Instilling good organizational culture towards prevention of SEAH within organizations in South Sudan

From the Resource and Support Hub
We will be starting Shortly

Housekeeping

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Introduction to the safeguarding Resource and Support Hub (RSH)

Together, we can build a safer sector

RSH WEBINAR:
Date: 13th July 2022
Panelist: Loga Abel Bago Sube
Chair: Caroline Kibos

Overview

Supporting organisations in the international **humanitarian and development** sectors to strengthen their safeguarding policy and practice against **Sexual Exploitation, Abuse and Sexual Harassment** (SEAH)

Vision

We are committed to being a **collaborative catalyst**. We are driven by the needs of less-resourced **civil society organisations**, guided by **survivor-centred principles** and focused on **contextualised** products and services.

- Funded by UK Aid from December 2019 – November 2024
- A global multilingual online platform with 8 National Hubs across 3 regions

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What does the Hub have to offer?

Session aim:

- The session aims to provide participants with the knowledge to reflect/engage on issues that lie at the root of sexual misconduct, issues of power imbalance and gender inequality.
- Pave way for commitments and follow-up actions in organizational culture change to create workspaces/places of mutual respect, inclusion and accountability where sexual misconduct does not happen

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Introduction

- In an organization, certain people sometimes have more power based on their gender, race, role in the organization, disability, sexuality, nationality, or education.
- People with less power can be at greater risk of sexual exploitation and abuse.
- Sexual exploitation, abuse and sexual harassment (SEAH) involves people within organizations using their power in harmful ways against people who are less powerful, either in the organization, or in the communities where the organization works.
- Powerful people can also perpetrate physical and emotional violence.

Sexual misconduct in organizations

- Sexual misconduct lies in deeply rooted power imbalances and gender inequalities
- They are present in our organizations and in the environments and contexts in which we work
- Our organizational culture plays a large role in preventing, surfacing and responding effectively to sexual misconduct
- The fear to speak when assaulted, many women in South Sudan fear to speak about issues of sexual abuse.

Organizational Culture

- Culture is the unique dominant pattern of shared beliefs, assumptions, values and norms that shape the socialization, symbols, language and practices of groups of people within an organization.
- Attitudes and approaches that typify the way staff carry out their tasks
- A system of meaning shared by the members of the organization
- Culture is a collective of beliefs and feelings about what things are good, normal, rational and valuable
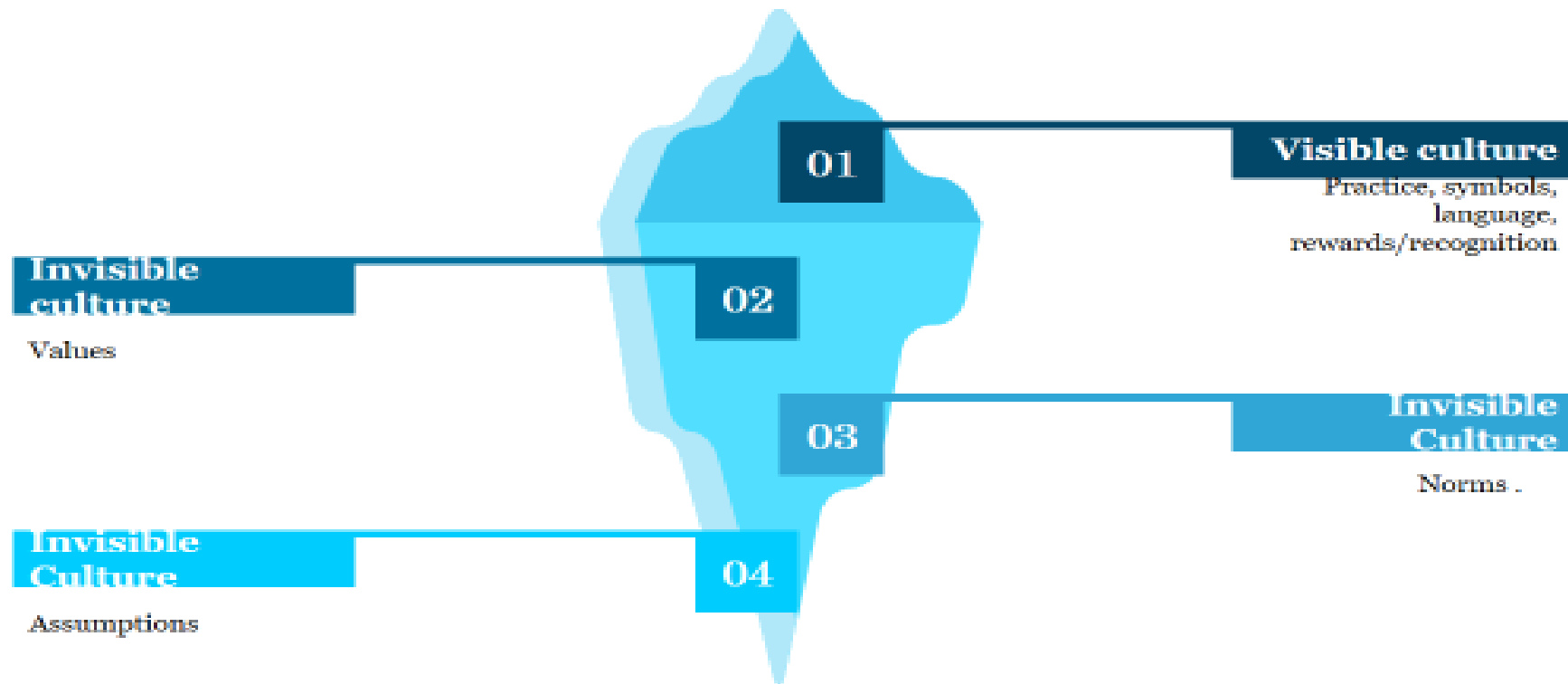
Speak-up/whistle-blower culture

- A speak-up or whistle-blower culture supports staff to report concerns about safeguarding, sexual exploitation, abuse, sexual harassment, and other forms of maltreatment.

- The whistle blowing culture must be available to everyone and work for everyone. It must focus on the survivor's rights, needs and wishes.

- The culture should be developed together with staff, to help recognize and address any barriers to reporting that a survivor may experience because of their gender, disability, race and age.

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Culture and accountability

- It is easy, particularly in difficult times, to forget the values you set in place to define your company
- Align culture with strategy and processes. Do your mission, vision and values line up with your HR processes, including hiring, performance management, compensation, benefits and the promotion of talent?
- For culture change to stick, it must be a priority of the CEO and board of directors
- Involve employees in the decision-making process. Employees feel appreciated when their opinions are heard by the top management
- Managers and Board of Directors must help employees understand the organization's mission, helping them engage, and make them realize they are a part of something bigger

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Cultural Iceberg

Iceberg PowerPoint Templates

01 — **Visible culture** Practice, symbols, language, rewards/recognition

02 — **Invisible culture** Values

03 — **Invisible Culture** Norms .

04 — **Invisible Culture** Assumptions

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Types of Organization Culture

1. Bureaucratic culture:

- In this type of culture, the behavior of employees is governed by formal rules and standard operating procedures
- Such a culture perpetuates stability and good morals For example, government ministries and the UN

2. Entrepreneurial culture:

- organizations existing in the context of an entrepreneurial culture are characterized by high levels of risk taking and creativity. They have a commitment for innovation and experimentation

Relationship between culture and organization performance

- A good organizational culture have the potential to enhance organizational performance, individual satisfaction, the sense of certainty about how problems are to be handled

- A good organizational culture serves as a control mechanism to channel behaviors towards desired behaviors to prevent undesirable behaviors

- A good organizational culture has common behavioral style that must be shared by managers and employees

- A good organizational culture assists in the creation of a stable organizations, the consequences of which leads to the achievement of the strategic goals

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Can you share examples of organizational culture change?

Organizational culture change is a shift in expectations, values, norms and mission of an organization. The following describe examples of cultural change;

- Leadership.
- Job Security
- Storytelling; success stories
- Structure
- Policy
- Communication
- Measurement
- Ton at the top

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Thank you! Any questions?

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