

Report on the Day-long Training of Trainers (TOT) on PSEA and Gender Justice



Date: 12 January, 2025

Venue: Hall room of Nice Foundation

Organized by: Nice Foundation; Supported by: CREA

Target Group: Project staff and CBO

Moderator: Rabeya Sultana

Introduction:

A Day-Long Training of Trainers (TOT) on Protection from Sexual Exploitation and Abuse (PSEA) and Gender Justice has organized by Nice Foundation with supported from CREA. The TOT training held at Hall room of Nice Foundation Head Office, Khulna. There were 13 female and 3 male participants (a total of 16 participants) from CSO and staffs of Nice Foundation's FON project present in the training. The honorable Executive Director of Nice Foundation, M. Mujibor Rahman and Rabeya Sultana, Program Director (PD) of Nice Foundation were also present in this training.

The training was started with welcoming of Executive Director of Nice Foundation, M. Mujibor Rahman. Then the Program director Rabeya Sulnata also greeted and welcomed to everyone and thanked them for participating in the training.

Objectives of the Training:

The specific objectives of the training were as follows:

- To provide participants with an understanding of PSEA, its key principles, and practical application in various settings.
- To discuss the importance of gender justice and its role in combating gender-based violence, discrimination, and inequality.
- To build the capacity of trainers to facilitate awareness-raising sessions and implement PSEA and gender justice strategies.
- To develop and enhance communication and training techniques for addressing sensitive topics related to gender-based violence and exploitation.
- To create a network of professionals committed to advancing PSEA and gender justice initiatives in their respective fields.

Methodology:

The training was interactive, utilizing a combination of presentations, group discussions, and case studies. These activities aimed to foster practical skills and critical thinking in addressing PSEA and GBV. Breakout sessions allowed participants to engage with each other, share experiences, and discuss challenges faced in their work.

Description of the first-half session:

The first-half of the Day-Long Training of Trainers (TOT) was focused on Protection from Sexual Exploitation and Abuse (PSEA). The session was designed to enhance participants' understanding of PSEA, its principal approaches for addressing sexual exploitation and abuse in various settings. The session was conducted by Afroz Zahan, Project Coordinator, FON Project, Nice Foundation. Facilitator used a combination of case studies, discussions, and interactives to foster and engaging learning environment.

The PSEA session was structured to address the following key areas:

1. **Introduction to PSEA (Prevention from Sexual Exploitation and Abuse)**
 - Definition and importance of PSEA in safeguarding individuals, particularly vulnerable populations.

- Understanding the impact of sexual exploitation and abuse on individuals and communities.
- Legal frameworks and international guidelines for preventing sexual exploitation and abuse (e.g., UN Protocols, national laws).
- Roles and responsibilities of individuals and organizations in ensuring PSEA compliance.

2. Pillar and Principals of PSEA

These sessions were conducted for the following purposes:

- To build a comprehensive understanding of the **Four Pillars** of PSEA and their practical implementation.
- To familiarize participants with the **Six Principles** that guide effective PSEA strategies.
- To provide trainers with the necessary tools to replicate the training within their respective organizations and communities.
- To emphasize the importance of accountability, survivor-centered approaches, and "Do No Harm" practices in addressing SEA.

Key takeaways from these sessions are:

- **Knowledge Transfer:** The training equipped participants with a thorough understanding of both the Four Pillars and Six Principles of PSEA, and how to translate this knowledge into practical application.
- **Practical Tools:** Trainers were provided with various tools and frameworks to conduct their own sessions on PSEA, including sample policies, reporting procedures, and case management protocols.
- **Commitment to Action:** Participants expressed a strong commitment to implementing the strategies discussed during the training and to fostering environments where protection from sexual exploitation and abuse is prioritized.
 - Zero tolerance for sexual exploitation and abuse.
 - Accountability and responsibility for both staff and partners.
 - Protection of vulnerable persons from any form of exploitation and abuse.
 - Ensuring that victims have access to safe and effective reporting and support mechanisms.

3. Background of PSEA

In this session the historical context was discussed:

- The concept of PSEA emerged as a response to incidents of sexual exploitation and abuse by humanitarian workers in the 1990s, particularly following the aftermath of large-scale crises such as the Rwandan Genocide and the Balkans conflict.
- Following various investigations and widespread media coverage, international organizations such as the United Nations and NGOs recognized the need for robust mechanisms to protect vulnerable populations from such abuses.
- In response, the Inter-Agency Standing Committee (IASC) formulated the PSEA guidelines in 2002, followed by the development of a series of standards, protocols, and frameworks, which were further refined over the years.

4. Exhibition of video on the Case Study of Afrida and a Questions & Answers session

Case Study: Afrida's Story:

- A key component of the session was the **Afrida Case Study**, a real-life scenario used to illustrate the consequences of sexual exploitation and abuse. The case study focused on the personal and institutional impacts of exploitation, while highlighting the gaps in protection mechanisms that allowed the abuse to occur.
- Participants watched a video presentation detailing Afrida's case, which provided a detailed account of the exploitation and its aftermath. The video aimed to spark emotional and intellectual engagement with the issue, helping participants understand the profound effects of PSEA violations on individuals and communities.

Question and Answer session:

- Following the video presentation, the facilitator led a Question and Answer session, encouraging participants to ask questions, express concerns, and discuss possible preventive measures. The Q&A provided an opportunity for clarification of concepts, further exploration of the case study, and reflection on the roles of professionals in preventing such incidents.

5. Organizational Policy and reporting of PSEA

Nice Foundation (NF) are committed addressing safeguarding, protection from sexual exploitation and abuse (PSEA), and other forms of harassment, bullying or abuse through the four pillars of awareness, prevention, reporting and response. And it has a PSEA focal point to prevent sexual exploitation and abuse. In this session facilitator discussed on practices and mechanism to prevent sexual exploitation and abuse in Nice Foundation.

- **Culture of zero tolerance:** NF has a culture that promotes rights, prevents violations, and has zero tolerance for SEA.
- **Safe and trusted reporting mechanisms:** NF has safe and trusted reporting mechanisms that allow people to report violations and feel confident that their reports will be handled with respect.
- **Confidentiality:** NF ensure that all SEA-related information is kept confidential and that the identities of complainants and survivors are protected.
- **Survivor-centered approach:** NF ensure that all responses to SEA are developed with the survivor's safety, wishes, and well-being as a priority.
- **Community-based complaints mechanism:** NF has established a community-based complaints mechanism that involves local communities in developing and approving the mechanism.
- **Provide training and awareness-raising:** NF provide training and awareness-raising to ensure that people are aware of their rights and how to report concerns.

6. Group Work on Planning of PSEA

In this session the participants were divided into three groups. The groups were tasked with applying PSEA principles in a hypothetical humanitarian project scenario. We were asked to identify key risks, discuss mitigation strategies, and develop an action plan to ensure the safety and dignity of affected populations.

Key Components of the Group work:

1. Identification of Risks: We began by identifying potential risks of sexual exploitation and abuse in the project. These included:

- Power imbalances between aid workers and community members.
- Lack of awareness regarding rights and reporting mechanisms among affected populations.
- Inadequate monitoring systems to detect and address abuses.
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2. Risk Mitigation Strategies: To address these risks, we developed a set of strategies:

- **Training and Awareness:** Ensure all staff and volunteers are trained on PSEA, including the code of conduct, rights of beneficiaries, and reporting procedures.
- **Community Engagement:** Raise awareness in the community about what constitutes sexual exploitation and abuse, and inform them of their rights and the ways they can report incidents safely.
- **Strengthening Safeguards:** Implement safe reporting mechanisms, ensuring confidentiality, and providing survivors with access to support services.
 - **Regular Monitoring:** Introduce mechanisms for monitoring the behavior of staff and volunteers through regular audits and feedback loops with affected populations.

3. Action Plan: The group outlined a 6-month action plan that included:

- Month 1: Conduct a baseline survey to assess community awareness and perceptions of PSEA.
- Month 2-3: Deliver PSEA training to all staff and key community leaders.
- Month 4: Establish and publicize reporting channels (e.g., anonymous hotlines, community feedback meetings).
- Month 5-6: Set up a system for continuous feedback, including monthly monitoring of staff behavior and follow-up on reports.



Group Reflection:

During the training, we discussed how a strong organizational culture centered on accountability and respect is critical in preventing exploitation. It became clear that PSEA is not just about policies but also about building an environment where survivors feel safe and empowered to speak up.

Key Takeaways from the PSEA Session

- **Understanding PSEA Frameworks:** Participants learned the key principles and international frameworks that support PSEA, such as the United Nations' guidelines, as well as national laws and protocols.
- **Impact Awareness:** The case study and discussions raised awareness of the direct and indirect impacts of sexual exploitation and abuse, underscoring the need for vigilance and effective reporting systems.
- **Enhanced Responsibility:** The session reinforced the collective responsibility of all professionals and organizations to create a safe environment and take active steps in the prevention of sexual exploitation and abuse.



Description of the second-half session:

The second half of the Day-Long Training focused on **Gender Justice** and was conducted by Lutfunnessa Hira. The session aimed to deepen participants' understanding of gender justice, its importance in addressing gender inequality, and the role that professionals play in advocating for gender equality. The session also explored the intersectionality of gender issues, gender-based violence, and ways to support survivors of violence. The Gender Justice session was structured to address the following key areas:

1. Introduction to Gender Justice

- Definition and importance of gender justice in achieving equality for all genders.
- The role of gender justice in combating gender-based violence, discrimination, and societal inequalities.
- Understanding how gender norms and power dynamics influence societal structures and contribute to violence.

2. Types of Gender-Based Violence

- Exploration of the different forms of gender-based violence (GBV), including physical, emotional, sexual, and economic violence.
- Discussion on the root causes and societal factors that perpetuate violence against women, men, and other gender minorities.

3. Gender Justice, Women's Rights, and Gender Equality

- **Gender Justice and Equality:** Participants learned about the concept of gender justice, which focuses on addressing structural inequalities and empowering individuals to claim their rights, particularly women and marginalized groups. Gender equality was defined as a fundamental human right that goes beyond mere equal

opportunities, encompassing equal outcomes in economic, social, and political spheres.

- **Women's Rights and International Frameworks:** The session included a discussion on international frameworks such as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Sustainable Development Goals (SDGs), particularly Goal 5, which aims to achieve gender equality and empower all women and girls.
- **Barriers to Gender Equality:** Common barriers to gender equality, including cultural norms, institutional discrimination, and lack of access to resources, were highlighted. Case studies were used to illustrate how these barriers manifest in different societies.
- **Intersectionality:** The session emphasized the concept of intersectionality, which recognizes that people's experiences of discrimination and oppression are shaped by multiple factors such as race, class, ability, sexual orientation, and gender identity.
- **Gender-Based Violence (GBV):** The trainers provided insights into the types of gender-based violence, the importance of addressing it as a violation of human rights, and strategies to prevent and respond to GBV.

4. **Group Work and Interactive Discussion**

The session included a **group work exercise**, where participants were divided into three groups to discuss and present on different aspects of gender justice.

Group 1: What Kind of Assistance is Needed for a Victim?

This group discussed the essential support and services needed for survivors of gender-based violence, such as psychological counseling, legal aid, medical assistance, and shelter.

Group 2: Types of Violence

Participants in this group reviewed and categorized the various types of violence that can affect individuals based on gender, emphasizing the need for a multi-faceted approach to support survivors.

Group 3: Differences Between PSEA and Gender Justice

This group explored the distinctions between PSEA and gender justice. They noted that while both address violence and exploitation, PSEA primarily focuses on preventing abuse and exploitation within organizational contexts (e.g., humanitarian and development sectors), while gender justice tackles broader societal inequalities and violence based on gender.



Key Insights from Group Work

- Each group presented their findings and facilitated a short discussion on their assigned topics. The group work allowed participants to engage deeply with the material and reflect on practical approaches for addressing gender justice in their own contexts.

Key Takeaway from the Gender Justice session

- **Understanding Gender Justice:** Participants gained a clearer understanding of gender justice as a transformative concept aimed at addressing structural inequality, violence, and discrimination across gender lines.
- **Holistic Approach to Violence:** The session emphasized the importance of providing comprehensive support to victims of violence, covering legal, medical, psychological, and social aspects.
- **Key Differences Between PSEA and Gender Justice:** Participants clarified the distinction between PSEA (which focuses on sexual exploitation and abuse prevention, especially in professional contexts) and gender justice (which works toward achieving equality and ending all forms of gender-based violence).

5. Assessment of participants and closing:

The Assessment session was conducted by Rabeya Sultana, Program Director, Nice Foundation and M. Mujibor Rahman, Executive Director of Nice Foundation closing the day-long session.

The training provided a wealth of valuable insights and practical knowledge for all participants. Some of the key takeaways include:

- **Increased Awareness:** Participants gained a deeper understanding of the definitions, causes, and consequences of sexual exploitation and abuse, as well as the importance of gender justice in ensuring equality for all genders.
- **Practical Skills:** Attendees were equipped with effective tools and techniques to facilitate PSEA and gender justice training in their communities or organizations.
- **Strengthened Commitment:** The training reinforced participants' commitment to advocating for and upholding the principles of PSEA and gender justice in their work.
- **Networking and Collaboration:** Participants established connections with like-minded professionals, fostering a collaborative approach to combating gender-based violence and exploitation.



- **Action Plans:** Many participants left the training with concrete action plans to incorporate PSEA and gender justice principles into their training programs, awareness campaigns, or organizational policies.
- The Day-Long Training of Trainers (TOT) on PSEA and Gender Justice was a successful and impactful event, contributing significantly to the capacity building of professionals dedicated to combating sexual exploitation, abuse, and gender-based violence. By providing a platform for learning, sharing, and collaboration, the training has empowered participants to be effective agents of change in their communities and organizations. It is hoped that this training will lead to positive, long-term changes in attitudes, behaviors, and policies surrounding gender equality and the protection of individuals from sexual exploitation and abuse.
- The Nice Foundation expresses its gratitude to the trainers, participants, and all stakeholders who contributed to the success of the event. Plans for follow-up activities and ongoing support for participants will be announced in the coming weeks.

Conclusion

Both session on **PSEA** and **Gender Justice** provided participants with essential knowledge and practical tools to better understand and address the complex issues of sexual exploitation and abuse, as well as gender-based violence and inequality.

The **PSEA session**, through the Afrida case study and interactive discussions, offered a deeper understanding of the importance of safeguarding mechanisms, while the **Gender Justice session** allowed participants to explore the broader societal context of gender inequality, violence, and the need for systemic change.

The integration of group work and case studies helped reinforce learning and foster collaboration among participants, ensuring that the training was both educational and practical. As a result, the training not only enhanced participants' knowledge but also empowered them to take action within their respective professional contexts, promoting a safer, more inclusive, and just society for all.

Report Prepared by:

Afroz Zahan

Project Coordinator (FON Project)

Nice Foundation

Annex:**Schedule**

Time	Content	Resource Person
8:45 A.M – 9:00 A.M	Registration of Participants	Rupa Saha, Finance Officer, Nice Foundation
9:00 A.M – 9:30 A.M	Session on Introduction and Definition to PSEA	Afroz Zahan, Project Coordinator, FON Project, Nice Foundation
9:30 A.M – 10:00 A.M	Objective of PSEA Training	Afroz Zahan
10:00 A.M – 10:15 A.M	Session on Pillar of PSEA	Afroz Zahan
10:15 A.M – 10:35 A.M	Session on Principle of PSEA	Afroz Zahan
10:35 A.M – 10:55 A.M	Tea Break	
10:55 A.M – 11:10 A.M	Session on Background of SEA incidence	Afroz Zahan
11:10 A.M – 11:40 P.M	Exhibition of video on Case Study of Afrida and conduct Questions & Answers session	Afroz Zahan
11:40 A.M – 12:00 P.M	Session on Organizational Policy and reporting of PSEA	Rabeya Sultana, Programme Director, Nice Foundation
12:00 P.M – 1:00 P.M	Group Work on planning of PSEA	Afroz Zahan
1:00 P.M – 2:00 P.M	Lunch and Prayer Break	
2:00 P.M – 3:00 P.M	Session on Gender Justice and Women's rights and Gender equality	Lutfunnessa Hira, Gender specialist
2:30 P.M – 3:00 P.M	Session on Gender Based Violence (GBV) – Definition and deferent types of GBV	Lutfunnessa Hira
3:00 P.M – 3:30 P.M	Tea Break	
3:30 P.M – 4:00 P.M	Definition and Difference of Gender & Sex, PSEA & GBV	Lutfunnessa Hira
4:00 P.M – 4:30 P.M	Group Work with brain storming and knowledge sharing on types of violence, difference between PSEA & GBV and how to assistance a survivor	Lutfunnessa Hira
4:30 P.M – 4:45 P.M	Assessment of participants	Rabeya Sultana
4:45 P.M – 5:00 P.M	Closing Remarks	M. Mujibur Rahman, Executive Director, Nice Foundation