**Provincial / State wise Protection from Sexual Exploitation and Abuse (PSEA) Trainings**



**December 2021**

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# Background

NHN Pakistan, with support of Inter Agency Communication and Outreach fund, has initiated a process of spreading the awareness of Protection from Sexual Exploitation and Abuse (PSEA) to the local civil society organizations and the community. The main objective of the initiative is to inform the community and the staff members of local humanitarian organizations on roles, responsibilities and means of preventing sexual exploitation and abuse incidents. To achieve this, a pool of trainers was raised through a comprehensive training of trainers (TOT) in Islamabad from 2-3 December 2021. This pool of trainers were tasked with conducting PSEA community staff trainings (CST), community sessions (CS) and focused group discussion (FGD) in their respective provinces/state through a mutually agreed action plan. These trickle down events played a vital role in spreading the awareness about PSEA to the ground level.

The province/ state wise breakdown of the sessions as planned in the TOT is provided in the below table.

|  |  |  |  |
| --- | --- | --- | --- |
| **Province/ State/ Region** | **Community Staff Trainings** | **Focused Group Discussion** | **Community Sessions** |
| Punjab | 3 | 1 | 10 |
| Khyber Pakhtunkhwa | 5 | 1 | 10 |
| Sindh | 6 | 1 | 10 |
| Balochistan | 4 | 1 | 10 |
| Azad Jammu and Kashmir | 1 | 1 | 10 |
| Islamabad | 1 | 0 | 0 |
| **Total** | **20** | **5** | **50** |

# Province/State Wise Sessions Details

The master trainers successfully carried out the planned activities in their respective provinces and state. Each master trainer provided the session details along with pictorial evidences to NHN. A total of 1887 people have been reached through these sessions in all four provinces, Islamabad capital territory and the state of Azad Jammu and Kashmir. Gender segregated summary of participation in each type of sessions is provided in the below table.

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Consolidated Participants numbers for PSEA trainings** | | | | | | | | | | | | | | | | | | |
|  | **Islamabad** | | | **Sindh** | | | **KP** | | | **Punjab** | | | **Balochistan** | | | **AJK** | | |
|  | **M** | **F** | **Total** | **M** | **F** | **Total** | **M** | **F** | **Total** | **M** | **F** | **Total** | **M** | **F** | **Total** | **M** | **F** | **Total** |
| CST | 22 | 8 | 30 | 136 | 43 | 179 | 47 | 95 | 142 | 50 | 40 | 90 | 52 | 65 | 117 | 22 | 7 | 29 |
| FGD | NA | NA | NA | 8 | 8 | 16 | 0 | 12 | 12 | 3 | 10 | 13 | 0 | 14 | 14 | 6 | 7 | 13 |
| CS | NA | NA | NA | 214 | 70 | 284 | 16 | 222 | 238 | 76 | 178 | 254 | 78 | 112 | 190 | 73 | 193 | 266 |
| Total | 22 | 8 | 30 | 358 | 121 | 479 | 63 | 329 | 392 | 129 | 228 | 357 | 130 | 191 | 321 | 101 | 207 | 308 |
| **Grand Total** | | | | | | | | | | | | | | | | | | **1887** |

The province/state wise details of each type of sessions is provide in the next sections.

# Islamabad

Two participants form the federal capital of Islamabad were part of the TOT where they were assigned to conduct one CST with staff members of local NGOs. To achieve the desired outcome and reach the number of targeted individuals two separate sessions were conducted in NHN national secretariat on 21st December 2021. A total of 30 participants from NHN member organizations attended the sessions with 22 male and 8 female participants.

## Community Staff Training (CST)

The CST was conducted using power point presentations, videos and open discussions. The sessions started with a brief introduction from the participants. The formal proceedings started with a video that showed different violent and abusive acts and behaviors at workplace. It was also shown in the video that the effects of domestic abuse are not only confined to homes but it might threaten the safety at workplace. The staff members should lookout for the warning signs such as fascination with guns, constant excuses and blaming others, display of anger, homicidal and suicidal thoughts, hovering grudges, aggressive outbursts, and high degree of emotional distress. Any such incident should be reported to the concerned personnel in a confidential manner.

To generate discussions on possible cases of SEA in the community initiatives a case study was shared with the participants. The discussions were generated through raising questions with the participants about the scenarios and incidents in the case study. The discussion prompted the individuals to recall their own understandings about SEA. The concepts of SEA discussed in the case study were further clarified to the participants by presenting the formal definitions of sexual exploitation, sexual abuse and gender based violence.

In the next session the participants were told about the prevention from sexual exploitation abuse and harassment at workplace and in the community. A discussion was generated on questions which included that how women and children and other vulnerable groups are vulnerable to SEA and who will prevent it? How do we monitor and what actions are needed to be taken and by whom? Trainers further discussed the IASC’s six core principles. These principles are taken into consideration while devising the PSEAH policy for the UN and non UN organizations. These principles contain the disciplinary measures including summary dismissal, prohibition of any sexual activity with children (under 18 years of age), exchange of money, employment, goods or services for sex.

A participatory session on possible preventive measure in workplace and in the communities was discussed with the participants. It was identified that building awareness, development of clear PSEA policies, creating opportunities for discussion on issue of sexual harassment, abuse and exploitation and exhibiting professionalism by the employees will support in reducing the possible incidents of SEA.

The last session of the training focused on organizational policies procedures including reporting and referral mechanisms. The participants were briefed on the minimum benchmarks for these policies as per the IASC framework for PSEA.

The trainers thanked the participants for sparing their time for the training and they hoped that the training imparted has enhanced their understanding on the subject and will help them tackle SEA issues if any of them occur in their organization or community.

# Sindh

A total of 6 CSTs 1 FGD and 10 community session were conducted in the province. The overall number of participants for all the sessions was 479 out of which 358 were male and 121 were female. The details of each type of the sessions is as follows.

## Community Staff Training (CST)

Six community staff trainings with 179 (136 Male and 43 Female) participants were conducted in the province. The participants were staff members of the local NGOs and Community Based Organizations (CBOs). The CSTs started with a focused brainstorming and open discussion session where the participants shared their understanding and local experience on the subject. To further explore the subject a case study was shared with the participants and were then asked to discuss and share their understandings about the case study by providing answers to some specific questions through a group work. After the presentations from the groups the trainers further elaborated and clarified the technical concepts about the subject including sexual harassment, exploitation, abuse and gender base violence through definitions and examples. Furthermore, the impacts of these events on individuals were also shared in detail along with the possible barriers faced by individuals in reporting such incidents. Through interactive dialogue the participants were educated about the responsibilities of individuals and organizations in dealing with incidents if they occur in their organization or in the community with which they are working, along with the preventive measures that should be adopted in order to minimize such occurrences.

The participants were given a brief history about the key incidents of abuse by humanitarian and aid workers. As a result of which, international frameworks and code of conducts were developed to minimize such incidents in future such as IASC six core principals.

A detail discussion and presentation about minimum benchmarking for PSEA policies and procedures for organizations were discussed. Group activity was also performed by the participants where they discussed the necessary steps and resources required to establish and implement the policies and procedures for PSEA. The participants also shared the reporting, investigation and disciplinary procedures being implemented in their respective organizations. Each session ended with a brief summary of the entire training by the lead trainer.

## Focused Group Discussion(FGD)

One FGD per province / state was part of the overall training schedule. The trainers were provided with the FGD tool in the form of a questionnaire which he was requested to discuss during the discussion. Guidelines regarding the conduction of FGDs was also provided for the facilitation of the resource person. The FGD was conducted in Taulka Rohi of the Sukkur district. 8 male and 8 female participants were part of the FGD. The main objective of the FGD was to provide a safe space for discussion about the subject and the behavior of humanitarian and aid worker toward the community. This was achieved through raising pre-selected questions on the subject matter to generate discussion and hear out different perspectives from the participants. The summary of each of the responses is provided below.

**Question: Do you have any concerns when you coordinate or meet any of our staff members?**

In general, the community members were satisfied with the behavior of staff towards the community however, some of the female participants were concerned that they feel uncomfortable when there is no proper sitting arrangements especially when there are male participants or staff member are present in the event/session. Some female participants also shared that they are reluctant to share their thoughts openly in presence of a male person.

**Question: Has there ever been any situation when you were in contact with our staff and you didn’t feel comfortable?**

The female participants shared that sometimes they feel uncomfortable when they are being photographed. They also shared that during breaks of the sessions some male staff members sometimes try to have friendly conversation with the female community members which, some people try to project as negative thus bringing wrong percussions for the female community members.

**Question: Has there been any situation where you felt that our staff behavior is not appropriate? If yes, what was inappropriate – was it the way our staff looked at you, was it about entering your personal space etc.?**

The community members shared that mostly same regular staff has been coming to our village for their project activities and she has been very cooperative and understanding. We have not faced any case of abuse or any other appropriate behavior. In some cases, the community has to visit other place to attend sessions where people including males have come from different areas. In those situation the female members of the community do not feel comfortable. There have been instances of men staring at the females which make them feel vulnerable and anxious.

**Question: Has there been any incident where you find any staff of any organization who tried to take any favors against the support extended to any of the community members? If yes, what was the nature of the favor (sexual, monetary or any other type of favor)?**

It was shared that there was one specific event that had occurred in our community where a staff member of an organization was trying to get close to a female widow of a neighboring village. He promised her to provide cattle through the project. His behavior caused great concerns in the community especially the male members of the community. As a result, the women widow was barred from visiting our village.

**Question: Have you ever witnessed any of the staff member harassing or touching any of the community members in an inappropriate way?**

The community members shared that when there are large events with crowds of people attending them, they have face numerous incidents of harassments where male members try to inappropriately touch them which the females find very offensive.

**Question: Do you know what to do if you are to report any incidents of sexual harassments or exploitation to an organization?**

The community members were not clear on any of the organization’s reporting mechanisms. They instead were of the view that the organizations should make their systems strong to prevent any abuse or harassment from the staff members.

**Do you know what will be the process when any such incident is reported?**

The community members shared that the person who is found to be harassing or abusing any community member should be given punishment through the organization policies so that no such incident should occur in the future. Only then the female staff members will feel comfortable in attending the sessions.

**What do you think there should be key Dos and Don’ts for the NGO staff and other such professionals when they interact with the communities to ensure that communities are safe and comfortable against any unwelcome and unwanted favors or gestures?**

It was shared that the organizations should designate one or more staff member for formulation, sharing and dissemination of code of conduct and he /she should also be monitoring the field staff for any abuse or harassment of the community or staff member. The information about these policies should also be shared with the community to teach them possible reporting and preventive measures. They also requested that the government of Sindh should make a law against harassment and exploitation.

At the closing of the session reporting and investigation measures were shared with the members of the community. They were requested to use these channels in the future if they suspect or witness any incidents of exploitation or abuse by anyone.

## Community Sessions

The province conducted 10 community sessions with an overall participation of 284 where 214 male while 70 female participants were in attendance. A female only session was also among these as agreed during the action planning. The community sessions were conducted in the working areas of the member organizations where the organizations have already established communication and collaboration with the community. Along with the community members, journalists, teachers, pharmacists and social activist were part of these sessions. The main objective of the sessions was to increase awareness among the community on sexual exploitation and abuse being faced by individuals and the available reporting mechanisms in the country along with the preventive measures that people can take in order to minimize any incidents of abuse and exploitation. The contents of the sessions were presented in a simplified and easy to understand manner according to the local social norms and context.

The participants were given brief introduction of the subject by providing definitions of sexual exploitation, sexual abuse and gender based violence using examples. The participants were informed that offering special benefits (including money, employment, goods or services) to program participants in exchange for expressed, implied or demanded sexual favors fall under the sexual exploitation as well as any threats or denial of service on refusal to extend sexual benefits also has serious repercussions for humanitarian and aid workers. The day to day sexual abuse of coworkers, partners and other members of community such as yelling, sexually derogatory remarks, graphic verbal commentaries about an individual’s body or dress, sexually degrading words used to describe an individual, sexually suggestive or obscene letters, notes, emails or invitations, demeaning or inappropriate comments, name-calling, jokes, or sexual advances are also form of sexual abuse. It was also shared with the participants that the government of Pakistan has passed two laws in order to curb the sexual harassment and abuse at workplace and in any other settings including social media. Under these laws each organization is bound to constitute a three-member inquiry committee to investigate any report of sexual harassment or abuse at the workplace. More over the organizations are also bound to develop and implement complain and referral mechanism. The information about these mechanisms should be provided to each member of staff and should also be displayed on prominent places with a workplace. The participants were also involved in discussions throughout the sessions.

# Khyber Pakhtunkhwa (KP)

A total of 5 CSTs 1 women only FGD and 10 community sessions were conducted in the province with 392 participants. 63 participants in the sessions were male while 329 were female.

## Community Staff Trainings (CSTs)

The community staff trainings were targeted toward awareness raising of the staff members of local civil society organizations. The employees of these organizations help the in elevating the sufferings of vulnerable and effected community through their various projects and programs. These staff members also play a critical role in bringing about behavioral change in the community through their regular interactions with the communities. The position of power that these aid workers hold over the community can sometimes result in its abuse for sexual or other gains. Therefore, it is important to educate them of their responsibilities and consequences of any abuse. A total of 47 male and 95 female participants attended the sessions.

The training workshops were conducted using a participatory approach with a mix of theory and group work. The training approach involved a variety of effective training methodologies including lectures/presentations, group work, brainstorming sessions and role play. The sessions started with brief introduction of the participants and the trainers who also shared the objectives of the trainings. At the beginning of the sessions the participants were requested to share their thoughts and understandings of the subject this was a useful tool in eliciting responses from participants on a particular topic because it encouraged them to challenge opinions, understand where they agree or disagree and find common grounds. The participants were then involved in a group activity using a case study. The case study and related questions provoked the participants to think on different dimensions of a common scenario where sexual exploitation has been occurring. The presentations and further discussions on the case study further threw light on the subject after which formal definitions of the key terms and concepts were imparted to the participants.

The participants were also shared about the key milestone in the development of international frameworks for the protection of sexual exploitation and abuse. To discuss the possible impacts of SEA incidents on individuals, brainstorming methodology was used. It proved to be a great way for exploring ideas and perceptions. During brainstorming participants were encouraged to share their opinions freely without criticizing what others have shared. Generally, brainstorming is a great activity and has multiple benefits when used in trainings as it encourages participants to expand their thinking about an idea and examine a topic from different angles and perspectives. It invites everyone in the group to participate and thus ensures that all people in the group get a chance to contribute their thoughts. The participants highlighted that all organization who are working for the vulnerable community need to make every effort to maintain an environment free from harassment, and to investigate thoroughly and resolve appropriately any complaint of harassment received.

Introducing the core principles and reporting systems, investigations, and disciplinary procedures, a group work was designed for the participants where they shared their organization’s policies and procedures including code of conduct. The exercise was designed to facilitate discussion around the key points in the principles for a code of conduct.

**Suggestions/ Observations:** The following suggestions were provided by the participants.

* **Record Keeping and Data tracking system:** Record keeping and data tracking of allegations of misconduct is very necessary.
* **Training and Awareness raising:** Stakeholders suggested that there is need for developing training and awareness raising activities for the community (covering women and youth) for reporting the misconduct.
* **Work with Coordinated efforts:** Participants shared that the organization needs to work with government institutions, civil society, and national and legal and human rights organizations to build support networks and to help ensure that the full effect of local laws, including remedies for victims, are brought to bear.
* **Effective implementation of KP Policy for the PSEA:** The KP harassment policy has been approved and implemented in the province. The organizations need to work on it and conduct community awareness sessions/advocacy program so that all educated and uneducated people are well aware about the sexual harassment policy.
* **Code of Conduct:** All staff /community members must be aware of the code of conduct. It is also essential that all organizations have a solid understanding of the risks and impacts of sexual exploitation and abuse.

## Focused Group Discussion

The FGD was conducted in the Swat district. This was a female only FGD as planned in the action planning. The participants of the FGD were women from the local community, teachers and social activists. The FGD was conducted in a friendly manner where participants were first briefed on the activity objectives. The questions from the FGD tool were raised one by one by the facilitator to discuss them further. The summary of the responses for these questions is as follows.

**Question 1: Do you have any concerns when you coordinate or meet any of our staff members?**

The participants shared that in general they have not faced any issues in meeting with the female staff member of the organization but they are reluctant to take part in any activity where male members of staff are involved.

**Question 2: Has there ever been any situation when you were in contact with our staff and you didn’t feel comfortable?**

The FGD members shared that they have not faced any such incident because they have only been part of women only sessions. However, they shared that during the previous disasters they were not comfortable in discussing their issues with the male staff members of the organization.

**Question 3: Has there been any situation where you felt that our staff behavior is not appropriate? If yes, what was inappropriate – was it the way our staff looked at you, was it about entering your personal space etc.?**

The facilitator probed the group for the behavior of staff member’s in the relevant field, FGD members communicated that they cannot recall any such incident as they generally stay away from mix gender gatherings. They did however stated that when they go in public places they do face such incidents where some male members of the society stare at them and try to get close to them which puts them in a very uncomfortable situation.

**Question 4: Has there been any incident where you find any staff of any organization who tried to take any favors against the support extended to any of the community members? If yes, what was the nature of the favor (sexual, monetary or any other type of favor)?**

Response: The participants shared that during the floods of 2010 there were incidents where people posed as humanitarian workers tried to exploit vulnerable girls and boys. Those incidents were not directly related to the participants therefore they did not have further details on those issues.

**Question 5: Have you ever witnessed any of the staff member harassing or touching any of the community members in an inappropriate way?**

Response: It was communicated that all the staff members of the organization belong to the same district and they are well aware of the cultural norms in the society. They further elaborated that they have been treated respectfully by all staff members.

**Question 6: Do you know what to do if you are to report any incidents of sexual harassments or exploitation to an organization?**

Response: Some of the participants especially the teachers and social activists were aware that these incidents could be reported to the organization through their reporting channels. To further educate all the participants the government hotlines and reporting channels were also shared with them along with the procedures of reporting.

**Question 7: Do you know what will be the process when any such incident is reported?**

Response: Some of the participants had brief idea about the processes involved in dealing with the complains of SEA. The facilitator briefed all attendees about the steps involved in resolution of SEA incidents along with the community feedback mechanism.

**Question 8: What do you think there should be key Dos and Don’ts for the NGO staff and other such professionals when they interact with the communities to ensure that communities are safe and comfortable against any unwelcome and unwanted favors or gestures?**

Response: It was reported that the NGOs staff should act in professional manner and should treat everyone respectfully and equally. They also shared that the staff should adhere to the local customs and norms and should not give any special attention to community member in order to gain personal favors.

## Community Sessions (CSs)

10 community sessions were conducted in the province. Four of the sessions were held in refugee camps of Peshawar and Mardan districts. The other sessions were conducted in the district of Abbottabad, Mansehra, Swat and Battagram. 238 participants (16 male and 222 female) were part of the sessions. The sessions were held with the coordination of village forums and community volunteers and local activists in the working areas of NHN member organizations. Sensitization of the community on PSEA and its reporting, investigations, and disciplinary procedures is very important, without the awareness of these mechanisms, vulnerable population will not know how to file complaints or report them in the first place. The community members were given detail presentations on the responsibilities of humanitarian organizations in implementation of PSEA including reporting and referral mechanism, ensuring of confidentiality of any reported incidents and inquiries and implementation of IASC six core principals. The participants were involved in discussion on SEA by highlighting the impacts of SEA incidents on individuals. The participants actively engaged in the discussions and provided valuable feedback and suggestions in order to minimize the incidents of SEA.

It was recommended that more frequent session on PSEA should be conducted with the community to raise awareness on the subject and to sensitize the community member. It was also suggested that the organizations should develop their complaint and referral mechanisms according to the local customs and norm so that people feel confident and comfortable in reporting incidents of SEA. To manage gender and cultural issues, separate meetings should be held for men, women, and other vulnerable groups. This will provide safe and comfortable environment to everyone where they would be able to raise their questions and identify their priorities. Working with key community stakeholders can ensure change in attitudes and behaviors in communities.

# Punjab

As per the action plan three CSTs one FGD and 10 community sessions were planned in the province. The planned sessions were successfully conducted with 357 participants; 129 participants were male while 228 were female. The details of these sessions is provided below.

## Community Staff Trainings (CSTs)

Three CST sessions were conducted in the province with an overall participation of 90 with 50 male and 40 Female participants. The sessions were conducted with the staff members of local humanitarian organizations in the offices of NHN members. The sessions started with the introduction of the participants. The participants were requested to share their expectations and fears through flash cards which were further deliberated upon. During the second session a case study was discussed with the participants with group work and presentations. After the presentations formal definitions of Sexual exploitation, abuse and gender based violence were shared with the participants. Some participants shared that they have been ignorant of the gestures and jokes that constitute as harassments. They also shared that the main issue that they have been facing is the lack of reporting mechanism and the fear of reputational loss. The local cultures and norms are such that the families of the victims try to hide the incidents due to community pressures. This results in loss of confidence of the victim and encourage the accused to further carry out his acts.

The participants were divided into groups to perform the next session. They were requested to discuss among themselves the impacts of sexual exploitation and abuse on the victims. The topic was further explored with the participants after the group presentations. The trainer further discussed about PSEA milestones, background of SEA incidents and new developments at Global and Country level. The six IASC principals were also shared with the participants. A brainstorming session was conducted on possible steps and measures, that the organizations should take to minimize the occurrence of these events and the feasible reporting and referral mechanisms. The objective was to initiate a discussion on the minimum benchmarking policies and procedures that should be implemented in any organization. The participants shared that most of the organizations already have these policies and procedures as part of their organizational core values the need is to raise the awareness in the community.

## Focused Group Discussion (FGD)

The focused group discussion of the province was conducted on 17th December 2021 in Sheikhupura district. 10 female and 3 male members of the community were part of the FGD. The members also include some disabled persons. The summary of responses to of the FGD tool are as follows.

**Question 1: Do you have any concerns when you coordinate or meet any of our staff members?**

**Responses:** Most of the participants had no concerns when they coordinate with staff of NGO. But the female community interacts more closely with the female staff as compared to the male staff۔

**Question 2: Has there ever been any situation when you were in contact with our staff and you didn’t feel comfortable?**

**Responses:** No such incident have been witnessed by any of the participant.

**Question 3: Has there been any situation where you felt that our staff behavior is not appropriate? If yes, what was inappropriate – was it the way our staff looked at you, was it about entering your personal space etc?**

**Responses:** The participants shared that it never happened. They further confirmed that staff respects us very much. During their visit they knock at the door. If we say come in, they come in, otherwise they leave. Staff member always sit in Bethak or drawing room where community members conduct meeting and discuss agendas.

**Question 4: Has there been any incident where you find any staff of any organization who tried to take any favors against the support extended to any of the community members? If yes, what was the nature of the favor (sexual, monetary or any other type of favor)?**

**Responses:** It was shared that it has never happen with us. They informed that the members are so cautious about their behavior that they don’t even ask us for drinking water from our houses.

**Question 5: Have you ever witnessed any of the staff members harassing or touching any of the community members in an inappropriate way?**

**Response:** None of the participants witnessed any incidents of harassment or inappropriate behavior by the staff members.

**Question 6: Do you know what to do if you are to report any incidents of sexual harassments or exploitation to an organization?**

**Responses:** Most of the participants were aware of the reporting mechanism being implemented by the organizations. They share that complaints could be launched by calling on the feedback and complain numbers provided by the organizations or one can directly call the supervisor of the person.

**Question 7: Do you know what will be the process when any such incident is reported?**

**Responses:** The participants had some understanding of the reporting systems but they were unaware of the processes that are followed after a complaint is launched as they have not been part of any such case. The facilitator explained to them the processes adopted by the organizations after any incident of SEA is reported.

**Question 8: What do you think there should be key Dos and Don’ts for the NGO staff and other such professionals when they interact with the communities to ensure that communities are safe and comfortable against any unwelcome and unwanted favors or gestures?**

**Response:** The participants shared that the organizations should make some guidelines that should be followed by the organization staff while dealing with the community. The guidelines should list down the work ethics, gestures, welcome and unwelcome favors and other key considerations while dealing with the community.

## Community Sessions (CS)

The provincial target of 10 community sessions was achieved with 254 participants with 76 male and 178 female participants. The sessions were based on the contents presented in the community staff training. The participants belonged to different walks of life including, laborers, students, farmers, ex-women councilors and housewives. After introduction the participants were given a brief overview of the subject. The definitions of gender based violence, Sexual exploitation and sexual abuse were presented to the participants in easy to understand language. The participants shared that this is the first time that any organization has been discussing these issues with the community. They appreciated the organization’s efforts in highlighting this import topic. The participants shared that the incidents of abuse are normally kept secret in our society due to the stigmas attached with it. More over there is lack of confidential reporting mechanism where people can report with confidence.

The facilitators elaborated on the physical, social and physiological effects of SEA incidents on the victims. The participants shared that we need to sensitize the parents for educating the children on the topics so that any such incident do not go un reported. The participants were informed about the key events in the history that shaped the international frameworks on PSEA.

The participants were given detail presentation on the reporting and referral mechanisms that are in place in the organizations and the government’s reporting helpline. They were also briefed about the individuals’ responsibilities when they witness any such events or if they are being faced by any sexual exploitation or abuse. The participants requested the facilitators to regularly organize such events. They also shared that a committee of community members should be constituted which should try to resolve any such incidents at community level. They should also be trained on the reporting and referral mechanisms so that whenever any support is needed the committee is available to further assist the victims in reporting to the appropriate channels.

# Balochistan

The participation in the TOT from the province was limited to only one person as other NHN member organizations could not spare their officers during time frame of TOT. It was agreed with the participant that he would first conduct one CST in the province which would produce additional trainers for carrying out the planned sessions for the province. 10 community sessions 1 FGD and 4 CSTs were agreed to be conducted in the province.

Three CSTs one FGD and ten community sessions were conducted in the province. Due to lack of time the number of CST was reduced to 3 however the participations for each of CST was increased so as to meet the planned number of participants. The total number of participants for all the sessions and trainings were 321 out of which 191 were female and 130 were male.

## Community Staff Sessions (CST)

The 3 CSTs with staff members from local civil society organizations were conducted with 52 male and 65 female participants. The sessions started with the introduction of the participants and the trainers. The trainer also shared the objectives of the sessions and requested the participants to share their expectations for the training. To formally start the training a cases study was discussed with the participants in which a humanitarian worker was taking advantage of his position to extend undue favors to a vulnerable subordinate. The participants were requested to present their understanding on the incidents presented in the case study. Some of the participants were clear about the sexual harassment being performed by the humanitarian worker. Others were not so sure on the incidents in the case study. The trainers further elaborated on the case study and encouraged discussions to explore different perspectives and understanding of the participants. After the session the trainer presented formal definitions of sexual exploitation, sexual abuse and gender based violence to clarify the incidents in the case study.

The second session was aimed at presenting the effects of sexual exploitation and abuse in the victims. During the session hands-on approach was adopted to further expand the participants’ understandings. The list of physiological, emotional and physical effects of SEA incidents on the victims were discussed. The trainers also shared brief history of PSEA by presenting key milestones and events associated with them. The participants were requested to share their understanding on the responsibilities of individuals when a SEA incident occurs in their organization. Responsibilities of individuals to avoid being affected by SEA incidents were also deliberated upon. The six core IASC principals for PSEA were also shared during the sessions.

The responsibilities of organizations to minimize any PSEA incidents were pondered in the last session. The participants were divided in groups and were requested to discuss and note down the responsibilities of organizations. The participants presented their finding through presentations. The organizational policies and procedure were further debated with the participants by sharing the minimum benchmarking of these polices as advised by the IASC. The participants were requested to assess their organizational policies against these benchmarks when they go back to their organizations.

## Focused Group Discussion (FGD)

The focused group discussion was conducted in the district Quetta with 14 female participants. The main objective of the FGD was to provide a comfortable space for dialogue about the subject and the behavior of humanitarian and aid worker toward the community. The summary of each of the responses is provided below.

**Question 1: Do you have any concerns when you coordinate or meet any of our staff members?**

**Responses:** Most of the participants shared that they have not faced any issues while coordinating with the staff members of the organization.

**Question 2: Has there ever been any situation when you were in contact with our staff and you didn’t feel comfortable?**

**Responses:** The female participants shared some concerns that they are not comfortable in dealing with male staff members from the organizations due to cultural norms. The male participants were also reluctant to discuss their issues with the female staff members. Both type of participants were comfortable in communicating with their same sex staff members.

**Question 3: Has there been any situation where you felt that our staff behavior is not appropriate? If yes, what was inappropriate – was it the way our staff looked at you, was it about entering your personal space etc.?**

**Responses:** All participants agreed that the organization's overall staff behaves appropriately with them and deals with the community in a trained manner. Some of the female participants shared that they have faced such issues from the community members when they visit mix gender gatherings.

**Question 4: Has there been any incident where you find any staff of any organization who tried to take any favors against the support extended to any of the community members? If yes, what was the nature of the favor (sexual, monetary or any other type of favor)?**

**Responses:** None of the participant had any experience of such nature in the past. It was shared that the female community members do not communicate or interact with male staff members therefore they have not faces any such issues.

**Question 5: Have you ever witnessed any of the staff members harassing or touching any of the community members in an inappropriate way?**

**Response:** The participants shared that they have witnessed such incident in crowded community sessions with mix group. However, they have not been able to report the incidents as it was not clear what has to be done.

**Question 6: Do you know what to do if you are to report any incidents of sexual harassments or exploitation to an organization?**

**Responses:** Some of the participants had little knowledge about the reporting of SEA incidents however majority of them did not have any understanding about where to report the incidents. The participants were given a detailed presentation in organizations and government’s reporting mechanisms.

**Question 7: Do you know what will be the process when any such incident is reported?**

**Responses:** Most of the people in attendance had little idea about the processes when the incidents of SEA are reported to any organization. The facilitator appraised the participants about the process involved in dealing an incident of SEA.

**Question 8: What do you think there should be key Dos and Don’ts for the NGO staff and other such professionals when they interact with the communities to ensure that communities are safe and comfortable against any unwelcome and unwanted favors or gestures?**

**Response:** The participants shared that the staff members should respect the local norms and customs when dealing with the community. They should also respect the peoples’ perspectives and understandings. It was shared that the they should not try to enforce their thinking on the community and should not underestimate the knowledge of the local communities.

## Community Sessions

As with the other provinces / state 10 community sessions were conducted in the province with a total participation of 190 out of which 112 were female and the rest were male participants. The session were conducted with the community members of working areas of local NGOs and CBOs. The trainers took special care in maintaining social norms by not using words that could have negative repercussions such as using the word “sexual”. Participatory approach was encouraged throughout the engagements.

The awareness sessions started by stating that the main objective of the session is to educate the community about PSEA laws and regulations for minimizing the risks of exploitation of community by employees of civil society organizations. The trainers explained what sexual exploitation is and how to avoid it. Participants were urged to give their own perspectives on the topic in order to spark conversation among the group. A case study was provided with the attendees to further elucidate the issues by presenting a real-life scenario.

The impact of the SEA tragedy on the victims was explained to the participants by detailing physical, mental, emotional and physiological effects. The attendees were also told about the negative impacts of keeping quiet on such incidents as they lead to more such incidents.

The attendees learned about the organizations’ roles and responsibilities in implementing PSEA policies. They were also taught about the reporting and referral procedures that exist in organizations, as well as how to use them to file complaints about SEA occurrences. The sessions ended with a vote of thanks by the trainers.

# Azad Jammu and Kashmir (AJK)

To spread awareness about PSEA in the state 1 CST 1 FGD and 10 community session were conducted in the with an overall participation of 308 out of which 101 were male and 207 were female participants. The summary of the sessions is provided below.

## Community Staff Training (CST)

As per the agreed action plan 1 CST was conducted in the state with a total of 29 participants. 22 male and 7 female individuals were in attendance who were associated with the local civil society. The training was conducted in the capital city of Muzaffarabad.

After introduction the participants were briefed on the objectives and expected outcomes of the training. The participants were briefed on the subject by giving brief background on PSEA and by presenting the definitions of key terms associated with PSEA. The participants were encouraged to express their understandings on the key terms which enabled them to further clarify any misconceptions. The next session focused on PSEA milestones and background on key incidents corresponding to these milestones. The participants also shared some local examples of incidents of SEA that had occurred in their areas.

Participants were provided detail briefing on the code of conduct for individuals that they should comply with in order to reduce incidents of SEA in their organization and in the community. A case study on possible incidents of SEA in a community engagement was discussed which further clarified the code of conduct for humanitarian and aid workers. This followed by a session on mandatory policies and procedures that an organization must adopt in order to minimize the risk of SEA. These policies should clearly define reporting and referral mechanisms that should be used in case of any incident. The participants were also shared the minimum benchmarking as per the IASC framework for organizations’ policies and procedures.

The training ended with a vote of thanks from the trainer who advised the participants to review the policies and procedures of their respective organizations according to the shared benchmark and suggest improvements if required.

## Focused Group Discussion (FGD)

The FGD in the state was conducted on 15 December 2021 in Garhi Dupatta. Six male and seven female individuals belonging to local community were part of the FGD. The facilitator presented a series of questions and requested responses from the participants according to their experience. The summary of each of the question is provided below.

**Question 1: Do you have any concerns when you coordinate or meet any of our staff members?**

**Responses:** Majority of the participants responded very positively toward the working of the organizations and behavior of its staff.

**Question 2: Has there ever been any situation when you were in contact with our staff and you didn’t feel comfortable?**

**Responses:** The participants were mixed in their opinion on this questions. The male participants shared that they feel comfortable when they are in contact with the staff members of local organization. The female participants however said that they feel some hesitation when male staff members are involved in the communication.

**Question 3: Has there been any situation where you felt that our staff behavior is not appropriate? If yes, what was inappropriate – was it the way our staff looked at you, was it about entering your personal space etc.?**

**Responses:** All participants responded that overall staff of the organization has appropriate behavior with them and they deal with community in a professional way, moreover most of the staff of organization has been working in the same area for some time and they have a good understanding with the community.

**Question 4: Has there been any incident where you find any staff of any organization who tried to take any favors against the support extended to any of the community members? If yes, what was the nature of the favor (sexual, monetary or any other type of favor)?**

**Responses:** One of the female participant shared that during the earthquake of 2005 she was forced to live in a camp with her family. She shared that one of the employee of an NGO was tasked with making list of beneficiaries and he contact her for putting her and her family members’ name on the list. But the behavior and attitude of that person was over sympathetic towards her. He also offered her a job with his organizations. The participant shred that she felt uncomfortable so she refused his offers.

**Question 5: Have you ever witnessed any of the staff members harassing or touching any of the community members in an inappropriate way?**

**Response:** None of the participants witnessed any incidents of harassment or inappropriate behavior by the staff members.

**Question 6: Do you know what to do if you are to report any incidents of sexual harassments or exploitation to an organization?**

**Responses:** Most of the participants were aware of the reporting mechanism being implemented by the organizations. Some participants also shared examples where they have witnessed the implementation of these reporting systems.

**Question 7: Do you know what will be the process when any such incident is reported?**

**Responses:** The participants had some understanding of the reporting systems but they were unaware of the processes that are followed after any complaint is launched. The facilitator explained to the participants the processes adopted by the organizations after any incident of SEA is reported.

**Question 8: What do you think there should be key Dos and Don’ts for the NGO staff and other such professionals when they interact with the communities to ensure that communities are safe and comfortable against any unwelcome and unwanted favors or gestures?**

**Response:** The participants shared the following points for NGOs staff when they interact with the community.

Dos:

* The NGO staff must respect the personal space of the community members.
* They should be friendly, polite and respectful in order to create a cooperative environment
* They should encourage the communities and try to clear any misconceptions and misunderstandings

Don’ts

* Don’t be biased to anyone for personal or any other reasons. Avoid any gestures or behaviour that might imply as SEA.
* Don’t underestimate any communities’ abilities, knowledge, network or creativity.

## Community Sessions

10 community sessions in the state were conducted by the master trainers of the TOT. The number of participants in the sessions were 266 out of which 73 were male and 193 were female. The sessions were conducted with the local community members. The main objectives of these sessions were to appraise the community on PSEA laws and regulations that have been established to protect the community members from possible exploitation on the hands of humanitarian and aid workers.

The sessions started with brief introduction of the participants and sharing of the objectives of the sessions. The trainers presented the definitions of sexual exploitations. Sexual abuse and gender based violence with the support of examples. The participants were encouraged to share their own understandings on the subject in order to generate discussions among the participants. To further clarify the subjects a case study was shared with the participants to present a real case scenario.

The participants were informed about the impacts of SEA incident on the victims. They were also informed that if such cases are not reported then the accuser gains more confidence and continues to carry out his activities with other individuals as well. The lack of reporting and resolution of these cases has adverse impacts on the victims and their families which have long lasting repercussions.

The participants were informed about the roles and responsibilities of organizations in implementing PSEA policies. They were also educated about the reporting and referral mechanism that are available in organizations and how to use these mechanisms to launch complaints of any SEA incidents.