



IRAQ COUNTRY LEVEL PSEA ACTION PLAN 2021/2022

The PSEA Country-Level plan outlines the priorities agreed by UNCT/HCT members to achieve jointly across Iraq humanitarian¹, development and peace operations. The table below provides the minimum requirements to review and analyze the effectiveness, impact and progress on measures to prevent and respond to sexual exploitation abuse country wide. The objective is to promote and document harmonized activities that contribute to implementing a robust action plan and provide the basis for tracking progress and provision/mobilization of required resources related to PSEA in Iraq.

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity	
Part A: Priority prevention outcomes for PSEA							
Outcome 1. Prevention. All United Nations staff and related personnel ³ know the UN standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial/ command responsibilities to address sexual exploitation and abuse and other misconduct.							
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from Sexual Exploitation and Abuse.	a. Percent of UNCT/HCT personnel, including those visiting Iraq, that are provided with an induction briefing on conduct and discipline issues, including Sexual Exploitation and Abuse.	Reminders are communicated to all staff to ensure on-going visibility/awareness of the entity's/UN policies. SOPs address out-of-bound areas. All visitors are informed on country PSEA policies and SOPs.	All UNCT/HCT personnel/ staff including those visiting are inducted on conduct and discipline issues related to sexual exploitation and abuse including on	November /Dec 2021	-	DSRSG/HC/ RC Office	

¹ This applies to refugee and humanitarian context which could be sub-national or regional in nature.

² The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

³ United Nations staff and related personnel include United Nations staff members, consultants, individual consultants/contractors, interns, national officers, United Nations volunteers, experts on mission and contingent members.



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			UN zero tolerance policy on PSEA.				
	<p>b. Number of UNCT/HCT personnel that know the standards on Sexual Exploitation and Abuse.</p> <p>c. Number of sites including IDP camps that have PSEA awareness-raising materials (pamphlet, posters), including “no excuse cards” locally contextualized, translated, printed and distributed/displayed.</p>	<p>All UNCT/HCT personnel participate in regular training and awareness raising on PSEA.</p> <p>All communities (those residing in the IDP camps/returnees/host communities) are reached with PSEA awareness-raising materials (pamphlet, posters/ via media messaging) that are locally contextualized, translated, printed, and distributed/displayed.</p>	<p>All organizations conduct regular quality training(s) and awareness raising meetings on appropriate/acceptable standards/conducts of aid workers.</p>	Dec 2021	20000	All agencies	



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	<p>d. Number of government institutions and staff oriented on PSEA and UN standpoint on SEA allegations involving implementing partners including government.</p>	<p>All government institutions and staff are aware of PSEA and UN standpoint on SEA allegations involving implementing partners including government.</p>	<p>Engagement with government partners on PSEA particularly on awareness and prevention, reporting channels, referrals to survivor assistance.</p> <p>Reinforce advocacy and cooperation with authorities and referrals to the Monitoring, Analysis and Reporting Arrangements (MARA) Working Group.</p>	<p>June 2022</p>	<p>-</p>	<p>DSRSG/HC/RC</p>	
	<p>d. Number of personnel aware of the policy for protection against retaliation for reporting</p>	<p>All UNCT/HCT staff members are aware of their obligation to report sexual exploitation</p>	<p>All UNCT/HCT staff including implementing</p>	<p>Feb 2022</p>	<p>-</p>	<p>All agencies</p>	



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	<p>misconduct – to empower, encourage and protect staff who report cases of sexual exploitation and abuse (ST/SGB/2017/2/Rev.1).</p>	<p>and abuse/ misconduct and the policy for protection against retaliation.</p>	<p>partners/contractors staff, particularly those working with affected communities are appraised on UN whistle blower policy to protect them from retaliation and encourage mandatory reporting of sexual misconduct to the Ethics Office of the respective UN Agency or PSEA FP or the Iraq PSEA Network.</p>				
	<p>e. Number of personnel that are provided with clear guidance on where and how to report allegations of misconduct.</p>	<p>All UN personnel, implementing partners and communities are aware of where and how to report SEA allegations.</p>	<p>Organizations orient all staff and communities on Iraq procedures for</p>	<p>Dec 2021</p>	<p>-</p>	<p>All agencies</p>	



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		All staff are aware of their obligation to mandatory report any suspicion of SEA allegations.	reporting and processing SEA allegations.			
Output 1.2 Leadership, managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.	a. Percentage of managers that monitor completion by all personnel in the country of mandatory online and classroom training. b. Number of managers oriented on their responsibilities to address misconduct and the Iraq procedures on how to respond to SEA incidents.	All managers are aware of their obligations to ensure staff complete mandatory online and in-person/virtual PSEA training.	All managers are oriented on their responsibilities to address misconduct and the Iraq procedures on how to report and respond to SEA incidents.	June 2022 (on going)	-	Head of agencies
			All managers ensure staff complete mandatory online and in-person/virtual PSEA training using the IASC	June 2022 (on going)	-	



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			training package.				
	c. Number of organizations whose top leadership communicates regularly and in varied formats to staff in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.	Meetings with staff are convened to raise awareness on SEA including the duty to report misconduct (townhall, leadership dialogue, etc.).	All managers hold regular dialogues with staff on PSEA.	June 2022 (ongoing activity)	-	Head of agencies	
Part B: Priority response outcomes for PSEA							
Outcome 2. Safe and accessible reporting. Every child and adult recipient of United Nations assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms) ⁴ that lead to assistance that is appropriate to the context and accessible to those in the most vulnerable situations).							
Output 2.1. Safe, accessible, gender/child-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁵ , particularly in high-risk areas.	a. UNCT/HCT Inter-agency SOPs on community-based complaint mechanisms and/or networks (CBCM/CBCN ⁶) on PSEA are established following inclusive consultations with all relevant stakeholders, including affected communities.	All aid workers and communities are fully conversant with Iraq CBCM/CBCN Standard Operating Procedures (SOPs).	Train and orient both aid workers and communities on IRAQ CBCMs SOPs.	March 2021	12000	DSRSG/HC/RC (each agency is responsible for roll out internally)	

⁴ A Community-based complaints mechanism (CBCM) is a complaints mechanism system blending both formal and informal community structures, built on engagement with the community where individuals are able and encouraged to safely report grievances – including sexual exploitation and abuse incidents – and those reports are referred to the appropriate entities for follow-up. See further information https://interagencystandingcommittee.org/system/files/best_practice_guide_inter_agency_community_based_complaint_mechanisms_1.pdf

⁵ Type of mechanism and targeted locations to be determined by each UNCT/HCT based on context and existing channels/mechanisms for reporting already functioning. These could include, for example, phone hotlines, SMS, PSEA focal points, service points, etc. This could involve broader complaint channels that are strengthened with the necessary safeguards for reporting sexual exploitation and abuse, or training of PSEA focal points within protection-related services to support reporting and referrals, and/or other systems, and/or a combination of the above, as appropriate per the country context.

⁶ Community-Based Complaint Networks (CBCNs) support communications with complainants and victims while allegations are being investigated, facilitate the provision of assistance and support to victims and their reintegration into their communities. The UN has engaged with local and international organizations and representatives of communities to develop formal and informal structures and channels that are safe, confidential, and easily accessible to women, men, girls and boys to report misconduct, specifically sexual exploitation and abuse, and follow up on the status of reported incidents and receive support.



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	<p>b. A variety of reporting channels appropriate to the local context is in place to fill reporting gaps as identified by mapping.</p>	<p>Regularly updated mapping of existing complaint and feedback mechanisms in the response.</p> <p>Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (persons living with disabilities, persons living with specific needs, women, older persons, children...)⁷.</p>	<p>Map and update existing Iraq CBCMs.</p> <p>All agencies to raise awareness on all designated CFM and particularly on the inter-agency Iraq Information Centre (IIC) helpline⁸.</p> <p>Establish dedicated referral mechanisms for PSEA for Iraq Information Centre (IIC) helpline operators.</p>	<p>June 2022 (ongoing)</p>	<p>-</p>	<p>DSRSG/HC/RC Office</p>	
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⁷ These complaints mechanisms should be combined for all agencies in a common place at each location, rather than have different means of reporting depending on the agency; the mechanisms should allow for complaints on a variety of issues, rather than only SEA, so as to promote use and avoid stigmatization.

⁸ The free and confidential hotline of the IIC can be reached to make complaints by or on behalf of a survivor where operators have been specially trained on dealing with such complaints [800 6 9999].



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	<p>c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse.⁹</p>	<p>E.g., 100% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.</p>	<p>Conduct joint survey (in partnership with mobile phones companies) to establish the percentage of children/ adults that have access to safe channels to report SEA allegations.</p>	<p>June 2022</p>	<p>20000</p>	<p>DSRSG/HC/RC Office</p>	
	<p>d. Percentage of allegations reported to the Iraq inter-agency PSEA Network per month and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above)).¹⁰</p>	<p>100 percent of reported allegations are referred to investigative units within 36hrs and assistance provided to victims within 24hrs.</p>	<p>Refer all SEA cases to individual agencies' investigation departments within 36hours and provide assistance to victims within 24hrs.</p>	<p>June 2022(Ongoing activity)</p>	<p>-</p>	<p>DSRSG/HC/RC Office</p>	

⁹ Access would be defined within the country context taking account of the type of complaint channels in place. This could include, for example, report to individual directly, phone access, taking account of age, gender, literacy, disability, etc., and/or a combination of factors. Please also note that this indicator refers to the estimated coverage of the population by the CBCM.

¹⁰ This indicator is intended to allow HCs/HCTs to track and measure the use of SEA-related complaint channels by affected populations, including by those who are most vulnerable, as a core component of their overall effectiveness. This indicator is to be read together with related indicators to understand the overall accessibility, trust in, and effectiveness of SEA-sensitive complaint channels by and for affected communities. It is not intended to replace or duplicate the external reporting obligations that agencies hold, for example the UN reporting of sexual exploitation and abuse allegations to the UN Secretary-General on a quarterly basis.



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<p>Output 2.2. Community mobilization, consultation and awareness-raising on PSEA in each community receiving and/or affected by United Nations assistance. Where there is an HC/HCT this would apply to all humanitarian partners.</p>	<p>a. Number of adults and children (disaggregated by gender and age) reached through consultation in the establishment of community-based complaint mechanisms, awareness activities and community mobilization interventions on PSEA, including how to report SEA-related complaints.¹¹</p>	<p>E.g., Consultations with affected population inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.</p>	<p>Consult affected communities in establishing new CBCMs (in areas with gaps).</p>	<p>June 2022</p>	<p>-</p>	<p>DSRSG/HC/RC Office/ All agencies</p>	
	<p>b. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance. (disaggregated by type of PSEA communication materials developed for each population group identified).</p>	<p>100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.</p> <p>Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance developed, translated to local languages and disseminated.</p>	<p>The Iraq inter-agency PSEA Network print, translate and disseminate PSEA awareness (information) materials including UN SG no excuse cards and fact sheets, CWC materials (explaining to communities how to report and receive assistance)</p>	<p>Dec 2021</p>	<p>30000</p>	<p>All agencies</p>	

¹¹ This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.



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	c. Number of individuals within the affected population (disaggregated by age and gender) reached with key messages and awareness-raising material on PSEA.	100 percent of communities (women and men of all ages including those living with disabilities) reached with key messages on PSEA.	Partner with local radio stations/mobile phones providing companies to disseminate PSEA awareness messages.	Feb 2021	30000	DSRSG/HC/RC/ All agencies	
	d. Community perceptions and communication preferences are captured on a regular basis (informally and formally through needs SEA risk assessments, surveys, focus group discussions, etc.), and used to improve services.	All SEA risks identified and mitigated.	Conduct community perception surveys to understand perception/preference of communities in relation to SEA.	October /November 2021	5000	Accountability to Affected Population (AAP)/ Communication with Community (CwC) Working Group	
Outcome 3. Victims' right to assistance. Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support). ¹²							
Output 3.1 Sexual exploitation and sexual abuse victim/ survivor assistance is provided through Gender-Based	a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.	All areas with UN operations have GBV/CP programs.	In collaboration with GBV/CP actors map existing victim	June 2022	-	UNICEF/UN FPA	

¹² Support to victims/survivors/complainants is unconnected with the investigation and should be pursued from the time of an allegation as indicated in the [UN Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse](#)



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<p>Violence (GBV) and/or Child Protection (CP) programming which is familiar with sexual exploitation and abuse and the specific needs of victims/survivors. In humanitarian context, this may be resourced through the Humanitarian Response Plan (or other funding mechanisms).¹³ In other settings, UN entities should consider the creation of a contingency fund to facilitate victims' rights support and assistance, including through exploring opportunities for joint fundraising by United Nations Country Team members and project proposal submitted to the Trust Fund in Support of Victims of Sexual Exploitation and Abuse.</p>			<p>assistance service providers.</p>				
	<p>b. Number and percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.</p>	<p>E.g., 100% of victims/survivors are referred for assistance and receive support within 48 hours.</p> <p>Data is disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).</p> <p>Number of people satisfied with assistance received following a complaint of sexual exploitation and abuse.</p>	<p>Ensure all SEA victims are referred for quality assistance with consent (within GBV/CP programs) within 24hrs (maximum 48hrs)</p>	<p>June 2022</p>		<p>All agencies</p>	
	<p>c. Number and percentage of SEA victims/survivors particularly women and children who have access to GBV/CP assistance (disaggregated by age and gender and type of assistance received).</p>	<p>100% of victims/survivors (esp. women and children) are referred for assistance and receive support within 48 hours.</p> <p>Data is disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).</p>					

¹³ This can and should include existing protection system which provides the basis for support to sexual exploitation and abuse victims/survivors.



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	e. Funding/resources for assistance to victims/survivors of sexual exploitation and abuse is available. (Please indicate if there are any funds of this nature)	There is a joint/contingency/dedicated fund or pooled resources at country level.	Advocate for resource allocation for GBV/CP protection services	June 2022	-	UNFPA/UNICEF	
Output 3.2 The PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services.	a. Status of implementation by the Iraq inter-agency PSEA Network of protocol for referral and provision of services for sexual exploitation and abuse victims/survivors (in line with GBV referral pathways). ¹⁴	Protocols for victim assistance in place and understood by all GBV referral pathway integrated within PSEA Network SOPs.	Develop and contextualize victim assistance protocols.	Dec 2021	-	DSRSG/HC/RC Office	
			Integrate GBV referral pathways into CBCM SOPs.	October 2021	-	DSRSG/HC/RC Office	
	b. Tracking and data collection on victims and victim assistance (please indicate the system in place, what information is collected and frequency of maintenance).	Information on assistance given to SEA victims in place and updated regularly.	In collaboration with GBVIMS establish database of SEA victims provided with assistance within GBV/CP programs.	June 2022	-	DSRSG/HC/RC Office	
Outcome 4. Accountability and investigations. Every child and adult victim/survivor of sexual exploitation and abuse who is willing has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach.							

¹⁴ See the [UN Protocol on the provision of assistance to victims of sexual exploitation and abuse](#) (“UN Victims’ Assistance Protocol”), 12 Dec 2019. This could include, for example, the inclusion of reference and procedures for referrals and accessing services.



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Output 4.1 The Iraq inter-agency PSEA Network adopts, implements and tracks progress against uniformed protocols/guidelines for prompt, safe and victim/survivor-centred assistance during investigations at country-level.	a. Percentage of UNCT/HCT members that understand the case referral and investigation processes.	100 percent of UNCT/HCT members are fully aware of SEA referral and investigation processes.	Orient UNCT/HCT on SEA referral and investigation processes.	Dec 2021	-	DSRSG/HC/RC Office	
			Advocate via UNCT/HCT for speedy investigation and feedback processes.	June 2022	-	DSRSG/HC/RC Office	
	b. The PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	A pool of investigators established particularly within local NGOs.	Arrange for investigative training targeting selected local NGOs.	June 2022	15000	DSRSG/HC/RC Office	
Output 4.2 Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. ¹⁵	a. Percentage of victims/survivors who are informed of the outcome of the investigations.	100 percent of victims/survivors are informed of the outcome of their investigations.	Advocate with HQs (investigative departments) and country level Heads of agencies and missions to communicate	June 2022	-	Head of agencies	

¹⁵ This may include civil and criminal proceeding, as well as other redress measures.



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			with victims/survivors on the outcome of the investigation of their cases.				
<p>Output 4.3 When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13).</p>	<p>a. The UNCT/HCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to UN Implementing Partner PSEA Capacity Assessment and they are shared with UNCT/HCT.</p> <p>b. UN implementing partners are encouraged to look at the Steering Committee for Humanitarian Response (SCHR)'s launched the Misconduct Disclosure Scheme in January 2019, which notably aims at systematically checking with previous employers about any SEA issues relating to potential new hires and responding to such checks from others. The scheme picks up perpetrators who have had disciplinary processes completed against them, or who</p>	<p>E.g., Job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment</p> <p>The Clear Check and/or the Inter-Agency Misconduct Disclosure Scheme are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.</p> <p>The organization makes sure that its implementing partners are required to sign the Code of Conduct before being offered a contract and are fully aware of the revised IASC six core principles on SEA. The Code of Conduct is posted in prominent places.</p>	<p>Work with HR working groups to ensure applicants/contractor personnel are screened for history of misconduct/SEA allegations before recruitments.</p> <p>Ensure all contracts issued to IP/vendors/suppliers include clauses on SEA and ensure adequate safeguarding measures.</p>	<p>June 2022</p>	-	<p>DSRSG/HC/RC Office</p> <p>All agencies</p>	



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	are subject to ongoing investigation, but who may not have committed crimes or been investigated by the police.						
	b. UN Implementing Partner PSEA Capacity Assessment guidelines are implemented.	UN Implementing partners assessments are centralized at the country level and shared with other members of the UNCT/HCT.	Conduct PSEA capacity assessments for UN implementing partners and develop a database of assessed IPs.	June 2022	-	All agencies	
	c. Follow-up is established for the implementing partners that do not meet the minimum threshold.	Actions in line with the implementing partners protocol are taken against those implementing partners that do not meet the required standards.	Support Ips to develop and implement PSEA Action Plans to bridge the PSEA capacity gaps identified.	June 2022	-	All agencies	
			Strengthening of national NGOs organizational capacities to prevent and respond to SEA	June 2022	-	All agencies	



Part C: PSEA Country-Level Structure						
Outcome 5. PSEA inter-agency country-level structure. The Resident/Humanitarian Coordinator and UNCT/HCT are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.						
Output 5.1 The role of the DSRSG/RC/HC as PSEA lead is clear to all PSEA stakeholders.	a. The DSRSG/RC/HC takes an active lead on PSEA.	DSRSG/RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA. DSRSG/RC/HC supports implementation and monitoring of in-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT.	DSRSG/HC/RC coordinates with all UNCT/HCT to ensure all staff are aware of IASC core principles and aid workers code of conduct.	Ongoing	-	DSRSG/HC/RC Office
			DSRSG/HC/RC supports the development and implementation of IRAQ PSEA country strategy.	Dec 2021	-	
Output 5.2 Members take on the PSEA role to support the DSRSG/Resident/Humanitarian Coordinator to deliver on	a. Status of the designation of agency chairs for the PSEA Steering Committee (principal level, UNCT/HCT) and the Iraq	A PSEA steering committee established at senior level with DSRSG/HC/RC as chair and two co-chairs.	DSRSG/HC/RC establishes a PSEA steering committee at senior level	October 2021	-	DSRSG/HC/RC Office



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<p>PSEA at the UNCT/HCT level and the Iraq inter-agency PSEA Network at the technical level.</p>	<p>inter-agency PSEA Network (technical level).</p>		<p>and ensures all agencies have nominated dedicated PSEA Focal Persons.</p>				
<p>Output 5.3 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC/RC, to provide day-to-day technical support and expertise to the Iraq inter-agency PSEA Network.</p> <p>In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims’ Rights Advocate (FVRA), the PSEA Coordinator assumes the position of victims’ rights advocate¹⁶ at the country level by the PSEA Network in consultation with the most senior United Nations official in the country.</p>	<p>a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs).</p>	<p>Resources for P4 level full-time PSEA Coordinator mobilized (after June 2022) who reports directly to the DSRSG/RC/HC.</p>	<p>UNCT/HCT commits resources to continue funding the position of dedicated PSEA coordinator.</p>	<p>May 2022</p>	<p>250000 (P4 level resources)</p>	<p>DSRSG/HC/RC Office</p>	
	<p>b. The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing the Iraq inter-agency PSEA Network ToRs and the PSEA Work Plan, based upon the inter-agency PSEA Network risk assessment.</p>	<p>The Iraq inter-agency PSEA Network has ToRs, workplan in place.</p>	<p>Support PSEA network to develop ToRs.</p>	<p>October 2021</p>	<p>-</p>	<p>DSRSG/HC/RC Office</p>	
		<p>A SVRO/FVRA or a focal point for victims’ rights has been appointed at the country level in the Office of the DSRSG/HC/RC.</p>	<p>In absence of FVRA/SVRO focal points, appoint PSEA Coordinator as victims’ rights advocate at country level.</p>	<p>October 2021</p>	<p>-</p>		

¹⁶ Generic ToRs for a focal point for victims’ rights is available from the Office of the Victims’ Rights Advocate (ovra@un.org).



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	<p>c. On request, the PSEA Coordinator, in coordination with the co-Chairs of the Iraq inter-agency PSEA Network, provides expert guidance and technical support to PSEA Network members and other relevant entities operating in the context to strengthen their internal PSEA programs in line with good practice and standards.</p>	<p>All UN agencies and partners (on request) are provided with technical support to strengthen their internal PSEA programs in line with good practice and standards.</p>	<p>PSEA coordinator in collaboration with PSEA Focal Points of UN and partner agencies provides technical support to organizations to strengthen their internal PSEA programs in line with good practices and standards.</p>	<p>June 2022 (on going activity)</p>	<p>-</p>	<p>DSRSG/HC/RC Office</p>	
<p>Output 5.4 An inter-agency PSEA Network with two co-chairs is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).</p>	<p>a. The Iraq inter-agency PSEA Network, with two designated co-Chairs supporting the Iraq PSEA Network and the PSEA Coordinator in his functions, is established or in place.</p>	<p>A functional PSEA Network is in place that reports regularly to DSRSG/ RC/HC via the PSEA Coordinator.</p> <p>The Iraq inter-agency PSEA Network includes <i>as members</i> all UNCT/HCT (organization and missions) and representation from international and national NGOs, including through the</p>	<p>Support the Iraq inter-agency PSEA network (with representation of PSEA Focal Points from UN agencies, I/NGOs) to function and deliver on PSEA Action</p>	<p>June 2022 (ongoing activity)</p>	<p>-</p>	<p>DSRSG/HC/RC Office</p>	



		NCCI (NGOs Coordination Committee for Iraq).	Plan (annual work plan).				
	b. All the PSEA Network members have received a ToT training on PSEA from their entities and the Iraq inter-agency PSEA Network.	All PSEA Focal Points are trained or refreshed on PSEA.	Conduct training/capacity building programs for all PSEA Focal Points based on the IASC training package.	June 2022	-	DSRSG/HC/RC Office	
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	PSEA Action Plan is developed, endorsed by UNCT/HCT, costed and resourced through HRP.	Develop a PSEA Action Plan and integrate PSEA into HRP.	October 2021	-	DSRSG/HC/RC Office	
Output 5.5 PSEA technical focal points from all UNCT/HCT members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	a. Percentage of UNCT/HCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).	All UNCT/HCT members have appointed dedicated technical focal points and alternates (at least two per UN agency/mission) to the Iraq inter-agency PSEA Network (who has clear ToRs).	All HCT/UNCT have appointed PSEA focal points with clear ToRs ¹⁷ .	June 2022	-	DSRSG/HC/RC Office	

¹⁷ This should be communicated by senior management to all staff as well as the roles and responsibilities of the PSEA FP. Incorporate PSEA responsibilities into PSEA focal points' performance appraisals.



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	b. The PSEA technical focal points are active in designing or disseminating awareness-raising tools and facilitate events for community members with emphasis on their rights.	All PSEA Focal points actively design and disseminate PSEA awareness materials.	PSEA focal points jointly design, translate and disseminate PSEA awareness materials.	June 2022	-	DSRSG/HC/RC Office	
Output 5.6 Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools	a. The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT/HCT.	SEA risks are identified and mitigated.	Conduct PSEA inter-agency SEA risk assessment	October/November 2021	-	DSRSG/HC/RC Office	
	b. The inter-agency PSEA network provides technical support needed to mitigate risks of SEA, in collaboration with relevant stakeholders.		Develop SEA mitigation strategy/check lists.	Dec 2021	-	DSRSG/HC/RC Office	
	c. The risk is regularly assessed and updated.		Regularly assess SEA risks	June 2021	-	DSRSG/HC/RC Office	
						382,000	

For additional information and resources:

- [Management and accountability of the UN Development and Resident Coordinator System](#)
- [PSEA Knowledge Gateway](#)
- [Inter-Agency Standing Committee resources](#)
 - [IASC Six Core Principles Relating to SEA \(Revised 2019\)](#)
 - [IASC Minimum Operating Standards PSEA](#)
 - [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)



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- [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [UN System Policies and Protocols on PSEA](#)
- [Office of the Victims' Rights Advocate](#)

Iraq PSEA Network resources:

- [Inter-Agency Standing Committee - Iraq](#)
- [Iraq Humanitarian Response – Accountability to Affected Population/ Communication with Communities](#)