

CONCEPT NOTE

Program on protection against Sexual Exploitation and Abuse (PSEA) and Sexual Harassment (SH) for institutions and organization that provide humanitarian assistance and protection.

“LET’S SAY *NO* TO SEXUAL MISCONDUCT” November 2020

I. CONTEXT AND BACKGROUND

The 2030 agenda is based on five dimensions¹ known as the five “Ps”. One of this 5 Ps is “Persons” which seeks to ensure that all human beings can fulfil their potential in dignity and equality and in a healthy environment. In this regard, the Sustainable Development Goal #5 (Gender Equality) is based on the premise that if girls and women access to education, health care, decent work and representation in political and economic decision making processes is facilitated; sustainable economy will be boosted and societies and humanity in general will benefit as whole. This will be achieved by ensuring initiatives capable of responding to the fight against all forms of women and girls trafficking, and by applying holistic approaches to combat violence and exploitation against women and girls during the phases of the migratory cycle.

Furthermore, the “Global Compact for Safe, Orderly and Regular Migration” ensures that human rights of women, men, children, and adolescents are respected during the migratory cycle. It also ensures that their specific needs are duly considered and tended to and that they are perceived as agents of change. Gender perspective is a crosscutting axis that promotes equality by recognizing independence, agency, and leadership.

Within the framework of the Regional Conference on Migration (RCM) children, adolescents and women have been prioritized as a vulnerable population so to expose and mitigate the specific risks they are exposed to during the migratory process. This includes risks caused by any form of violence, or specifically by gender-based violence, sexual violence, sexual exploitation, or human trafficking.

Currently, the “Guidelines on assistance and protection of women in context of migration” published by the RCM in 2018 are one of the principal reference instruments at a regional level. This document responds to the compromise of the eleven members States of the RCM of promoting, protecting, and ensuring the rights of migrant women within the region in accordance with their international obligations. Concretely, recommendation 6.3 stresses the need to strengthen the capacities for the timely identification and provision of adequate and comprehensive attention to migrant women victims of gender-based violence and sexual violence during transit or in destination countries. This includes the provision of psychosocial and prophylactic emergency attention, in accordance with the national legislation of each country. This could include the revision of legislation, policies, and protocols; as well as capacity building actions among the personal in order

¹ 2030 Agenda 5 P’s: Persons, Planet, Prosperity, Peace and Partnership.

to ensure prophylaxis in relation to IHV, the prevention of unwanted pregnancies, and formal forensic procedures. The principle of non-revictimization should be duly considered².

In early 2019, the International Organization on Migrations (IOM) successfully launched an innovative approach on PSEA, with the purpose of fostering behavioural changes and wellbeing in relation to sexual harassment within field of work³. Together with this internal disposition, various materials and participatory resources for IOM staff and collaborators, both internal and external, have been developed with the aim to promote work environments free of violence and harassment.

Simultaneously, the United Nations agencies have joined forces with the members of the Standing Committee of organizations and created training packages on the protection against sexual harassment and violence. This collective initiative is called IASC: Inter-Agency Standing Committee.

In line with these efforts, the “Interinstitutional course on Protection against Sexual Exploitation and abuse(PSEA) and Sexual Harassment for partner organizations that provide humanitarian assistance and protection”, designed by IOM and financed by UNHCR, was launched in early 2020 before the Inter Agency Standing Committee. This initiative is formed by FAO, UN Habitat, IOM, UNICEF, UNHCR, OCHA, UNDP, WFP, UNFPA and WHO.

Current circumstances have forced changes and exposed a series of economic, sanitary, and social crisis whose impacts have been particularly felt by vulnerable groups, particularly migrant women and children in risk situations. Sexual Exploitation and Abuse (SEA) and Sexual Harassment, which derive from power relationships and gender inequality, also known as “Sexual Misconduct”; are also part of the risks heightened by the crises and faced by this population. Therefore, the personnel in charge of tending to victims or potential victims require constant trainings and actualization on these subjects to be able to provide empathic victim centered responses.

In accordance with RCM’s efforts to foster learning and reflection spaces for member States to enrich their knowledge on the intrinsic link between women, migration and development, the Strategic Plan developed by the RCM, the annual work plan, and the recommendations of the II Congress of Women on Migratory Contexts held in Costa Rica in 2019; the Working Group on Labor Migration has identified a learning opportunity focused on the “Development of training strategies on protection against labor and sexual harassment and violence against migrant women in the work environment”.

Consequently, in line with the joint RCM-IOM regional Project: “Promotion of Migrant women social inclusion on Central America and Dominican Republic public policies: Prevention of Gender based Violence”, financed by the Great Duchy of Luxembourg; there is a compromise on providing assistance for strengthening capacities on the prevention of gender based violence, including protection against sexual and labor harassment.

It is within the context that this initiative is born. The initiative seeks to establish a socialization and reflection activity that provides dynamic and participatory spaces based on three components. It will be executed in a lapse of 15 days, and it will count with the technical-emotional support of the regional project in direct coordination with the Executive Secretariat and the Pro Tempore

² RCM (2018). Guidelines for the care and protection of women in the context of migration: <https://rosanjose.iom.int/site/en/library/guidelines-care-and-protection-women-context-migration>

³ See link: <https://www.iom.int/video/staff-advisory-psea-training>

Presidency of the RCM. The theory and practical activities include mentoring, coaching tools and diffusion and socialization of specialized materials on this thematic.

II. OBJETIVES

General objective

To strengthen the cognitive and affective capacities of the participants appointed by the member States, the members of the RROCM and observer organizations, in regards to sexual misconduct; as well as sensitize and strengthen the psychomotor skills to guide their reaction and response for victims of sexual harassment within the work field or during the migratory cycle.

Specific objectives

1. To generate synergies with key stakeholders through learning and teaching spaces on respectful, inclusive, and safe virtual environments.
2. To promote that migrant persons trapped amidst a situation of crisis access to protection and assistance without fear of being subject to exploitation and abuse.
3. To facilitate a technical emotional accompaniment space that enriches continuous education of humanitarian workers, through a learning program that generates a live experience by learning.

III. METHODOLOGY

The methodology will be based on “Learning by doing”. Training sessions will include case studies, testimonies, group discussions, creative equipment, role games, videos and questions that invite to reflection. The session will also be accompanied by applied techniques in virtual learning spaces, generating a genuine interest on the participants, who will have the opportunity to explore power dynamics, centered on key actors.

This initiative will be implemented through a combination of tools, including:

- A cycle of two webinars or virtual conferences;
- Online courses, including complementary materials with a participation certificate;
- A mentoring session to foster sensibilization.

All the mentioned tools will include dialogue spaces and presentations by members Sates. The following table, summarizes the methodology:

Activity	Theme
1. Short video-conference cycles	a) Opening session: Prevention of gender and migration-based violence. b) Closing session: Good regional practices and initiatives related to the prevention of sexual and labor harassment.

<p>2. Online courses (IOM and IASC E-Campus)</p>	<p>Prevention of sexual harassment, exploitation and abuse on the work environment within the migratory context.</p>
<p>3. Mentoring sessions</p>	<p>Awareness raising on a key actors' centered approach. Emotional Technical accompaniment.</p>

Prior to the videoconferences, an online Pre-Test will be shared with the participants to assess their knowledge in relation to these subjects and their expectations towards this activity. Also, continuous follow up will be provided regarding possible enquiries and shared materials.

After the first virtual conference, the mentoring spaces will be enabled for participants to interact from an emotional point of view. At the end of the program, the online test will be shared again to assess the changes in knowledge, the satisfaction levels and the use that will be given to acquired knowledge.

A certificate will be delivered to those persons that complete the entire program.

IV. PROGRAM

The program is designed to be completed in the following 4 steps:

- Step 1:** Opening virtual conference and introduction to the thematic.
Date: Monday, November 9, 2020
Execution time: 2 hours and 30 minutes

Time	AGENDA - OPENING CONFERENCE
<p>09:00 a.m. 09:40 a.m.</p>	<p>Opening remarks: Michele Klein-Solomon, IOM Regional Director for Central America, North America, and the Caribbean. Raquel Vargas, Pro tempore Presidency of the RCM– Costa Rica 2020 Joe Geibusch, Chargé d'affaires a.i, Luxembourg's embassy.</p> <p>Moderator: Luis Alonso Serrano, Executive Secretariat, RCM</p>
<p>9:40 – 10 am</p>	<p>Conference: Theodora Suter, Gender Unit specialist, HQ</p>
<p>10:15 – 11:00 am</p>	<p>Panel 1: Gender and migration Alba Goycochea, Technical secretariat, SCM Dra. Alicia Rodríguez, ST-COMMCA Liriola Leoteau– Gender Specialist, Independent consultant</p>
<p>11:00 – 11:30 am</p>	<p>Closure Carmen Paola Zepeda, Regional coordinator of the Regional Project</p>

- **Step 2:** Virtual-live training
- **Date:** Tuesday, November 10, 2020
- **Execution time:** 3 hours

Live Virtual course: “Let’s say no to Sexual Misconduct”. Facilitated by the Regional Program Migrant Women, with IASC resources.

- **Step 3:** Virtual training- self-learning
- **Date:** From Tuesday 10 to Friday 20 November 2020
- **Execution time:** 3 hours

IOM E-campus will facilitate to high impact courses. The participant must choose one of the two following online courses to complete the training program:

1. Women on Migrations (3 hours)
2. Corporate responsibility and labor migration (3 hours)

During the 3rd step of the program accompaniment will be provided to the participants through Group Mentoring sessions where technical and emotional situations related to the subject matter will be addressed. Mentoring sessions will be divided in 2 sessions of two hours focused on the course chosen by the participants. The participants will be divided in two groups.

Complete the courses and consult the materials available on E-Campus before the 20 of November 2020.

This will include:

- Case studies
- Group debates
- Role plays
- Audiovisual tools analysis
- Presentations led by the instructors.

- **Step 4:** Closing virtual conference
- **Date:** Tuesday, November 24, 2020
- **Execution time:** 2 hours

TIME	AGENDA - CLOSING VIRTUAL CONFERENCE
09:00- 09:15 a.m.	<p>Opening remarks:</p> <p>Luis Alonso Serrano, Executive Secretariat, RCM</p> <p>Carmen Paola Zepeda, Regional coordinator of the regional project</p>
9:15 – 10:00 am	<p>Panel 1: 2 RCM Member States good practices’ experience</p> <p>Moderator:</p> <p>Roselyne Borland, IOM Regional specialist on protection and assistance for migrants.</p> <p>Panelists:</p>

	<p>Michella MACCHIAVELLO, IOMs Regional Specialist on Labor Migration. To be confirmed, ILO Specialist. To be confirmed, UNDP Specialist</p>
10:00 – 10:45 am	<p>Socialization among the participants Questions and group discussions</p> <p>Moderator: To be confirmed, PPT CR Representative</p> <p>Technical support: Lyhelis Torres, Regional Project consultant.</p>
10:45-11 am	<p>Closing remarks: Michele Klein-Solomon, IOM Regional Director for Central America, North America, and the Caribbean. Raquel Vargas, Pro Tempore Presidency RCM– Costa Rica 2020 Joe Geibusch, Chargé d 'affaires a.i, Luxembourg's embassy.</p>

Topics of Interest

The training program will address the following subjects:

1. Definition and identification of Sexual Misconduct.
2. Acceptable and unacceptable behaviors.
3. Empathy and rapport with the victims.
4. Demystification of roles and responsibilities.
5. Leading with the example.
6. Presentation of complaints.

Logistic information

STEP 1

Date: Monday, November 9, 2020 (Opening)

Hour: 09:00 am Central America

Duration: 2 Hours and 30 minutes

Platform: KUDO

Link: <https://live.kudoway.com/ad/220116020270>

Simultaneous interpretation

STEP 2

Date: Tuesday, November 10, 2020

Hour: 09:00 am Central America

Duration: 3 Horas

Platform: KUDO

Link: <https://live.kudoway.com/ad/220117071785>

Simultaneous interpretation

STEP 3

Date: Tuesday 10 and Friday 20, November 2020



Courses E-Campus: <https://www.ecampus.iom.int/course/view.php?id=346>

Platform: OIM

Course inductions: 3 hours

Link: (To be defined)

On Spanish and English

Date: Tuesday 10 to Friday 20 of November 2020

Group Mentoring Session

Hour: 09:00 am Central America

Session 1: Technical questions – Wednesday 11 of November 2020

Session 2: Course socialization - Friday 13 of November 2020

Session 3: Course socialization - Tuesday 17 of November 2020

Session 4: Technical questions – Friday 20 of November 2020

Duration: 2 hours each session

Platform: KUDO

Link: (to be defined)

Simultaneous interpretation

STEP 4

Date: Tuesday 24 of November 2020 (Closing session)

Hour: 09:00 am Central America

Duration: 2 Hours

Platform: KUDO

Link: <https://live.kudoway.com/ad/220114018404>

Simultaneous Interpretation

For more information, please contact:

- RCM Executive Secretariat, crmst@iom.int
- IOM, Paola Zepeda czepeda@iom.int

V. PARTICIPANTS

The learning program “**Let’s say NO to sexual misconduct**” seeks to involve participants from the member states of the RCM. The participation of functionaries of each of the Members States with the following profiles is expected:

- At least 2 persons from National Mechanisms concerned with the Advancement of women (National Women Institutions)
- At least 2 persons from the Migration Directorates/Institutions involved in the attention to these populations
- At least 2 persons from the International Relation Ministries involved with the thematic
- At least 2 persons from the Security Ministries
- Members of the Regional Network of Civil Organizations on Migration (RROCM)
- RCM Observer organizations



VI. IASC ADDITIONAL RESOURCES:

The training program counts with a complement to the learning program facilitated by IASC, called: “Let’s say no to sexual misconduct”. Resources and further information can be found on the following link: <https://interagencystandingcommittee.org/iasc-learning-package-protection-sexual-misconduct-un-partner-organizations>

The regional Project: “Promotion of Migrant women social inclusion on Central America and Dominican Republic public policies: Prevention of Gender based Violence”, adapted the 6 hours and 30 minutes of content to 3 implementation hours.