Regional Refugee Response for the Ukraine Situation

PSEA & AAP NETWORK MEETING

Friday, 28 November 2025, 11:00 - 12:30

Warsaw & Online

PSEA-AAP Network Meeting

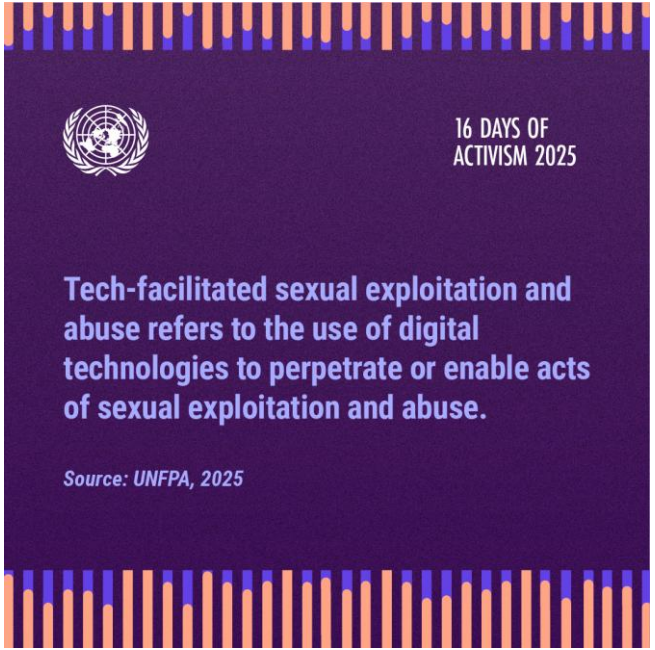
11.00-12.30

AGENDA:

- **Updates from member organizations**
- **16 Days of Activism and PSEA messaging**
- **Operationalization of the findings from the research on barriers to reporting SEA**
- **Results of the UN PSEA perception survey for Poland**
- **AOB**

1. Updates from Network members on key activities / challenges

2. 16 Days of Activism and PSEA messaging



https://trello.com/b/BXEIcZed/psea-16-days-of-activism-2025

2. 16 Days of Activism in Poland

https://www.canva.com/design/DAG4lDSLf5k/Lph_9__GJ9UQ8XR12odhcA/edit

Time period: Each year, the 16 Days Against Gender-Based Violence campaign runs from **25 November** (*International Day for the Elimination of Violence Against Women*) **to 10 December** (*International Human Rights Day*), with the aim of raising awareness about GBV.

Agencies participating: Members of the GBV Sub-Sector, including non-governmental and humanitarian organizations, together with representatives of local authorities, have joined forces to organize events as part of the 16 Days campaign. Many agencies are part of this year's campaign in Poland including: Feminoteka, IOM, IRC, Plan International, Care, Krakow municipality etc.

💙 **A list of planned activities for the 16 Days campaign (link)**: If you would like to join or support any of the listed activities, please do not hesitate to contact the designated person. And if you are organizing an activity that is not yet included, please feel free to add it to the table!

💙 **A joint social media information campaign**: Plan International, IOM, and UNHCR are working on a social media graphics and posts, which we invite you to disseminate during the 16 Days. The posting calendar, graphics, and post content in Polish and English will be uploaded in the **shared folder (link)** before the start of the campaign. We warmly encourage you to join the initiative and use these materials on your social media channels!

💙 **Our joint hashtags:** which we encourage you to use when posting about the 16 Days on social media: ***#WspolniePrzeciwkoPrzemocy*** and ***#ACTtoEndViolence***

3. Operationalization of the findings from the research on barriers to reporting SEA

Recommendation	Proposed actions
Ensure the PSEA prevention and response are still prioritized in the current context of decreasing resources	
All organizations in the sector: allocate funding to PSEA within projects and include dedicated PSEA/safeguarding budgets when communicating with donors.	

3. Operationalization of the findings from the research on barriers to reporting SEA

Improve aid recipients' access to information	
All aid recipients should receive information covering: ● their rights, ● available services, including legal services and action, ● duties and conduct of humanitarian workers and expected behavior, ● available reporting channels in the event of a misconduct.	● Utilize existing awareness-raising tools and strategies (see: PSEA-AAP Network shared drive) to information. ● All project activities include a mandatory PSEA information provision component. ● Adopt a participatory approach with aid recipients to localize/revise the existing materials and activities. ● Organise drop-in sessions for aid recipients to ask questions, collect information and to flag any concern (accessible reporting channels with "human entry points"). ● In messaging focus on cultural barriers and the role of bystanders to address the challenges outlined in the report.

3. Operationalization of the findings from the research on barriers to reporting SEA

Promote reporting misconduct among communities	
Raise awareness on information on existing reporting mechanisms and distinguish between feedback and reporting. Guarantee anonymity and confidentiality. This should include how to report/find help within the humanitarian system, but also through Polish public institutions.	• Embed information on the reporting channels in the awareness-raising sessions. • Promote the interagency referral system.
Prevent perpetrators of misconduct from being rehired	
Advocacy for screening employees with a view to reducing risks of misconduct.	• Reengage on the advocacy efforts to the government to introduce/allow background checks for employees of the aid sector. • Advocate for volunteers in the aid sector to adhere to minimal standards, including training or induction on PSEA principles.

4. Results of the UN PSEA perception survey for Poland

Annual survey on ***facts and perceptions*** of UN personnel related to the prohibitions of ***sexual exploitation and abuse***

2025 takeaways: POLAND

4. Results of the UN PSEA perception survey for Poland

- 30% respondents represent national NGOs

Standards

- 3% of respondents indicated that they do not know it’s prohibited for staff to pay for sex even if legal in the country where they work

Training

- Staff generally report clear awareness of their responsibilities regarding the prevention of sexual exploitation and abuse
- 8% indicate their organizations do not raise awareness on PSEA among its staff in other ways than training
- 16% do not believe that the organization has dedicated personnel to address the needs of the victims

4. Results of the UN PSEA perception survey for Poland

Accountability and Instances of SEA

- 13% fear retaliation for reporting SEA
- 3% are aware of incidents of SEA at their workplace in the last 12 months – **all remained unreported**

Instances of Sexual Harassment and Abuse of Power

- 5% experienced SH at the workplace in the last 12 months - most felt it was not significant enough to take action, those who reported believe their report was acted on appropriately
- 23% indicate that there have been other abuses of power at their workplace in the last 12 months – over 70% of respondents did not report them – those who reported mostly did not believe their reports have been acted on appropriately

4. Results of the UN PSEA perception survey for Poland

Preventive Measures

- 8% of respondents does not believe the leadership in their organizations works effectively to eliminate SEA
- 13% of respondents answered they are not aware (or there is none) of the existence of any PSEA focal points in their workplaces

5. AOB

There will be **no** Network meeting next month - we will resume in January!

Kind reminder to update the contact list of our Network!

Thank you and have a good weekend!

Contact us at:
psea.aap.network.poland@gmail.com