Minutes of the IASC PSEA-focused Task Team Meeting, 6 September 2017

1) Introduction
Mamadou Ndiaye (Co-Chair)

This meeting will be used to focus on priority areas for our workplan. Some great work has already been done in this area; now there is a need to consolidate it. Thanks to all who inputted into the questionnaire; this has enabled us to have ideas of what is happening within the Task Team; in this meeting we will need to 'dig-in' and look at ways to operationalize the priorities.

2) Aim and Outline of Meeting
Tanya Axisa (TA) (Coordinator)

The aim of the meeting is to revisit (not re-write) the PSEA components of the workplan and establish our priorities and commitments until the end of the year. For this workstream it is important that we try and align with other PSEA related initiatives; 3 will be presented and we should keep these in mind as we look at our workstream; for gaps, potential synergies, complementarities and areas of duplication.

3) Presentations by other PSEA initiatives (3.1)
Introduction
Tanya Axisa (Coordinator)

Workstream 3.1 is to ensure our PSEA workstream complements other PSEA-related initiatives. When agreeing on our priorities and commitments for the other workstreams, we need to consider the work of the following three initiatives and harmonise, complement and avoid duplication where possible.

Presentation 1: Update on work of IASC Co-Champions on Prevention of Sexual Harassment and Abuse (SHA) of Aid Workers
Lauren Rajczak (InterAction)

Timeline:
- May 2016: Topic raised at HC's retreat
- Dec 2016: IASC Principals discussed issue and agreed on 2 Co-Champions (Kate Gilmore, OHCHR) and (Lindsay Coates, InterAction)
- March 2017: IASC issued the zero tolerance statement
- March to May 2017: Co-Champions engaged in a listening campaign with various stakeholders and Ambassador Swing
- May 2017: First meeting of IASC Senior Focal Points Group (for SHA)
- August 2017: Checklist created to highlight organizational response and compliance around SHA of Aid Workers

Next Steps:
- Reviewing the checklists from Senior Focal Points and look at issues that need to be addressed internally.

- Interaction identified internal gaps within member's and their own policies. They will convene a meeting in Autumn to see how to assist members in improving their policies and procedures.

Discussion on links between SHA and SEA:
- Members have been keen to explore links between SHA and SEA. The Task Team was looking to develop a guidance note explaining the differences between the two. However, due to the infancy of the SHA initiative, this has been put on hold whilst the group establishes itself and related definitions etc. The two groups will continue to meet and discuss potential synergies (for example: there are pieces of research underway looking at potential links between perpetrators of SHA and SEA) and will over-time aim to provide some clarifications/distinctions/areas of synergy. In the meantime, if members are interested in exploring the SHA initiative further, please be in touch with TA who can connect you with the relevant people.
- Some members raised the need to reach out and share learning etc. with Civil Society organisations on the ground; especially around the distinctions between SHA and SEA, in particular the 'response' channels. OHCHR is working on this internally but the good practice etc. could potentially be shared with the Task Team who could become a repository for information/tools/definitions/language etc. **Action: Interaction to take recommendation back to the Co-Champions; with a focus on how to be more inclusive of local organisations and civil society.**

Of interest:
- UNRWA introduced an additional initiative: An expert group is being convened by UN Women on GBV in the workplace; and the impact of domestic violence in the humanitarian workplace. The group has issued a research outline which could be useful for the TT. Please see attached background document.

Presentation 2: Update on Office of the Special Coordinator's (OSC) Initiative
Tristan Burnett (IOM)
History: There has been a lot of progress from the IASC Task Team (TT) on the production of tools for SEA by humanitarian workers in humanitarian settings. The UNWG was set-up in response to the CAR crisis and to implement the recommendations outlined in the independent review. This was specifically for UN workers, but not restricted to humanitarian settings. At that stage there were approximately 7 different workstreams, producing tools etc. There was also recognition for the need to harmonise, not duplicate other work. Therefore the IASC Liaison position was established (TB from IOM) last October, agreed to by the IASC WG. The Liaison officer goes to the UNWG meetings and represents progress on the CBCM and SOP roll-out; and contributes to the production of the SEA manual (being produced under the Special Coordinator's workstream) as well as other issues. Given the review by the new SG, re-shuffle and the Special Measures report, it is useful for the TT to understand the new structure and potential areas for coordination between the two groups.

Julie Marionneau (OSC)
The OSC workplan is organized around the report on special measures that set forth new strategies to combat SEA as a system-wide approach (not restricted to peace-keeping). The new approach revolves around 4 pillars:
1. Bring victim's rights to the centre of our attention. Note: A Victim's Rights Advocate has just been appointed - Jane Connors (ASG).
2. End impunity through increased transparency, better reporting and investigation. There are a number of management and leadership initiatives underway in this area.
3. Build strong partnerships with the key stakeholders; with member states and civil society partners. A compact between the SG and member states has been drafted and a high level meeting will take place on 18 September. This will address many of the areas in which progress has been made; including around victim's rights.

4. Re-orient the approach to strategic communications and raise worldwide awareness on SEA; addressing the stigma and discrimination victims face.
   Note: some links to the TT workstream 3.5.

A nucleus meeting is held on a weekly basis with the main stakeholders in New York. There is a larger SEA working group that meets on a monthly basis to follow-up on the initiatives from the Special Measures Report.

Presentation 3: Update on work of Task Force on SEA Allegations involving Implementing Partners
Katherine Wepplo (UNICEF)

This is a new Task Force (TF) established as part of the Office of the Special Coordinator's Initiative. It is one of the many workstreams under the SEA WG. The initiative evolved from the need to strengthen a common UN system-wide approach on PSEA and acknowledgement that UN Agencies have many implementing partners who play a fundamental role in the humanitarian sphere. UNICEF and UNFPA co-chair the Task Force. They are looking to pull together (1) existing policies and practices with IPs and (2) develop a common approach to training for partners, conceptual understanding of PSEA, consistency of internal policies. The TF acknowledges that many NGOs may be more advanced than others so are trying to develop an approach that can be used across the board. They are also looking at capacity issues, mitigation and reporting. So far, one call has taken place. Anyone is welcome to reach out and attend from the Task Team. Please feel free to contact TA who can put you in touch.

Discussions:
Implementing partners:
- Is it restricted to implementing partners (IPs)? The scope is for IPs but could look at non-IPs as the protocols could be more broadly applied.
- How have the partners been determined? What are the next steps? Needs to be further clarified as move along; for many Agencies IPs is a broad category; so some protocols would not apply to 'informal partnerships'. There are different types of contractual agreements where the provisions may be more clearly specified than in others. Will depend on the formality/binding nature of the agreement etc.

Related training:
- Lucy Heaven-Taylor referred to a UNHCR training on partner investigations was rolled-out by UNHCR in 2013. See attached facilitator's manual which may be of use to members.

How to deal with allegations involving Government partners?
- This can be complicated and depends on contractual arrangements. This protocol won't be prescriptive to every situation; will look more about capacity development and risk assessment etc. The specifics will need to be contextualized. This question requires a longer discussion. Note: this will form part of our workstream 3.4 as a discussion point for future meetings as this area has been identified as a major issue by many members.

Refreshed Workplan Matrix Aug-Dec 2017

(Based from discussion in the meeting)

	ACTIONS	EXAMPLES	Summary of member activity	Priority?	AGREED REFRESHED ACTIVITIES	ORGANISATION COMMITMENTS
3. Inter-agency collaboration on PSEA	**3.1 Ensure the PSEA workstream complements other PSEA-related initiatives and addresses gaps at the field and global levels**		Work of IASC co-champions on Prevention of Sexual Harassment and Abuse of Aid Workers Office of the Special Coordinator's (OSC) Initiative on PSEA Task Force on SEA Allegations involving Implementing Partners	Yes	Maintain dialogue around potential linkages including (a) defining the differences between SHA and SEA and (b) research on perpetrators and potential links Maintain communication channels and identify linkages as move forward	IASC AAP/PSEA TT Coordinator with Interaction/OHCHR IASC AAP/PSEA TT Coordinator with IOM (link to OSC) and UNFPA/UNICEF (TF on IPs)
	3.2 Strengthen investigation and protection responses to SEA allegations	Develop and share best practise on enforcing CoC breaches	-OHCHR and UNHCR implementing aspects of SG's strategy -OHCHR has updated its CoC to include reference to SEA and other misconduct and is strengthening its internal reporting mechanisms -OHCHR is part of standing task force on investigations (OIOS chaired) that brings together several investigative bodies of Agencies, Funds and Programmes (AFPs) -WVI use 'tipoff anonymous' for sensitive issues that can't be channelled through boxes etc.	Maintain	**Best practise sharing on CoC:** Note: This has not progressed in the Task Team. Agencies were not ready to take a commitment to publicly say would increase criminal referrals to national authorities; needed to flesh this out. Therefore agreed on developing best practises for HR/legal depts. But not much movement. UN SEA WG is looking at this within the UN system. **There is still a need for this especially for NGOs**. **Is there duplication?** On the UN side, Agencies are developing best practise but there is a need for sharing of collective practise. **Referrals to national authorities:** is this something for the Task Team to take forward or is it covered by the OSC? How can we have a reporting and accountability mechanism that works for all (UN and NGOs?) **Sharing the CoC with affected** populations: In some places there are country CoCs and	**Need an IASC member to take this piece of work forward.** OSC to share outcomes of related discussion on 18 Sept with civil society members. To consider over-time. To discuss in later meetings.

		Develop guidance on prevention of re-recruitment of SEA disciplined individuals	-IFRC screens relevant candidates before hiring -OHRM is leading on establishing SOPs and tools to allow for screening and are establishing of database/screening tool to prevent re-recruitment of SEA disciplined individuals (UNHCR and OHCHR involved)	some good practise to share. PSEA website has some best practise on how to share. How can we take this forward? **Database** is only for UN personnel, not for IPs or other NGOs (may come later). Follow-up/communication needed to check progress. **Improve PSEA website and re-structure to show links between initiatives**	Relevant UN Agencies to keep Task Team updated on progress. IASC AAP/PSEA TT Coordinator to work with UNDP to link the websites
	3.3 incorporate lessons learned from the PSEA CBCM pilot project into the IASC AAP Operational Framework	CBCM represented in revised CAAP	This is completed	No	No action needed	
	3.4 Support issues raised following the CBCM pilots and during the discussion on global SOPs	Best practice, guidance, promotion	-IOM has taken examples and questions raised during the CBCM training and brought them to the attention of the Task Team -UNHCR provides a community of practise for staff members working on PSEA activities and to share lessons learned	Yes	**Use TT meetings to discuss key points and develop guidance for the country teams:** For example: -Guidance on re-hiring of offenders and cultural impact -How to engage senior management into oversight of the mechanism -Allegations against Government Officials -Risk Assessment (for (a) vulnerabilities and (b) after investigation is done) -Alignment of SOPs with UN SEA WG protocols etc. - Leadership engagement - Funding for PSEA projects	IOM/IASC AAP/PSEA TT Coordinator

3.5 Interagency Awareness campaign	Map existing initiatives, identify gaps, agree on campaign	-This is one of the initiatives of the OSC; UNHCR developing no-excuse cards	Maintain	Note: See above for activities related to defining differences between SHA and SEA	
				Repository for sharing different materials shared by members	IASC AAP/PSEA TT Coordinator/OSC/ALL members
				Upload 3 visuals (for combatting SEA) to IASC website	OSC to share 3 visuals with IASC AAP/PSEA TT Coordinator

Summary and conclusions

It is clear from this meeting that there are many areas of overlap with the work of the OSC. The above summary of actions for the Task Team aims to identify some potential gaps or areas for future consideration; and it was agreed that the priority was to maintain communication between the 2 initiatives with a view to developing synergies/links as the work of the OSC evolves. Similarly, appropriate links will be made with the work of the Co-Champions on SHA.

The group felt that the area the team could add most value to was workstream 3.4; the Task Team being the ideal forum in which to discuss real-time issues arising from the field and providing guidance back to colleagues. There was much discussion about how best to take this initiative forward including through (a) an online chat forum (b) development of a technical working group or (c) organization of weekly discussion sessions. However, members felt that they would not have enough time to commit to such initiatives. It was therefore agreed that the Team would use the bi-monthly meetings specifically for this purpose. Space would also be allowed for other relevant updates/linkages to the other initiatives in line with the revitalized workplan.

4) AOB

Next Meeting dates:

- 5 October 2017   AAP/PSEA
- 2 November 2017   PSEA focused
- 7 December 2017   AAP/PSEA

Meeting Participants:

Organisation	Name	In Geneva	On Call
IASC AAP PSEA coordinator	Tanya Axisa	X	
IASC AAP PSEA co-chair	Mamadou Ndiaye	X	
CARE International	Uwe Korus		X
CHS Alliance	Karen Glisson		X
CWS	Shama Mall		X
FAO	Bruna Bambini		X
IFRC	Tina Tinde		
Interaction	Lauren Rajczak		X
IOM	Tristan Burnett		X
IOM	Alexandra Hileman	X	
IOM	Smruti Patel	X	
Independent	Lucy Heaven-Taylor		X
Office of the Special Coordinator's Initiative	Julie Marionneau		X
OHCHR	Satya Jennings	X	
Oxfam	Ruby Moshenska		X
Peer to Peer Team	Alice Chatelet	X	
Terre des Hommes	Nadege Porta		X
UNDFS	Yasna Uberoi		X
UNDP	Jaqueline Carleson		
UNDP	Dieneke de Vos		X
UNHCR	Julianne Di Nenna	X	
UNICEF	?		X
UNICEF	Katherine Wepplo		X
UNRWA	Lex Takkenberg		
WHO	Evan Drake		X

Note: Apologies for any errors in above table