that this would entail the need to:

- (i) adhere to common values on PSEA,
- (ii) take preventative measures against SEA
- (iii) investigate allegations, and
- (iv) take appropriate corrective action when incidents occur, including providing support to victims in accordance with a victim-centred approach

Chapter 2: UN DEVELOPMENT SYSTEM SUPPORT TO THE 2030 AGENDA
Focus: Outline and justify the selection of priorities of UN development system support to the country to accelerate progress towards the 2030 Agenda and SDG targets

2.1. From CCA to Cooperation Framework Priorities

Proposed inclusion of PSEA

Annex 5: Programme Management & Accountability in the Cooperation Framework

Schedule for signing UNSDCF
- 13 countries in 2024
- 40 countries in 2025
3 Step accountability model - Draft zero

1. Policy
   Code of conduct, standards of expected behaviour, prevention and response measures

2. Training
   Sensitization
   Training
   Create awareness and knowledge
   Put the pieces into place for response

3. Incident management capacity
   Victim support
   Investigation
   Disciplinary measures

Mutually reinforcing
Codification of intent
In WHO-Govt joint work/operations
Requirements

- Political commitment
- Capacity: Knowledge, attitude and skills
- Individual and organizational accountability
- Tools and resources

Communities and colleagues safeguarded from sexual misconduct

- MoH as a path-finder/lead for safeguarding from sexual misconduct for government entities.
- For joint WHO-Govt activities and operations
- Adapting to country context. But using universal
- WHO to support with
  1. Standard setting
  2. Tools for self assessment (individual and institutional)
  3. Capacity development support from policy to practice
  4. Align with broader UN requirements
Next Steps

Proposal consulted using online fora

Draft 1 presented and discussed at Q3 MS Briefing

Proposal made to PBAC January 2025
Reaching Zero Tolerance

18 Months
Requires increased thrust & focus to achieve orbit

Full package
In 15 Priority countries + progress in other COs, ROs and Global levels
Document and learn

Complete Year 2 & 3
Monitor and Improve, Document

Build forward
Annual stakeholder review
External evaluation in 2025
Plan Consolidation strategy 2026-2027

Stakeholder engagement
UN & IASC
Implementing partners
Member States
Civil society
Survivors

Zero Tolerance for
- Sexual Misconduct
- Inaction
- Retaliation