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**12TH ASIAN DEVELOPMENT BANK BUSINESS OPPORTUNITIES FAIR 2024**

9-10 OCTOBER 2024 | 9 A.M. to 5 P.M. | ADB HEADQUARTERS, MANILA

# Addressing Sexual Exploitation, Abuse and Harassment

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**Sexual Exploitation** is when an employee gives someone something in exchange for sex and exploits the position of the person

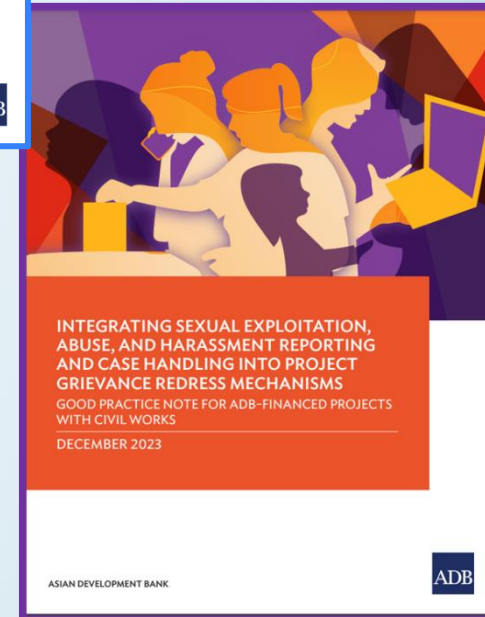
**Sexual Abuse** is rape or physical sexual violence or threats of such violence

**Sexual Harassment** is behavior that: is unwelcome, is sexual in nature, and that could make the person feel offended.

Anyone paid for by ADB financing and in the project affected communities are protected from SEAH.

# ADB Good Practice Notes and Pilot Project

- ADB published two **SEAH Good Practice Notes** (GPN) based on international development standards and practices
- **SEAH Pilot to overlap with roll out of new ADB Safeguard Policy:** Mongolia, Nepal, Philippines, Solomon Islands & Tajikistan



# Moving from Guidance to Policy

## ADB Safeguards Policy: Environmental and Social Framework

Environmental  
and Social Policy  
Standards (ESS)

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



# Prevention, Mitigation, and Response to SEAH



**SEAH RISK  
ASSESSMENT &  
PROJECT RISK  
CATEGORY**



**PSEAH CAPACITY  
ASSESSMENT  
AND NEEDS FOR  
SUPPORT**



**SERVICE  
MAPPING FOR  
REFERRALS**



**SEAH ACTION  
PLAN, BUDGET,  
AND  
RESPONSIBILITIES**



**SEAH REPORTING  
IN GRIEVANCE  
REDRESS  
MECHANISM**



**PROJECT MONITORING  
SYSTEM AND  
REPORTING ON SEAH**



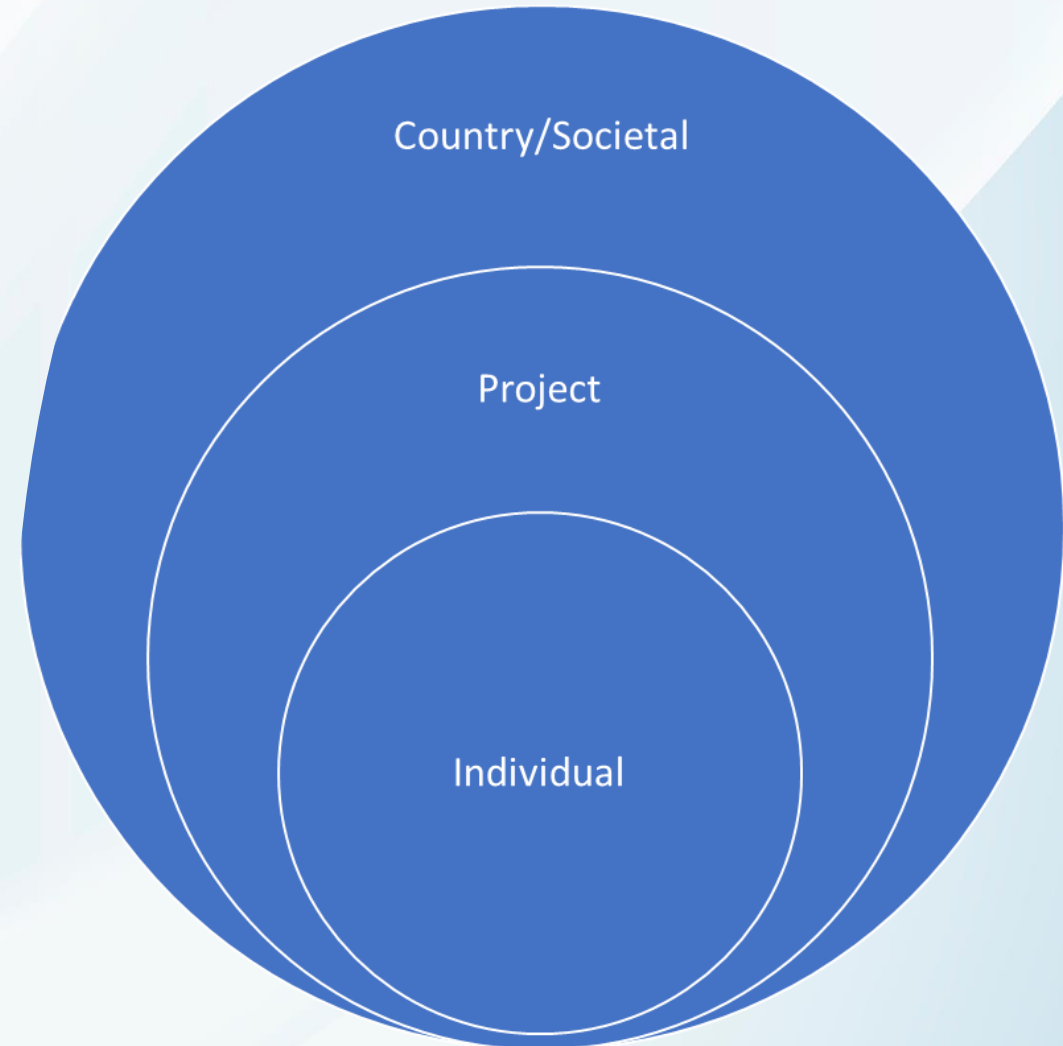
**CAPACITY  
BUILDING**





# Risks to SEAH

The risks for SEAH can be assessed at different levels: At the larger societal or country level, the context of the project site and surrounding communities and among individuals working for or living near the project.





# The Country or Provincial Level



- Laws and policies related to gender equality, women's empowerment, gender-based violence including sexual harassment
- Levels of equality and women's empowerment in the economic, political and social spheres?
- Independent women's organizations
- Prevalence of GBV



# Risks at the project level

## Physical

- ❖ The size and origin of the work force
- ❖ Physical safety and security measures are around the site
- ❖ Proximity to different groups in the project affected communities

## Social

Prevailing norms and practices in the surrounding communities such as acceptance of violence against women and children, tolerance for sex work and transactional sex, sex with children and the use of child labor.





# Risks among individuals in and around the site

- Vulnerability, power and social status in the community and workplace
- Ability to give consent





## Who is at risk?

- Young people
- Women migrants
- PLWD
- People facing discrimination based on sexual orientation, class, religion, ethnicity, caste, language, citizenship, etc.

## Why don't people report it?

Survey question: Please tell me if each of the following is a reason why you did not tell anybody about your experience. Was it because ...?  
Global results





# Actions Based on Project's SEAH Risk Level

| Actions  | Low                                 | Moderate                            | Substantial                         | High                                |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| 1. Implement the contractor's SEAH action plan, including standard operating procedures for case handling.       | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 2. Assess whether a third-party external service provider is needed.   | N/A                                 | Recommended                         | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 3. Set up or adapt existing reporting mechanisms within the workplace and within the project-affected community. | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4. Receive, refer, record, respond, and report upward.   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |



# Actions Based on Project's Risk Level

| Actions  | Low                                 | Moderate                            | Substantial                         | High                                |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| 5. Report cases to the executing agency and implementing agency within 24 hours of receiving a concern.                        | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 6. Monitor and report to executing and/ implementing agency on implementation and effectiveness of adherence to the SEAH MGPS. | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 7. Complete SEAH due diligence with subcontractors.  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| 8. Provide regular updates to executing agency and implementing agency.  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |



## Managing SEAH risks and Responding to incidents

SEAH Requirements in Bidding Documents and Contracts

Contractors' Code of Conduct with explicit SEAH provisions

SEAH Reporting Mechanism in Project GRM

Referral Systems for SEAH Survivors

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

Case Handling Mechanism with SOP and SEAH Investigators

Monitoring and Reporting on SEAH to ADB





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# Thank you!

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