

PSEA NETWORK MYANMAR: ORIENTATION FOR NEW MEMBERS

Welcome to the Inter-Agency PSEA Network in Myanmar!

We're thrilled to have you on board as a new focal point. Your role is vital in ensuring that our collective efforts to prevent and respond to SEA are effective, survivor-centered, and well-coordinated.

The Network is open to new member organizations from humanitarian and development fields in Myanmar. New members can join with the endorsement or approval from their respective organization's senior management to participate in the PSEA Network. The information contained in this document is intended for new members to understand how the PSEA Network operates, and how to access resources. If you have any questions, please feel free to contact the central PSEA email address: mmrpsea@unfpa.org

1. What is PSEA?

'PSEA' stands for the Protection from Sexual Exploitation and Abuse. The definition for PSEA comes from the UN Secretary General's Bulletin, [Special measures for protection from sexual exploitation and sexual abuse](#). It is distinct from sexual harassment in the workplace, as it concerns an abuse of power perpetrated by humanitarian and development workers against a beneficiary or affected community member. The PSEA Network's work focuses on PSEA, but there are some resources that also include sexual harassment.

Defining SE, SA and SH			
	Sexual Exploitation (SE)	Sexual Abuse (SA)	Sexual Harassment (SH)
Who?	Us + Beneficiary	Us + Beneficiary	Us + Us
What?	- Abuse of vulnerability, differential power, or trust - Victim's sexual activity generates benefits	- Physical intrusion of a sexual nature - Use of force or coercion	- Unwelcome advance or conduct of a sexual nature - Creates an intimidating environment or becomes a condition of employment
Examples?	- Offering money, gifts, or a job in exchange for sex - Withholding due services or blackmailing for sex - Hiring prostitutes - Threats of sexual exploitation	- Unwanted kissing, touching, grabbing, or rubbing - Threats of an unwanted sexual act - Raping or attempted rape - Any sexual activity with a child	- Touching, kissing or speaking inappropriately to a colleague at work - Attempted or actual sexual assault - Raping or attempted rape

2. What is the PSEA Network?

The PSEA Network in Myanmar was established in 2018 and is tasked with implementing and guiding the design and delivery of interventions aimed at preventing and responding to SEA in Myanmar. Some key points about the Network are as follows:

- The PSEA Network is the primary body for technical-level coordination and oversight of PSEA activities in country. Membership is open to *UN, INGOs, NNGOs, Cluster/Sub Cluster Coordinators, donors and any other key stakeholders* in country.



- It is responsible for *implementing coordinated PSEA activities between members*, ensure effective response when incidents do arise, and raise awareness of PSEA.
- The PSEA Network is not responsible for investigating or deciding on SEA allegations. These functions rest exclusively with the entity that employs the individual against whom a complaint has been alleged, in line with internal policy and procedure.

The PSEA Network at the national level meets every third Tuesday of the month to discuss the PSEA programme advancements, contribution to joint actions, share key information and resources. There are PSEA networks at sub-national levels (Shan & Kayah, Kachin, Northwest, Southeast and Rakhine) which meet on a regular basis. The organizations operating in the regions can also join the respective sub-national PSEA networks. For more information on how to join the PSEA sub-national networks, please send an email to mmrpsea@unfpa.org

Key documents such as the PSEA Network Terms of Reference (ToR), PSEA focal points ToR, PSEA Network Co-Chair ToR are available under the 'PSEA Network Information' tab on the [PSEA MIMU page](#) (see below).

As a member of the PSEA Network, organizations are expected to have the following measures in place. This list is intended to serve as a guiding framework to demonstrate institutional commitment to PSEA in accordance with the [Inter-Agency Standing Committee \(IASC\) Minimum Operating Standards on PSEA \(August 2024\)](#)

- Agencies must have a Code of Conduct that explicitly prohibits SEA and is disseminated to all staff;
- Each office must designate PSEA focal points with clear TORs and responsibilities;
- Mandatory induction and refresher training for all personnel on SEA standards, reporting, and survivor-centered response;
- Recruitment processes must include vetting to prevent hiring individuals with SEA history;
- Organisations must have accessible, confidential reporting channels for staff and affected populations. Organisations are invited to use the PSEA Network reporting channels - PSEA hotline 09405149616 and PSEA email address mmrpsea@unfpa.org.

3. PSEA Focal Points and e-mailing list

Each organization must nominate two PSEA focal points (a primary and an alternate) to actively participate in the PSEA Network. These focal points must meet the minimum qualifications required for the role, and their responsibilities must be formally integrated into their existing job descriptions through clear Terms of Reference (TORs).

If the designated PSEA focal point(s) leave the organisation, the PSEA Coordinators should be informed about it, so the PSEA focal points directory is up to date and key PSEA information is shared, including timely referrals of SEA allegations. Please contact the PSEA Coordinators directly for updates on the designation of the PSEA focal points in your organisation.

4. PSEA Focal Points Terms of Reference

The responsibilities outlined below are adapted from the [Inter-Agency Standing Committee \(IASC\) Generic Terms of Reference for PSEA Focal Points](#). It is expected that all designated PSEA Network Focal

Points are equipped to undertake these duties in full compliance with established standards. These roles are fundamental to facilitating a systematic, coordinated, and accountable framework for the prevention of, and response to, sexual exploitation and abuse within partner organizations.

- A staff member, preferably senior staff;
- Direct access to the Organizational Representative;
- Support the Organizational Representative with the implementation of PSEA activities;
- PSEA related responsibilities must be included in their job evaluation;
- At least two PSEA Focal Points are to be designated in an office (primary and alternate);
- This role is exclusively for PSEA;
- Do not have any investigative role as such;
- Experience working with local communities, protection centered-work, and familiarity with data protection and confidentiality measures and protocols.

5. PSEA MIMU page

All of the PSEA Network resources can be accessed via the PSEA MIMU page: <http://themimu.info/sector/protection-sexual-exploitation-abuse-psea>. We strongly recommend to bookmark this page and visit it regularly.

Recommended documents to read:

- IASC Six Core Principles related to Protection from Sexual exploitation and Abuse
- Checklist for Safe Recruitment
- PSEA checklists for earthquake response
- PSEA key messages for earthquake response

The new PSEA focal points are recommended to go to PSEA online training and training materials section on MIMU to enrich their knowledge and understanding of PSEA.

In the Information, Education and Communication materials session, PSEA materials are available in different ethnic languages, and to be used by PSEA Network member organisations.

** Other key non-public documents such as the PSEA Network Action Plan 2026 and the SOPs will be shared via email once the designated PSEA focal points have been added to the PSEA Network emailing list.

6. PSEA Reporting channels

Reporting of misconduct can be made via PSEA hotline 09405149616 and PSEA email address mmrpsea@unfpa.org.