COALITION FOR HUMANITY
Improving Community Resilience

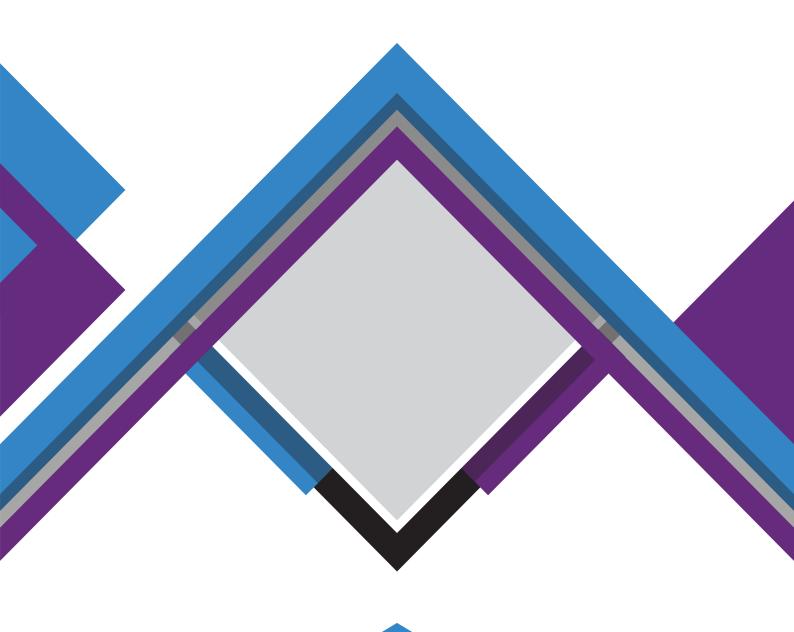# COMMUNITY BASED PROTECTION MECHANISMS AGAINST SEXUAL EXPOITATION AND ABUSE (PSEA)

HUMANITARIAN WORKERS AND COMMUNITY LEADERS TRAINING REPORT 2020
MAIWUT County, Upper Nile State, South Sudan

ABOUT THIS REPORT

Coalition for Humanity is a National Not for Profit organization whose mission is to save lives, alleviate suffering, built resilience of the vulnerable people, through programmes like Peacebuilding and Conflict Transformation, Protection/GBV, WASH, Food Security and Livelihoods, Health and Nutrition programs and using strategies like community capacity building, Social Behaviour Change Communication, market linkages, advocacy and governance to enhance contextualized innovative solutions for service delivery in Emergency Response and Sustainable development in South Sudan. Coalition for Humanity gives priority to protection and gender-based violence. Coalition for Humanity is committed to Prevention of Sexual Exploitation and Abuse (PSEA). This refers to the use of differential power or trust to obtain sexual favours, including but not limited to offering money or other social, economic or political advantages. SEA includes trafficking and prostitution. Sexual abuse means the actual or threatened physical intrusion of a sexual nature, whether by force, or under unequal or coercive conditions. It includes sexual slavery, pornography, child abuse and sexual assault.

The concept of Prevention of Sexual Exploitation and Abuse (PSEA) encompasses all activities aimed at obtaining full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law (i.e. human rights law, humanitarian law and refugee law). This training aimed at raising awareness and increasing knowledge of Sexual Exploitation and Abuse (SEA). It is the responsibility and the roles of humanitarian protection team and the local leaders to prevent, Sexual Exploitation and Abuse as much as possible. The field offices should implement interagency complaints mechanisms at community level, strengthen communication with communities, support survivors, and related activities. The participants of this training are expected to institutionalize PSEA minimum operating standards in their organizations, mainstream PSEA, and strengthen linkages to redress mechanisms.

The objectives of the training were

1. To ensure that community leaders and Humanitarian workers were enlightened on the meaning of PSEA.
2. To guide community leaders and Humanitarian workers into understanding those who were at risk of SEA and why.
3. To ensure community leaders and Humanitarian workers understood their role in PSEA.
4. To enable community leaders and Humanitarian workers to internalize the PSEA protocols.
5. To ensure community leaders and Humanitarian workers understood how to report SEA concerns to authorities and partners.
6. To capacity build community leaders and Humanitarian workers to know how to raise awareness on SEA issues.

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EXECUTIVE SUMMARRY

Coalition for Humanity conducted two separate trainings on prevention of sexual exploitation and abuse. The trainings targeted humanitarian workers and community leaders. A total of 10 humanitarian workers and 10 community leaders were trained. The overall objective of the training was to make the local leaders understand Prevention of Sexual exploitation and abuse, understand their roles, identify population at risk of Sexual exploitation and abuse at the community level, get to know how to minimize SEA by raising awareness during public meetings, understand how to report SEA and at the same time encourage their community members to report incidences of SEA to relevant PSEA partners focal points in the area and other well respected community leaders appointed as PSEA focal points at the community level and to also come up with an action plan on how to make their community a zero tolerance area to SEA.

This report contains 3 sections, the first section provides an overview of both trainings, the second section annexes the training report for community leaders while the third section annexes the training report for humanitarian workers.

SUMMARY OF THE TRAININGS

Overview of the trainings

Sustained efforts by humanitarian actors and partners are required to meet the needs of affected population. In the process of assisting the community, some humanitarian workers have been reported to engage in sexual exploitation and abuse of Beneficiaries. This has called for reinforced action to protect beneficiaries of humanitarian assistance from sexual exploitation and abuse (PSEA). The following steps needed to be taken after this training.

1. Mapping out the people are at the risk of Sexual Exploitation and Abuse in the community. In collaboration with stakeholders, assessing and mapping potential risk areas by sector and discuss actions that can reduce the risk of SEA and prevent.

2. Integrating PSEA risk analysis, mitigation and awareness in the community, at work place and at local authority level.

3. Making sure that victims of SEA have access to the support they need. They may need support to guarantee their safety, or obtain basic material assistance, medical care, psychosocial support or legal services. Support to be coordinated through SGBV case management services.

4. Coordinating with other actors in the community and design feedback mechanisms for receiving complaints from communities and partners. In particular, identifying and supporting feedback channels that communities prefer. Ensuring that feedback mechanisms are sensitive to age, gender and diversity (AGD) and accessible to women and girls, children, persons with disabilities and others at high risk.

5. Putting in place an effective interagency complaint mechanism that permits and encourages individuals to report instances of SEA easily, confidentially, and safely.

6. Reporting issues without delay. Personnel who suspect that SEA is occurring or who are aware of SEA allegations have an obligation to report such incidences.

7. Personnel should not investigate SEA allegations themselves, because to do so might disrupt due process and tamper with evidence. Where counsel and advice is needed or you are uncertain of the procedure, contact PSEA focal point.

Local Leaders Training Overview

The training took place on 26th November 2020 in Maiwut County and it was attended by 15 community leaders, the training was facilitated by Mary Coalition for Humanity field staff based in Maiwut County. A total of 20 community leaders (3 female 17 male) were trained. The overall objective of the training was to make the local leaders understand Prevention of Sexual exploitation and abuse, understand their roles, identify population at risk of Sexual exploitation and abuse at the community level, get to know how to minimize SEA by raising awareness during public meetings, understand how to report SEA and at the same time encourage their community members to report incidences of SEA to relevant PSEA partners focal points in the area and other well respected community leaders appointed as PSEA focal points at the community level and to also come up with an action plan on how to make their community a zero tolerance area to SEA.

(i) Training Objectives

1. To ensure that community leaders were enlightened on the meaning of PSEA.
2. To guide community leaders into understanding those who were at risk of SEA and why.
3. To ensure community leaders understood their role in PSEA.
4. To enable community leaders to internalize the PSEA protocols.
5. To ensure community leaders understood how to report SEA concerns to authorities and partners.
6. To capacity build community leaders to know how to raise awareness on SEA issues

(i) Training modules

Module 1: Introduction and official opening of the workshop
Module 2: About Prevention of Sexual Exploitation and Abuse (PSEA).
Module 3: Role of community Based Approaches to Prevention of Sexual Exploitation and Abuse.
Module 4: Identification of the population at risk
Module 5: How to Minimize / Prevent Sexual Exploitation and Abuse in the community.
Module 6: Highlights of PSEA code of conduct.
Module 7: How to report Sexual Exploitation and Abuse at community level
Module 8: Barriers to reporting Sexual Exploitation and Abuse
Module 9: How to report Sexual Exploitation and Abuse incidences
Module 10: Way forward

Humanitarian Workers Training Overview

The training took place on 30th November 2020 in Maiwut County and it was attended by 15 humanitarian workers, the training was facilitated by a female staff from Coalition for Humanity field staff based in Maiwut County. The participants were staffs from different INGOs and NNGOs operating in Maiwut County. A total of 15 humanitarian workers (4 female, 11 male) were trained. The overall objective of the training was however to equip Partners with knowledge and understanding on PSEA, its prevention mechanisms, identification of those at risk in the community and strengthening capacity on PSEA community-based protection mechanisms. Facilitators used training manuals, marker pens and flip charts with participants being given short hand notebooks. Coalition for Humanity Protection field officers based in Maiwut County facilitated the one-day training

Training Objectives

1. To enable Humanitarian workers, understand in details the meaning of PSEA
2. To ensure Humanitarian workers understood those who would be at risk and the reasons why
3. To ensure Humanitarian workers understood their roles in PSEA
4. To create awareness on the PSEA protocol.
5. To clarify to Humanitarian workers the best reporting mechanisms for PSEA concerns with regard to authorities and partners.
6. To demonstrate to Humanitarian workers how best awareness could be raised on PSEA issues

Training modules

1.0 Introduction

1.1. Participants Introduction & official opening of the workshop

1.1. Objective of the training

1.2. Context about South Sudan

1.3. About prevention of Sexual Exploitation and Abuse

1.4. Roles of community Based Approach to Prevention of Sexual Exploitation and Abuse.

2.0 Sexual Exploitation and Abuse Risk Analysis

2.1. Identification of the population at risk

2.2. How to minimize/prevent Sexual Exploitation and Abuse in the community

3.0 Prevention of Sexual Exploitation and Abuse Code of Conduct

3.1. Highlights of PSEA Code of Conduct

3.2. How to report PSEA at the community level?

4.0 Developing a PSEA referral Pathway

4.1 Barriers   to reporting Sexual Exploitation and Abuse

4.2 How to report Sexual Exploitation and abuse incidences

4.3 Way forward

ANNEX 1: COMMUNITY LEADERS TRAINING

**Community based protection mechanisms against sexual expoitation and abuse.
Community leaders training report 2020, Maiwut County, Upper Nile State, South Sudan**

**Date: 26th November 2020
Maiwut Payam
State: Upper Nile**

Overview of the workshop

The training took place on 26th November 2020 in Maiwut County and it was attended by 15 community leaders, the training was facilitated by Mary Coalition for Humanity field stuff based in Maiwut County. A total of 20 community leaders (3 female 17 male) were trained. The overall objective of the training was to make the local leaders understand Prevention of Sexual exploitation and abuse, understand their roles, identify population at risk of Sexual exploitation and abuse at the community level, get to know how to minimize SEA by raising awareness during public meetings, understand how to report SEA and at the same time encourage their community members to report incidences of SEA to relevant PSEA partners focal points in the area and other well respected community leaders appointed as PSEA focal points at the community level and to also come up with an action plan on how to make their community a zero tolerance area to SEA.

Training Objectives

1. To ensure that community leaders were enlightened on the meaning of PSEA.
2. To guide community leaders into understanding those who were at risk of SEA and why.
3. To ensure community leaders understood their role in PSEA.
4. To enable community leaders to internalize the PSEA protocols.
5. To ensure community leaders understood how to report SEA concerns to authorities and partners.
6. To capacity build community leaders to know how to raise awareness on SEA issues

Training modules

Module 1: Introduction and official opening of the workshop
Module 2: About Prevention of Sexual Exploitation and Abuse (PSEA).
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Module 6: Highlights of PSEA code of conduct.
Module 7: How to report Sexual Exploitation and Abuse at community level
Module 8: Barriers to reporting Sexual Exploitation and Abuse
Module 9: How to report Sexual Exploitation and Abuse incidences
Module 10: Way forward

Training methodologies: Teach back

The facilitators encouraged active participation of every participant during the training by using different methodologies as explained below:

Lecturing; the facilitators went through the topics to be covered during the training and used examples to enlighten participants on major topics of the training. They also used references and notes from other sources and they ensured that the planned modules were accomplished as per schedule.

Group discussions: Participants were divided into small groups of 5-6 members. Each group was allocated particular questions for discussion. In each group, a secretary/note taker was appointed to note down key points/findings from the discussions which were later presented to the rest of the participants. During the presentations, the presenter made clarifications to questions that came up with back up support from group members and facilitators

Presentations: Team leaders from each group presented discussion outcomes as other group members followed through the presentations. Whenever there were questions, the presenters responded positively with back up from the respective group members as well as facilitators

Participatory method; participants were given freedom and time to express their views on each topic whenever the facilitator posed a question. Everyone's view was respected and received positive reinforcement from facilitators.

Demonstration; the facilitators used several illustrations including drawings to ensure participants understood key concepts through visualization.

Story telling; the facilitators used various story references to ensure participants understood and borrowed the positivity of the stories in their current situations (traditional referral pathways)

Introduction and official opening of the workshop

All participants and facilitators introduced themselves and ground rules were set out for everyone to follow. CH brief background was shared plus the modules that were going to be covered in the course of the training.
The participants expressed the following expectations from the onset of the workshop:

1. They wanted to acquire knowledge on PSEA.
2. Receive certificates at the end of the workshop.
3. Some participants who came from far distances were expecting lunch and transport refunds.
4. Active participation and sharing of experiences during the workshop.
5. Receive T-shirts for CH visibility within the community.

About Prevention of Sexual Exploitation and Abuse (PSEA).

The facilitator sought to understand whether participants had an idea about Sexual Exploitation and Abuse (SEA). None of the participant was able to answer the question because SEA seemed to be a new term to everyone. It was however clarified that Sexual Exploitation and abuse referred to acts committed against persons of concern (PoC) and Sexual exploitation was defined as an actual or attempted abuse of someone's position of vulnerability (such as a person depending on someone for survival, food rations, school books, transport or other services). It was added that it included use of differential power or trust to obtain sexual favours including but not limited to offering money or other social, economic or political advantages. SEA was said to include trafficking and prostitution. Sexual abuse further clarified as the actual or threatened physical intrusion of a sexual nature whether by force or under unequal or coercive conditions and it included sexual slavery, pornography, child abuse and sexual assault.

Role of community Based Approaches to Prevention of Sexual Exploitation and Abuse

The leaders were told that it was their responsibility and roles to prevent Sexual Exploitation and Abuse as much as possible including putting in place complaints mechanisms at community level, strengthening communication with communities, supporting survivors and by doing other related activities such as institutionalizing PSEA minimum operating standards in their local policies/legal frameworks, mainstream PSEA and strengthening linkages to redress mechanisms. The leaders were told to implement the following roles in the community after the training in order to prevent sexual exploitation and abuse at the community level and ensure their community members were free from SEA.

1. Mapping out the people who would be at the risk of Sexual Exploitation and Abuse in the community. This should be done in collaboration with other stakeholders.
2. Integrate PSEA risk analysis, mitigation and awareness in the community, at work place and at local authority level mostly in their local policies.
3. Make sure that victims of SEA have access to the support they need and guarantee their safety or obtain basic material assistance such as medical care, psychosocial support or legal services. This could be coordinated through SGBV case management services available in Coalition for Humanity, Women Aids Vision and Relief International.
4. Coordinate with other actors in the community and design feedback mechanisms for receiving complaints from communities and partners and ensure that feedback mechanisms are sensitive to age, gender and diversity (AGD) and accessible to women and girls, children, persons with disabilities and others at high risk.
5. Put in place an effective inter payams or Bomas complaint mechanism that permits and encourages individuals to report instances of SEA easily, confidentially and safely.
6. Report SEA issues without delay and ensure that personnel who suspect that SEA is occurring or who are aware of SEA allegations have an obligation to report such incidences and are protected from any potential protection threat.
7. Ensure that personnel who report SEA do not investigate SEA allegations themselves because if they did so, there would be chances that it would disrupt the due process and tamper with evidences. Therefore, they should always be advised to contact PSEA focal points in case of uncertainty of the right procedure.

Identification of the population at risk

The facilitator asked the participants to mention the people whom they thought were at greatest risk of SEA or exposed to it in the community. The girls and the women were found to be the people with the highest Sexual exploitation and abuse risk in that particular community. Creation of awareness at the work places and in the entire community a large could contribute to strengthening the communication in the community. Creation of a reporting pathway, where by feedback and complaints were very confidential and could be easily received by the partners and the community would make it easier for the follow up of cases, these cases should be reported in time, even if the person being reported was just a suspect, for quicker response and resolution or even the start of investigation if there was no evidence. Personnel's were told not to investigate SEA allegations because it would temper with the evidence hence prevention of justice from taking place. After the group presentations, they indicated the degree of vulnerability of the identified groups as shown in the table below;

People categories at risk	Risk level 1= No risk 2= lower risk 3= medium risk 4= high risk 5= very high risk	perpetuators of SEA	Potential risks, or circumstances under which SEA happens
Vulnerable Women	5	Businessmen, Leaders and humanitarian workers.	They are exploited when they have shortage of food at their houses or when looking for school fees for their children.
Boys	4	Business women and humanitarian workers who are female.	When they are looking for school fees, lack parental care and protection.
Women and girls with disabilities	5	Businessmen, leaders and hiring managers.	When they are seeking for jobs, looking for food, medical care and clothing.
School girls	5	Businessmen, humanitarian workers and teachers.	When looking for school fees, clothing, body lotion and other girls needs and when seeking to pass exams where teachers award marks conditionally.
Vulnerable Men	3	Business women	When seeking for employments.

How to Minimize / Prevent Sexual Exploitation and Abuse in the community.

Based on the identification of people at risk of SEA, the facilitator asked the participants to identify solutions to the potential risks they had just indicated above in order to prevent, minimize or mitigate Sexual Exploitation and Abuse in their community, and their answers were as below;

People categories at risk	perpetuators of SEA	Potential risks, or circumstances under which SEA happens	How to prevent / mitigate SEA
Vulnerable Women	Businessmen, Leaders and humanitarian workers.	When looking for food due to shortage at home, when seeking employment and when looking for school fees for their children.	Leaders should ensure that vulnerable people in the community are looked after by creating jobs for them.
Boys	Business women and humanitarian workers who are female.	When looking for school fees and when looking for food due to shortage in the house.	Unaccompanied boys should be looked after by the local leaders.
Women and girls with disabilities	Businessmen, leaders, hiring managers and humanitarian workers.	When looking for food/collecting food rations during distribution and when seeking for employment.	Women and girls with disabilities should be given special care when receiving services.
School girls	Businessmen and teachers.	When looking for school fees, when doing exams and seeking for promotion to the next class.	Business men and teachers who are found exploiting the school children should be investigated, punished and fined, teachers should be dismissed.
Vulnerable Men	Business women, and hiring managers who are females	When seeking for employment	Hiring female managers who are found guilty should be investigated and punished or dismissed from their positions.

Highlights of PSEA code of conduct.

The facilitator explained to the participants that Sexual exploitation and sexual abuse violate universally recognized international legal norms and standards and had always been unacceptable behaviour and prohibited conduct for all community members, leaders and humanitarian workers. In order to further protect the most vulnerable populations, especially women and children, the following specific standards would be a must to be observed/met by community members, humanitarian workers, leaders and teachers.

1. Humanitarian workers, and any community members in authority are not allowed to engage in Sexual exploitation and sexual abuse. Such acts constitute serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal for those holding positions as local authority employees or organization employees.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence even in the court of law.
3. Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes any exchange of assistance that is due to beneficiaries or community members.
4. Sexual relationships between NGO staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics undermine the credibility and integrity of the work of humanitarian organizations and are strongly discouraged among NGOS operating in the local communities.
5. If a community member or NGO staff develops concerns or suspicions regarding sexual exploitation or sexual abuse by a fellow worker, whether in the same local authority office or agency or within the system, he or she must report such concerns via established reporting mechanisms to the concern Community or partner PSEA focal point.

How to report Sexual Exploitation and Abuse at community level

The facilitator asked the participants to share some of the coping mechanisms with Sexual Exploitation and Abuse (PSEA) or ways in which it should be reported in the community.

1. Face to face engagement with the PSEA focal point and the victim or personnel reporting SEA.
2. Use of suggestion box for NGOS who have such reporting mechanism in place.
3. Direct phone call to the Community PSEA focal point or NGO partner by the victim or personnel reporting.

Based on the definition of SEA as per the identified risk groups, participants were asked if SEA was common in their community. Their answer was that the people of that community did not have a reporting system in place that dealt with Sexual exploitation and abuse cases whenever these actions occur, simply because no one took it seriously because of the fact that it was said to have been an agreement between the victim and the perpetuator.

Barriers to reporting Sexual Exploitation and Abuse.

The facilitator asked the participants to list or mention some of the reasons to why victims or community members did not report cases of sexual exploitation and abuse. The participants listed the following reasons:

Shame.
That community was said to have believed it was shameful if one was exposed for such actions, more especially to the girls that were victimized since everyone will see them as the problem instead of them being seen as the victims.

Fear of death.
It was said that it would lead to death if the relatives of the victim got to know about the Sexual exploitation and abuse cases, they would want to fight with the perpetuator and that could make fights escalate in the community, hence causing more deaths and everyone in the community will start blaming the victim for the death of those people.

Culture influence.
The norms and the laws of that community allowed men to have sexual relationships with young girls around the age of 13-17 or even younger than that because of the cows the man would bring more especially if the man was either a community leader or a humanitarian worker.

No available reporting system.
The people of that community did not have a reporting system in place that dealt with Sexual exploitation and abuse cases whenever these actions occur, simply because no one took it seriously because of the fact that it was said to have been an agreement between the victim and the perpetuator.

The participants were asked based on the reasons they had mentioned to explain some of the things that needed to be done to encourage community and victims to report incidences of sexual exploitation and abuse.

Barriers to reporting Sexual Exploitation and Abuse.	Ways in which people can be encouraged to report on SEA
o Ignorance of SEA existence in the community. o Fear to report due to protection threat. o Community do not know whom to report and where to report to. o Fear of losing one 's job if reported. o Fear of direct revenge from the perpetrator. o Shame of being look useless in the community.	o Training community members on SEA existence. o Provide a safe report mechanism that guarantee safety and security from perpetrator/community members. o Raise awareness within the community on where and whom to report SEA cases/complains. o Ensure job security for SEA complainers. o Local authority to put in place protection mechanism for SEA victims. o Victims or community members should be encouraged to report SEA without fear since their privacy will be guaranteed.

How to report Sexual Exploitation and Abuse incidences

In this session, the facilitator asked the participants to make recommendations on how the following steps would be handled and/or how their respective local authority structures could handle such cases. In general, participants felt that, If a SEA incident arises the victim were to report to the chief of that particular place and then the chief would forward the case to the police so that the perpetuator can be arrested as the police still carryout investigations, then the case would be forwarded to the humanitarian agencies that were responsible for protection issues in the area for farther analysis of the case.

Steps	Mechanisms
Documented procedures: What should be the procedure in documenting SEA, who can people report to first?	1. PSEA Community Committee (PCC). 2. PSEA organization focal Points at CH 3. State ROSS and County ROSS focal points at their various offices.
Dissemination and feedback procedures: What are some of the information communication plans? What will workers do?	1. The investigating personnel will provide regular updates about the status of the SEA allegations and forward investigations initial findings at first reporting by SEA victim to the PSEA community committee in writing or briefing them during their monthly meetings. The followings information will be provided to PSEA Community committee: ✓ Date complaint was received. ✓ Nature of the complaint or allegations received ✓ When investigation starts and who will particularly do it. ✓ Whom should they report their findings to when investigation is complete ✓ PSEA community committee decides the next course of action when served with the results of the investigations ✓ Providing feedback of the investigations/ outcomes to the victim or trusted close parent/guardian/relative. . 2. The investigative agency ensure results is delivered to victim in a safe and timely manner of the status and outcome of an investigation in accordance with the investigating agency's internal protocols.
Documentation and analysis How will complains be documented and analysed?	1. All data on complaints received should be disagregated by sex, age group, type of complaint and other relevant factors for useful analysis and targeted response. 2. SEA independent investigators must agree on criteria, methods and procedures for reporting and timely information shared with victim on SEA incidences as per investigators findings.
Complain mechanisms What are some of the agencies one can report SEA to?	1. Coalition for Humanity PSEA focal point

Way forward

During this session, the facilitator asked the participants to developed an action plan on what they would do to prevent SEA in the community.

1. The participants said they will create awareness raising at public places such as football gathering, markets, churches and during community meetings targeting different groups of people (men, women, youth, girls, boys, teachers, humanitarian workers, business people, and leaders).
2. Organize mini-meetings on monthly basis for the community members to discuss the impacts of SEA and what should be done to eradicate it in the community.
3. Participants expressed their commitment to conduct awareness raising in the community for different groups of people targeting 210 individuals from the 11 Bomas of Mathiang Payam (20 leaders, 20 men, 40 adolescent youth (20 boys, 20 girls), 20 teachers, 20 men, 20 police personnel, 20 traders and 20 women. Such number of people will be reached with PSEA messages beginning from October to 2 week of December, 2020.
4. Participants agreed to be encouraging community or SEA victims to come forward to report SEA incidences within the community. Such reports will be directed to the designated focal points in concerned organizations and community PSEA community committee who will ensure their safety and security when one reported an allegation of SEA from the community and thereafter, investigation will be carried out by reliable investigators trained specifically to do the job.
5. The participants also agreed that the PSEA activities and SEA complaints/allegations will be reported to identified organization focal points who are at RI, CH, UNKEA and WAV offices and also PSEA Community committee who have selected investigators will be charged with investigations and giving of SEA feedback.

Conclusions and recommendations

1. The participants were urged to report suspicions or actual cases of Sexual exploitation or abuse.
2. A reporting mechanism that involved all stake holders was formed to ease the flow of information.
3. There was a need for more awareness training in the community.
4. There was need for the girls and women's training on PSEA
5. There was a great need for the food distribution in plenty since it was pointed out to be the greatest cause of SEA

Training programme

Time	Topic	Responsible
9:00am-10:05am	Arrivals of participants	All
10:00am-10:05am	Participants introducing themselves and their organizations, expectations and ground rules.	Participants guided by Mary
10:05am-10:10am	Brief background of CH and the project.	Facilitator Mary
10:10-10:15am	Workshop objectives	Facilitator Mary
10:15am-10:25am	Short break for tea	All
10:25am-10:40am	Meaning of PSEA and roles of community based approach to PSEA	Facilitator Mary
10:40am-10:50am	Sexual exploitation and abuse risk analysis Group discussion	Facilitators to guide participants Mary
10:50am-11:25am	How to minimize/ prevent sexual exploitation and abuse in the community (group discussion)	Participants guided by facilitators Mary
11:25am-11:55am	PSEA code of conduct	Facilitator Mary
11:55m-12:30 PM	How to report SEA at community level	Participants guided by facilitators Mary
12:30PM-1:00pm	Lunch Break	All
1:00pm-1:45pm	Recap. Developing a PSEA local referral pathways.(	Facilitator Mary
1:45pm-1:55pm	How to report SEA incidences	Facilitator Mary
1:55pm -2:10pm	Way forward	Facilitator Mary

ANNEX 2: HUMANITARIAN WORKERS TRAINING

Community based protection mechanisms against sexual expoitation and abuse.
Community leaders training report 2020, Maiwut County, Upper Nile State, South Sudan

Date: 30th November 2020
Maiwut Town payam
State: Upper Nile

Overview of the workshop

The training took place on 30th November 2020 in Maiwut County and it was attended by 15 humanitarian workers, the training was facilitated by Coalition for Humanity field staff based in Maiwut County. A total of 15 participants, (4 female, 11 male) attended. The overall objective of the training was however to equip Partners with knowledge and understanding on PSEA, its prevention mechanisms, identification of those at risk in the community and strengthening capacity on PSEA community-based protection mechanisms. Facilitators used training manuals, marker pens and flip charts with participants being given short hand notebooks. Coalition for humanity Protection field officers based in Maiwut County facilitated the one-day training

Training Objectives

1. To enable Humanitarian workers, understand in details the meaning of PSEA
2. To ensure Humanitarian workers understood those who would be at risk and the reasons why
3. To ensure Humanitarian workers understood their roles in PSEA
4. To create awareness on the PSEA protocol.
5. To clarify to Humanitarian workers the best reporting mechanisms for PSEA concerns with regard to authorities and partners.
6. To demonstrate to Humanitarian workers how best awareness could be raised on PSEA issues

Training modules

1.0 Introduction

1.1. Participants Introduction & official opening of the workshop

1.1. Objective of the training

1.2. Context about South Sudan

1.3. About prevention of Sexual Exploitation and Abuse

1.4. Roles of community Based Approach to Prevention of Sexual Exploitation and Abuse.

2.0 Sexual Exploitation and Abuse Risk Analysis

2.1. Identification of the population at risk

2.2. How to minimize/prevent Sexual Exploitation and Abuse in the community

3.0 Prevention of Sexual Exploitation and Abuse Code of Conduct

3.1. Highlights of PSEA Code of Conduct

3.2. How to report PSEA at the community level?

4.0 Developing a PSEA referral Pathway

4.1 Barriers   to reporting Sexual Exploitation and Abuse

4.2 How to report Sexual Exploitation and abuse incidences

4.3 Way forward

Training methodology: Teach back

The mode of content delivery was entirely participatory and interactive. Participants were given chance to break into small groups and discuss, ask questions as well as brainstorm on issues. The outcome of the discussions was presented by each group leader with technical reinforcement and support from group members and facilitators. The group handled; Possible mechanisms of minimizing SEA in the community, Categories of people at risk, the perpetrators of SEA, Circumstances under which SEA happens and Possible ways of preventing and mitigating SEA. Each group was allocated 10 minutes for discussion and 10 minutes each for presentation.

1.0 Participants introduction and official Opening of the Workshop

This session was facilitated by Mary. Participants were asked to introduce themselves by stating their names, the organization which they represented, something that was interesting about them and finally their expectations during and after the workshop which they mentioned as follows;

1. To acquire knowledge on PSEA
2. To be served breakfast and lunch during the training
3. To share ideas and experiences about areas of discussion
4. To participate in group discussions
5. To participate in the Pre and post test assessments of the training
6. To recap the training sessions
7. Actively participate in the training

After the introductions, the workshop norms and ground rules were set and workshop roles and responsibilities distributed among the participants

2.0 Sexual Exploitation and Abuse Risk Analysis

2.1. Identification of the population at risk

Based on the definition of Sexual Exploitation and Abuse, the participants went into groups to discuss and determine those who were at great risk of sexual exploitation and abuse in the community as well as indicating those who were most vulnerable in a scale of 1-5. The categories of survivors were based on age, gender and profession as follows;

People categories at risk	Risk level 1= No risk 2= lower risk 3=medium risk 4= high risk 5= very high risk	Perpetuators of SEA	Potential risks, or circumstances under which SEA happens
School Girls ,aged 9-18	5	Youth, men traders and teachers	Adolescent girls of this age have a lot of needs and when they don't get them from their parents they fall at risk of accepting any gifts given to them for the exchange of sexual relationship for their survivals. These gifts include (money, goods from shops, etc.). Teachers have also been reported to take advantage of underperforming girls by awarding additional marks in order to gain through sexual relationships
Widows aged 20-35	4	Men and traders	Traders and men are taking advantage of widows because they have nobody in the community or family to support them, that's why they are at risk by being offered financial support for exchange of sexual relationship.

People categories at risk	Risk level 1= No risk 2= lower risk 3=medium risk 4= high risk 5= very high risk	Perpetuators of SEA	Potential risks, or circumstances under which SEA happens
Women aged 25-45	4	Armed youth and men	In Maiwut County especially during rainy season, the roads become impassable hence, transport services are offered by women who transport goods from Ethiopia to Maiwut by carrying the items on their heads. These women and girls become at risk of sexual exploitation and abuse by armed youth and men manning the check points along the way because they have been frequently reported to be demanding for sexual relationship before letting the women and girls pass the check points. The issue is however under-reported and community has never taken it seriously based on assumptions that 2 people would only engage in sexual relationship based on an agreement between the two. The community and local authority however comes in to intervene when it is evident that the woman/girl was forced into the act
Job seekers aged 20-30	3	Organization managers, and local authorities	Seeking for employment. It was reported that some hiring managers ask for sexual relationship before offering jobs to vulnerable candidates.

2.2 How to Minimize / Prevent Sexual Exploitation and Abuse in the community.

Based on the identification of people at risk, and the circumstances under which PSEA occur, the facilitator asked the participants to suggest any solution /community-based approaches that could be used to prevent, minimize or mitigate Sexual Exploitation and Abuse in the community.

Creation of awareness.
The partners said it would be better to create awareness on these PSEA issues so as to make the community or humanitarian workers familiar with these codes of conduct, making it easy for a community member or humanitarian worker judge themselves if they happen to break any of these PSEA principles.

Community trainings.
The head of families would be trained on PSEA too, and they should be given the valid reasons why PSEA was said to be a crime because most of the family heads or parents just see the benefit effect of that whole beneficiary to Humanitarian workers benefit. So they would be enlighten on the reasons that make this a crime and why it must stop.

Provision of basic needs.
The community should be provided with enough basic needs so as to reduce the number of SEA cases in the community since the root cause of all these SEA cases were the fact that the basic needs like food were limited in the community.

Provision of cancelling
The victims of SEA would be cancelled and advice to the correct direction so as to make them see the dangers of these act and open up in case of any incident happening to them, whether they were forced or willing. And in case of a severe case they would be helped not make bad decisions in life, like maybe thinking of hanging themselves.

People categories at risk	perpetuators of SEA	Potential risks, or circumstances under which SEA happens	How to prevent / mitigate SEA
School Girls ,aged 9-18	Youth, men traders and teachers	Adolescent girls of this age have a lot of needs and when they don't get them from their parents they fall at risk of accepting any gifts in exchange of sexual relationship. These gifts include (money, goods from shop, etc.). Teachers also practice SEA for giving additional marks to the girls who do not perform well in class.	1. Conduct sexual exploitation and abuse awareness raising in the schools and community including its health consequences on women and girls. 2. Conduct PSEA training for school teachers.
Widows aged 20-35	Men and traders	Traders and men are taking advantage of widows because they have no one to support them in the community, that's why they offer them financial support for the exchange of sexual relationship	1.Create SEA awareness raising in the community on how to prevent it, targeting men, women, boys, girls, opinion leaders, chiefs etc. 2.Conduct capacity building training for men, traders and community leaders as well.

People categories at risk	perpetuators of SEA	Potential risks, or circumstances under which SEA happens	How to prevent / mitigate SEA
Women aged 25-45	Armed youth , armed men and unarmed men	In Maiwut County during rainy season, women mostly transport goods on their heads from Ethiopia to Maiwut due to impassable roads. This has reportedly exposed these women on transit to risk of SEA from armed youth and men who demand for sex before allowing them through the check points.	1. Conduct capacity building training on SEA targeting police and armed groups.
Job seekers aged 20-30	Organization managers, and local authorities	Organization managers and local authorities have taken advantage of job seekers. The job seekers are asked for sexual relationship before being offered jobs.	1. Need for raising awareness in the organizations and 2. Conducting PSEA training for the staffs.

3.0 Prevention of Sexual Exploitation and Abuse Code of Conduct

3.1 Highlights of PSEA code of conduct.

In this session, the facilitator guided participants through the 5 PSEA code of conduct. He further explained in details that sexual exploitation and abuse violated universally recognized international legal norms and standards and had always been an unacceptable behaviour and prohibited conduct for staff. In order to further protect the most vulnerable populations, especially women and children, the following specific standards were clarified as a must to be met by all organization staffs:

1. NGO staff, humanitarian workers, any community members in authority are not allowed to engage in Sexual exploitation and sexual abuse. Such acts constituted acts of serious misconduct and are therefore grounds for disciplinary measures, including summary dismissal.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense.
3. Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour, is prohibited. This includes any exchange of assistance that is due to beneficiaries of assistance.
4. Sexual relationships between NGO staff and beneficiaries of assistance, since they are based on inherently unequal power dynamics, undermine the credibility and integrity of the work of humanitarian organizations, and are strongly discouraged;
5. If a staff or community member develops concerns or suspicions regarding sexual exploitation or sexual abuse by a fellow worker, whether in the same agency or not and whether or not within the system, he or she must report such concerns via established reporting mechanisms.

3.2 How to report Sexual Exploitation and Abuse at community level

In this session the participants were asked by the facilitator to share some of the coping mechanisms with PSEA. The following were some of the answers from the participants;

1. Through PSEA focal person in the organizations such as (UNKEA, CH, RI and WAV).
2. Reporting SEA cases to community leaders/chiefs
3. Repotting SEA cases through CBCM that would have been formed.

Based on the identified risk groups, the facilitator also sought to understand the magnitude of SEA in the community and how such cases were being handled. Without mentioning people's names, the participants said SEA cases were common and women and girls were badly affected. The cases were however under-reported because some survivors believed that they had also benefitted after all despite the 'unwillingness' that come along the act

Examples of SEA incidences.	How the incidence was addressed?	If not well addressed, how best can the community address such incidences
A restaurant owner offered a a 25 years old woman a job in market in exchange for sex	The owner of the restaurant was beaten and the restaurant closed after the family members of the lady learned of it.	The community should report the incident to organization PSEA focal person for proper investigation and follow up.

4.0 Developing A Psea Referral Pathway

4.1 Barriers to reporting Sexual Exploitation and Abuse.

The participants were guided through mentioning some of the reasons why victims or community members were not reporting cases of sexual exploitation and abuse.

Shame.
That community was said to have believed it was shameful if one was exposed for such actions, more especially to the girls that were victimized since everyone will see them as the problem instead of them being seen as the victims.

Fear of death.
It was said that it would lead to death if the relatives of the victim got to know about the Sexual exploitation and abuse cases, they would want to fight with the perpetuator and that could make fights escalate in the community, hence causing more deaths and everyone in the community will start blaming the victim for the death of those people.

Culture influence.
The norms and the laws of that community allowed men to have sexual relationships with young girls around the age of 13-17 or even younger than that because of the cows the man would bring more especially if the man was either a community leader or a humanitarian worker.

No available reporting system.
The people of that community did not have a reporting system in place that dealt with Sexual exploitation and abuse cases whenever these actions occur, simply because no one took it seriously because of the fact that it was said to have been an agreement between the victim and the perpetuator.

Barriers to reporting Sexual Exploitation and Abuse.	Ways in which people can be encouraged to report on SEA
• Lack of adequate support and encouragement for communities (and particularly children and young people) to speak out about the abuse against them. • A critical lack of investment in tackling the underlying causes of SEA in communities, perpetrated by both humanitarian workers as well as wide-ranging local actors. • Power imbalances between beneficiaries and aid agencies • Lack of rights awareness • Fear of losing benefits from an intervention, a job, status, income or prospects, or fear that aid would be withdrawn • Girls fear losing the opportunity to exchange sex for food, but also fear stigma. • Lack of clarity on who to report to. • Lack of knowledge concerning the reporting process. • Lack of complaints mechanisms for SEA and GBV in the area • Some reporting channels are not in accessible locations or do not allow physical access.	• Raising awareness in the communities about the existing reporting mechanisms in the area. • Having a system in place to ensure the safety and security of persons who come forward to complain. • Having a confidential place to protect individuals who make an allegation. • Helping staff and communities understand how reporting protects them. • Having PSEA focal person in the organizations and local authorities. • Having a clear reporting mechanism in the area. • Not making judgements on validity or credibility of complaint - ensuring all allegations that come forward are passed through the reporting mechanism. • A safe and private space for individuals to make a complaint without being interrupted. • Train program staffs - ensuring that staffs understand their responsibilities to report SEA. • Raising awareness in the communities on how to report SEA. • Having organizational policies/code of conduct that protect staff from harassment and false allegations from fellow staff members.

Barriers to reporting Sexual Exploitation and Abuse.	Ways in which people can be encouraged to report on SEA
• Lack of confidence in the value of reporting can also dissuade victims from bringing an allegation.	• Ensure that communities and staff have different ways to access to the reporting structure at both the capital and field level, including anonymous access. • Involving communities in awareness raising activities on the rights of women and children. • Let the compliant mechanisms be assessable by everyone in the community.

4.2 How to report Sexual Exploitation and Abuse incidences

In this session the facilitator asked the participants to make recommendations on how the following steps would be handled and how their respective organizations would possibly handle the same

Steps	Mechanisms
Documented procedures: What should be the procedure in documenting SEA, who can people report to first?	1. PSEA Community Committee or Community-Based Compliant Mechanisms (CBCM). 2. Senior manager or PSEA Focal Point at the Local authorities or organization.
Dissemination and feedback procedures: What are some of the information communication plans? What will workers do?	1. The investigating agency should provide regular updates about the status of any investigation to the CBCM in writing or at regular meetings. The following information would be provided to CBCM: o When the complaint was received by investigative unit. o When/whether investigation commenced or the complaint was determined an insufficient basis to proceed. o When the investigation was concluded. o The outcome of the investigation o When/whether outcome (or any information) was provided to the survivor, or if o Providing feedback is prohibited by the investigating agency's internal policies. 2. The investigative agency, or the CBCM upon agency request, shall be responsible for notifying the complainant (and if separate, the survivor) in a safe and timely manner of the status and outcome of an investigation, in accordance with the agency's internal protocols.

Steps	Mechanisms
Documentation and analysis How will complains documented and analysed?	1. All data on complaints received should be disaggregated by sex, age group, type of complaint, and other relevant factors for useful analysis and targeted response. 2. Participating agencies must agree on criteria, methods, and procedures for reporting anonymized and timely information on SEA incidents.
Complain mechanisms What are some of the agencies one can report SEA to?	1. Coalition for Humanity (CH 2. ADRA

4.3 Way forward

The discussion that took place between Coalition for Humanity and the humanitarian workers that attended the training was really helpful, it turned out that the humanitarian workers had already set up a system that was responsible for the reporting of such cases, ADRA and HRA were said to be the only partners currying out protection in that particular community.

According to ADRA protection stuff who attended the training, the community reports to them straight whenever there was a protection case and from there, they would do further investigation and then finally refer it to the authorities.

According to HRA there protection team created women child protection committees who were said to be set up in various area so that when protection case arises the Women Protection Committee (WPC) would be notified making it easier for the information to reach their office for further investigation then finally refer it to the authorities.

Coalition for humanity field stuff analysed their reporting Mechanism, and found out that there was a gap between the community leaders and the authorities, she gave them an Idea of creating a protection committee that involved all the stake holders, these were the Community leaders, teachers and the Humanitarian workers, she made it known to the partners that she had already gotten 9 people who would be part of the committee, after discussion that will be held on 1st December 2020, the committee would be urged to begin their work under the guidance of ADRA.

Training Program

Time	Topic	Responsible
9:00am-10:05am	Arrivals of participants	All
10:00am-10:05am	Participants introducing themselves and their organizations, expectations and ground rules.	Participants guided by Mary CH Staff.
10:05am-10:10am	Brief background of CH and the project.	Facilitator (Mary)
10:10-10:15am	Workshop objectives	Facilitator (Mary)
10:15am-10:25am	Short break for tea	All
10:25am-10:40am	Meaning of PSEA and roles of community based approach to PSEA	Facilitator(Mary)
10:40am-10:50am	Sexual exploitation and abuse risk analysis Group discussion	Facilitator (Mary)
10:50am-11:25am	How to minimize/ prevent sexual exploitation and abuse in the community (group discussion)	Participants guided by facilitator (Mary).
11:25am-11:55am	PSEA code of conduct	Facilitator (Mary)
11:55m-12:30 PM	How to report SEA at community level	Participants guided by facilitator (Mary).
12:30PM-1:00pm	Lunch Break	All
1:00pm-1:45pm	Recap. Developing a PSEA local referral pathways.	Facilitator (Mary)
1:45pm-1:55pm	How to report SEA incidences	Facilitator (Mary)
1:55pm -2:10pm	Way forward	Facilitator (Mary/Mary)

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