

Welcome to the RSH webinar

Whose risk is it?

We will be starting shortly

Housekeeping

- You are on mute with video off to support the quality of the connection
- Chat is enabled to panelists to support with any tech issues
- Use the Q&A function during the webinar to ask questions. It is in the controls panel on the bottom of your screen, you can add new questions, upvote questions added by others and the most popular will be answered at the end



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Whose risk is it?

Recognising risks of SEAH

Deogratias Yiga, Development Links
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Dominique Dix-Peek
& Makhoaphe Letsie, Afrika Tikkun

Marjorie Mupandare,
PhD Candidate University of Hertfordshire

Jean Elphick



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Before we start

- This is a safe space
- More information or support at <https://safeguardingsupporthub.org/>
- Please participate!
- We will be recording



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Risk to who?

Children and communities

Organisational staff

The aid sector



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Key messages



Children and communities, staff and the aid sector are all at risk when SEAH is unchecked

Safeguarding remains a blind-spot- often those in privileged or powerful positions **fail to recognise risks** to people

To move beyond 'compliance without conviction' organisations and the sector need to travel a difficult **journey towards embedding a culture of equality and safeguarding**

While there are stories of good practice a radical **re-organisation of power and leadership** in the sector is required to embed a culture of safeguarding in the aid sector



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Speakers



Marjorie Mupandare

Deogratias Yiga

Makhoaphe Letsie
Dominique Dix-Peek



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Deogratias Yiga



DEVELOPMENT LINKS CONSULT



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Safeguarding Children and Communities

Deogratias Yiga

Development Management Consultant
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Overview

- Sharing a brief safeguarding experience from my work
- The concept of risk in the safeguarding discourse
- Why is risk analysis important in designing safeguarding measures
- What does safeguarding risk analysis entail?

My Story

- We have a good policy, we are generally doing OK
- The controversies during the training
- The children's perspectives
- The post-training developments:
 - The Nurse
 - The Security guard

Insights from safeguarding experience

- Many organisations, especially in the global South, are embracing the discourse on safeguarding for purposes of compliance with donor demands.
- Having an organisational safeguarding policy is not sufficient without deeper engagement with stakeholders on the rationale, values and implications of the policy
- Staff and representatives of development agencies, especially those that focus on vulnerable groups, predominantly perceive issues of abuse, exploitation and maltreatment largely within the prism of the external environment

The concept of risk in the safeguarding discourse

- It refers to the likelihood that a violation in the form of abuse, maltreatment or exploitation against a vulnerable person will occur unless mitigative action is taken
- Safeguarding risks are embedded within the domains of “Unequal Power” and “Unquestioning Trust”
- Risk analysis and mitigation is the foundation for preventive action is safeguarding

Why is risk analysis important in safeguarding?

- It builds organisational ownership for the safeguarding agenda. It exposes what could go wrong
- It facilitates contextualisation of the safeguarding measures (e.g. code of conduct, level of contact with vulnerable groups, implementing and non-implementing agencies)
- It is the basis for ongoing monitoring of progress and adjustment of responses (over time some risks diminish and new ones emerge)

What does safeguarding risk analysis entail

Safeguarding risk analysis should focus on three key domains:

- **The Organisation:** Structures, procedures and methods of work
- **The People:** Their knowledge, skills, attitudes and behaviors
- **The Programmes:** impact on social structures, service delivery environment, risk exposure, etc.

Meaningful risk analysis should be participatory with particular focus on the target vulnerable groups.

Thank you

Deogratias Yiga

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Makhoaphe Letsie & Dominique Dix-Peek



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Safeguarding Staff

Makhoaphe Letsie
Dominique Dix-Peek



Afrika Tikkun
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from the British people

Overview

- Introduction
- Story 1: The face of Safeguarding
- Story 2: The price to pay for whistleblowing
- Key learnings

The face of safeguarding



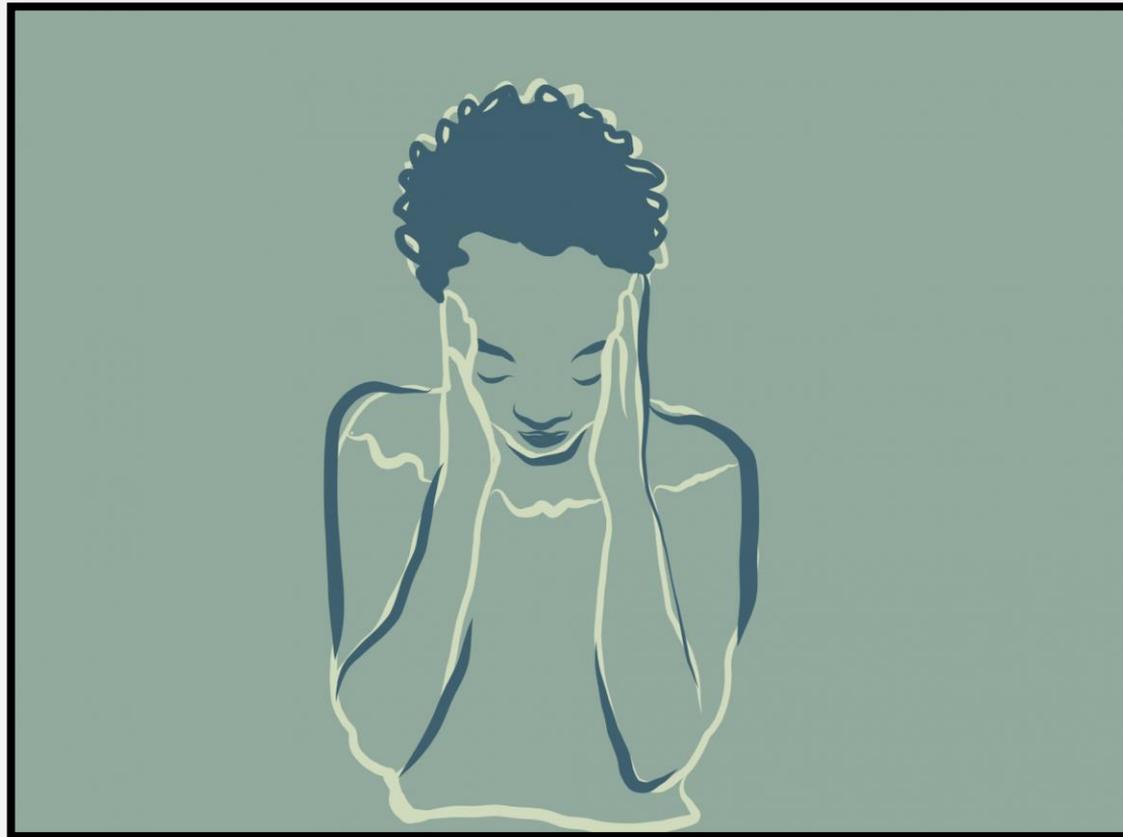
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The price to pay for whistleblowing



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Key learnings



Culture is
King

The importance of creating a transparent, open environment that allows you to deal with safeguarding concerns

- Accountability

- Policy vs Practice

Dealing with safeguarding concerns



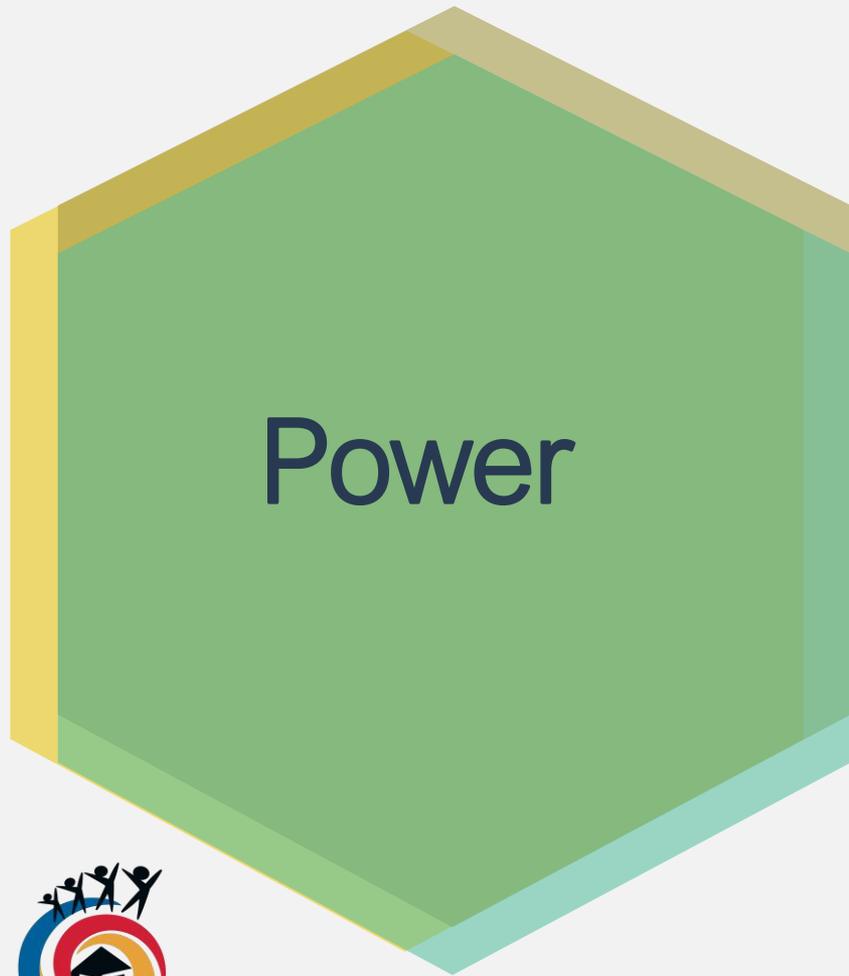
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Key learnings cont.



- The risk of people in power not recognising risks to their staff or organisation
 - Assumption that we are there to help
 - Safeguarding risks seldom directly affect those in power
 - Holding those in similar levels of seniority accountable
- How power dynamics influence whistleblowing and consequences to whistleblowing



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Concluding remarks

Speaking out is hard, holding it in is hard-
CHOOSE YOUR HARD

Holding people accountable is hard, not holding
people accountable is hard-
CHOOSE YOUR HARD

Undertaking a safeguarding process is hard, not
undertaking a safeguarding process is hard-
CHOOSE YOUR HARD



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THANK YOU
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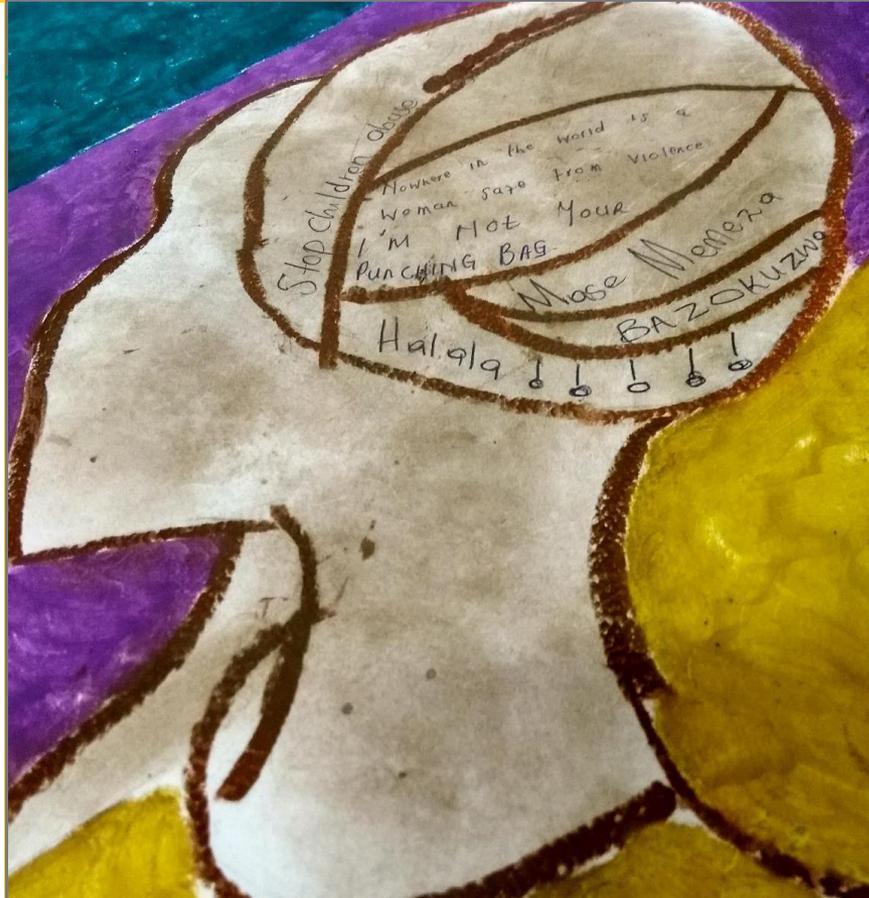
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Marjorie Mupandare



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SEAH Risks at the Institutional/ sectoral level

Marjorie Mupandare

PhD Candidate at the University of Hertfordshire, UK



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Overview

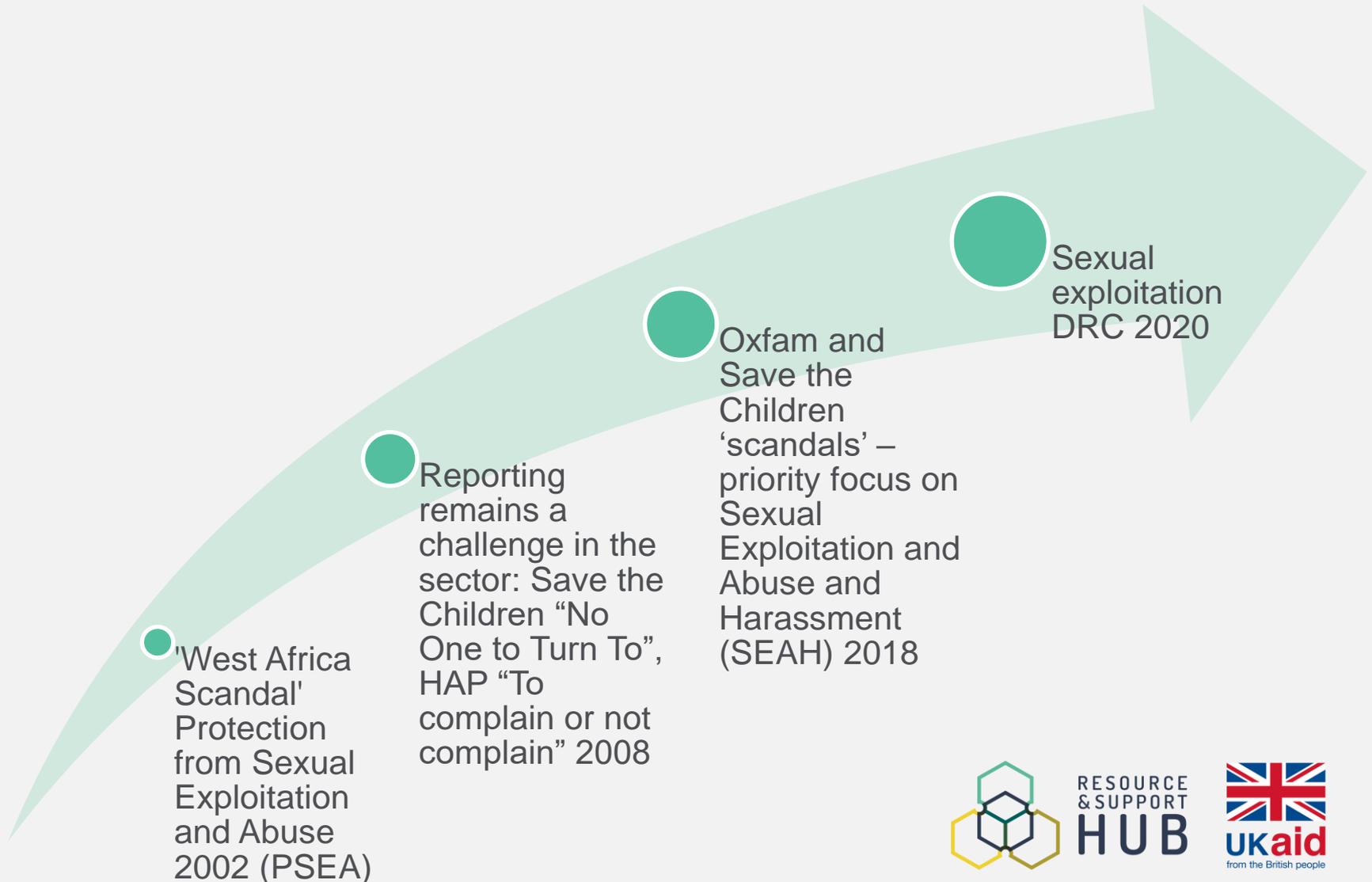
- SEAH in aid and development sector
- Risks and challenges
- Sector responses and impact on reducing risk



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Sector journey on safeguarding



What is the risk for the sector?

- Undermining of our mandate – we are supposed to be assisting people, not harming them
- Breakdown of trust with affected populations
- Breakdown of trust with other stakeholders, such as governments, partners, networks, the public
- Loss of funding



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Sector responses to date

1. Zero Tolerance for Sexual Exploitation and Abuse
2. Application of international standards
3. Organisational policies and mandatory trainings
4. Commitment to diverse, inclusive, professional environments
5. Appropriate and timely responses – survivor centred responses



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Sector challenges for SEAH



Male-dominated leadership culture, compounded by weak governance structures

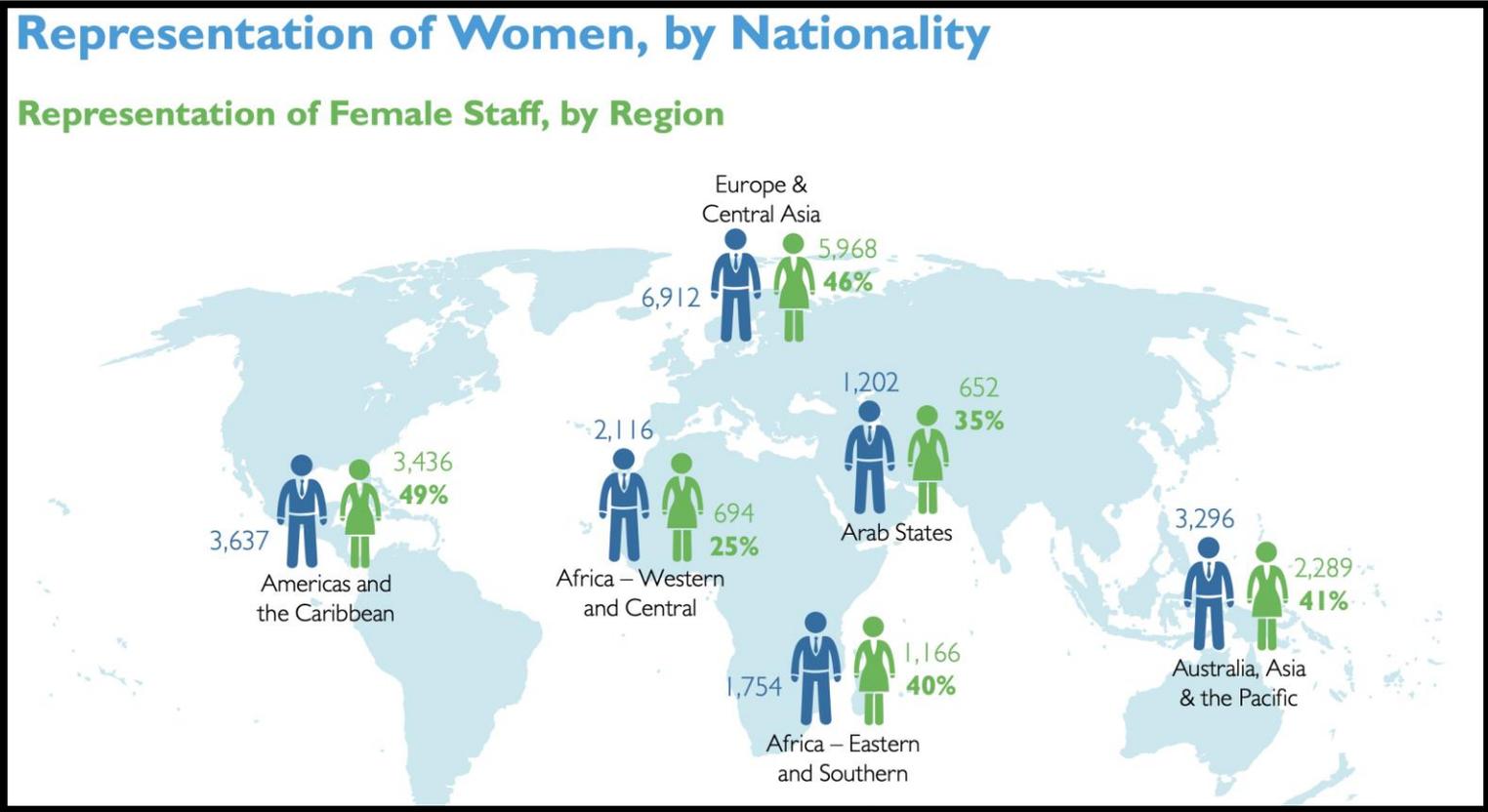
- Patriarchy, power and privilege dynamics present in the aid sector
- Minimal or no individuals selected for dealing with SEAH issues
- Few women in senior leadership positions in the humanitarian sector
- Reactiveness of the system
- SEAH amongst humanitarian workers? Contract types?



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Example of challenges with diversity



Status of Women in the United Nations System, UNWomen 2016

Implications for the sector

More than 50 women in DRC allege abuse by Ebola aid workers

Women say they were exploited by men who said they were international workers in Democratic Republic of Congo



- Investigation by The New Humanitarian – not reported to organisations. Lack of reports remain an issue
- Risks remain – despite organisational efforts to strengthen practices
- Questions over whether zero tolerance approaches work
- Highlights challenges and constraints with accountability within the sector



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Thank you

Marjorie Mupandare

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Useful resources

- Sexual Exploitation, Abuse and Harassment (SEAH) in the International Aid Sector Victim and Survivor Voices: Main Findings from a DFID-led Listening Exercise
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/749741/Listening-Exercise1.pdf
- House of Commons, SEAH in the aid sector
<https://publications.parliament.uk/pa/cm201719/cmselect/cmintdev/840/840.pdf>
- <https://peaceoperationsreview.org/thematic-essays/is-the-un-really-moving-toward-gender-equality/>
- <https://www.unwomen.org/en/how-we-work/gender-parity-in-the-united-nations/current-status-of-women>
- <https://www.unwomen.org/en/how-we-work/gender-parity-in-the-united-nations/reports-and-monitoring>
- <https://www.bbc.com/news/world-africa-54342356>
- <https://www.france24.com/en/20201001-un-agencies-including-unicef-who-probe-claims-of-sex-abuse-by-dr-congo-workers>
- <https://www.un.org/preventing-sexual-exploitation-and-abuse/content/secretary-generals-reports>
- <https://news.un.org/en/story/2019/09/1045722>



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Key messages



1. **Children and communities, staff and the aid sector** are all at risk when SEAH is unchecked
2. Safeguarding remains a blind-spot- often those in privileged or powerful positions **fail to recognise risks** to people
3. To move beyond 'compliance without conviction' organisations and the sector need to travel a difficult **journey towards embedding a culture of equality and safeguarding**
4. While there are stories of good practice a radical **re-organisation of power and leadership** in the sector is required to embed a culture of safeguarding in the aid sector



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Call to action

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Useful resources

<https://safeguardingsupporthub.org/>



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