

SEAH and Gender

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17 September 2025

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Question 1



What does SEAH stand for?

- A. Safety, Equality, and Human Rights
- B. Sexual Exploitation, Abuse and Harassment
- C. Social Equity And Health
- D. Sexual Education and Awareness for Health



Question 1



What does SEAH stand for?

Answer:

B. Sexual Exploitation, Abuse and Harassment



Question 2

Which of the following best defines sexual exploitation?

- A. Asking someone to go on a date
- B. Making a sexual joke in the workplace
- C. Touching someone in a friendly way
- D. Giving someone something in exchange for sex or sexual acts



Question 2



Which of the following best defines sexual exploitation?

Answer:

D. Giving someone something in exchange for sex or sexual acts



Question 3



Which of the following is considered sexual abuse?

- A. Touching someone sexually without their consent
- B. Rape
- D. Physical sexual violence
- E. Threats of physical sexual violence
- F. All the above



Question 3



Which of the following is considered sexual abuse?

Answer:

F. All of the above

Touching someone sexually without their consent; rape; physical or sexual violence; threats of physical sexual violence are all considered sexual abuse.





Sexual Harassment

Any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, or creates an intimidating, hostile, or offensive environment.

- **In other words, unwelcome behavior, sexual in nature, and makes the person feel offended.**
- **It doesn't matter whether the person who engaged in the sexual harassment intended to offend another person.**



Sexual Abuse

The actual or threatened physical intrusion of a sexual nature whether by force or under unequal or coercive conditions and includes rape and other forms of sexual assault which is without consent.

-
- **Sexual abuse is rape or physical sexual violence or threats of physical sexual violence.**
 - **No matter the circumstances, any type of sexual activity with a child (under the age of 18) is considered as sexual abuse.**



Sexual Exploitation

Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes- including profiting monetarily, socially, or politically from the sexual exploitation of another .

- In other words, sexual exploitation is when someone working in the project gives something in exchange for sex and exploits the position of the person.
- It doesn't matter if the person consented to sex or an exchange.



ADB Environmental and Social Framework

Environmental
and Social Policy
Standards (ESS)

1

**Assessment
and
Management
of E&S Risks
and Impacts**

E&S Assessment will take into account potential risks of SEAH: borrowers will assess SEAH risks to project workers and project-affected persons to prevent and mitigate such risks

2

**Labor
and Working
Conditions**



Prevent and address any forms of violence, harassment, bullying, intimidation and exploitation against project workers, including SEAH: borrowers will take appropriate measures to prevent and address in a project context any forms of violence

4

**Health,
Safety, and
Security**



Sexual exploitation abuse and harassment (SEAH): requires that the borrower identifies, addresses, and manages project related SEAH risks for workers and affected communities



Risks of unaddressed SEAH in development operations



ADB-financed projects do not cause the violence, but projects may provide increased opportunities for SEAH to occur.

PROJECTS



Breakdown of community and trust



Damage to project reputation



Project delays or cancellation

INDIVIDUALS and COMMUNITIES



Health and Mental Health Impacts



Reduced Economic Opportunity and Resilience



Strain on Health and Welfare Systems



Intergenerational impacts including shame and discrimination



Managing SEAH Risks in Projects



**SEAH Risk
Management Plan**



**SEAH Requirements in
Bidding Documents and
Contracts**



**Contractors' Code of
Conduct with explicit
SEAH provisions**



**SEAH Reporting in
Project GRM**



**Referral Systems
for SEAH Survivors**



**Awareness raising and
training for all workers,
consultants, and community
members.**



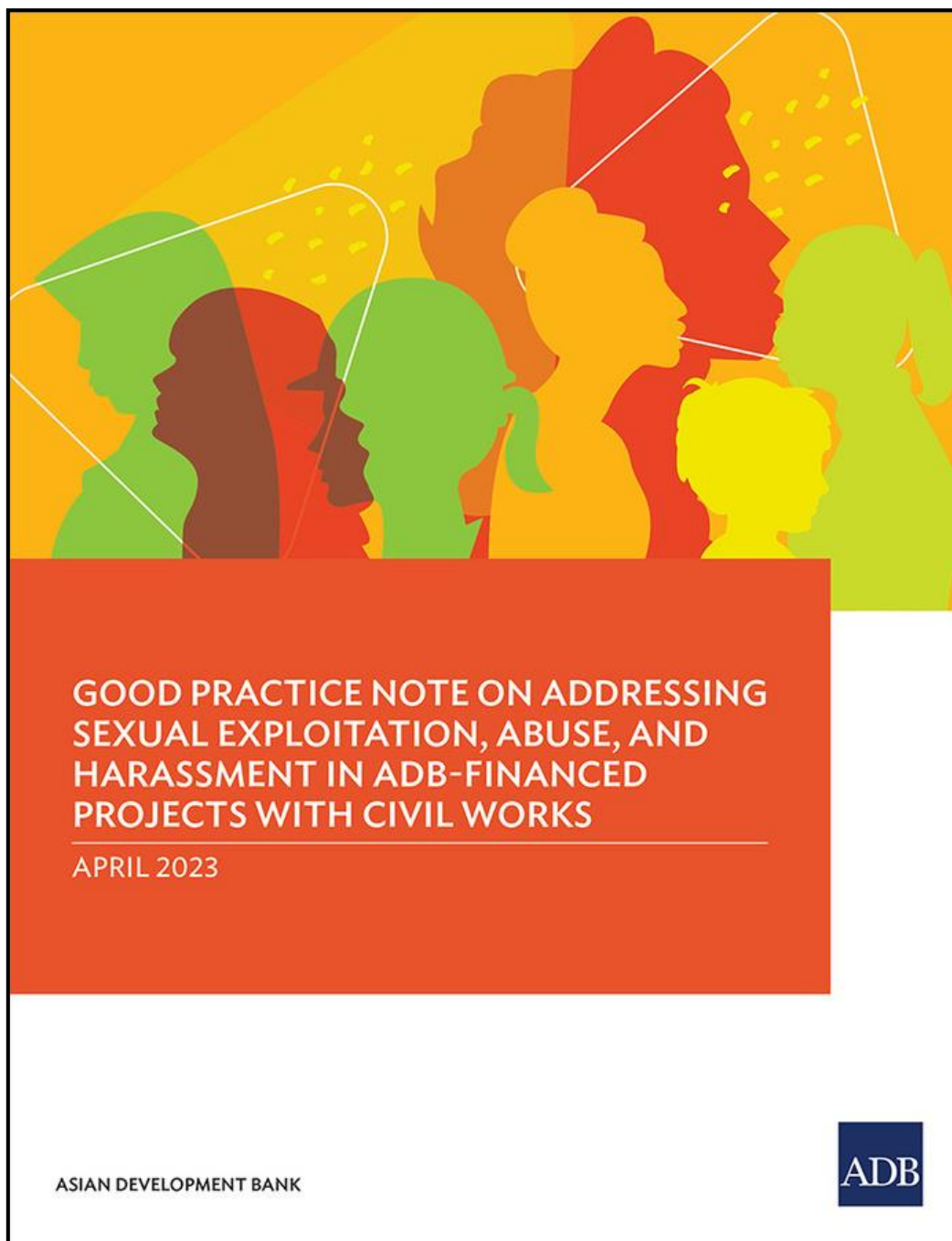
**Case Handling mechanism
with Standard Operating
Procedure**



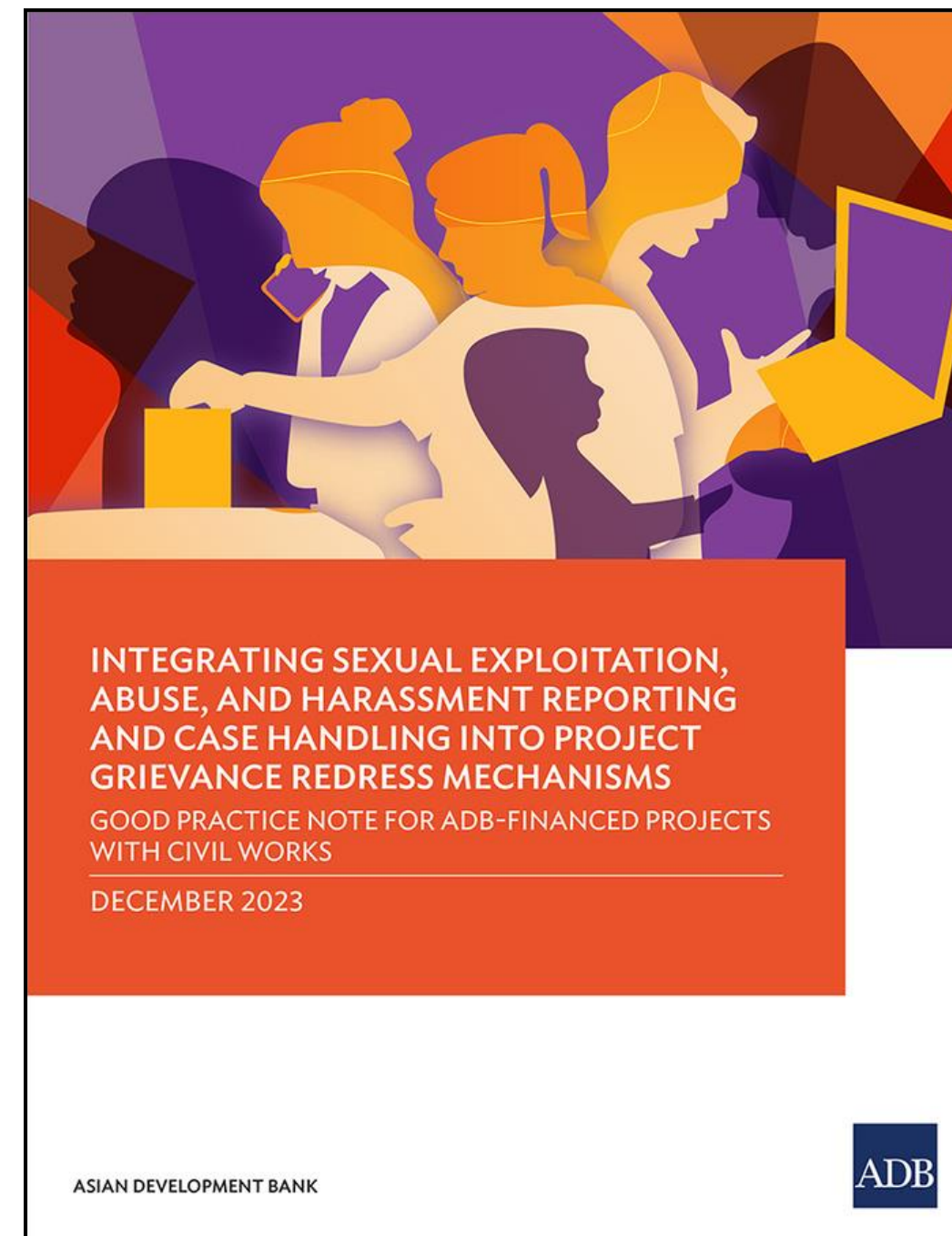
**Monitoring and
Reporting to ADB**



ADB Good Practice Notes



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Gender Equality Division (CCGE) TA Portfolio

**\$58.43
million**

Total technical
assistance
resources by
end of 2025.

9

Multi-region

18

Single-region and DMC-specific

2

Private Sector

Gender-responsive budgeting

Women's Leadership

Sustainable Childcare

Gender and Climate

Gender and Heat Stress

PSEAH

- **Expected additional volume in 2026:** 3 TAs amounting to \$4.50M
- **Gender and Infrastructure:** Private sector; Women's Economic Empowerment; PSEAH



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We are looking for consultants and/or firms with:

- **Proven expertise and experience in gender mainstreaming across various sectors**
- **Capability to conduct research, surveys, and assessments and develop knowledge products (e.g., policy briefs, project case studies)**
- **Regional experience in gender and private sector development projects**
- **Experience in delivering long-term capacity building for private sector stakeholders**
- **Experience in designing and delivering training on gender and development, including SEAH prevention and response**



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