

## Ethiopia PSEA Network 2021-2022 Workplan

This workplan has been developed jointly by members of the Ethiopia PSEA Network to prevent, mitigate and respond to sexual exploitation and abuse in-country. It is a part of the national strategy, and – as such – steered by the UN Resident and Humanitarian Coordinator to Ethiopia with close support from CLA, UNCT, HCT, national-level co-chairs, and the Inter-Agency PSEA Coordinator. Moreover, it has the buy-in from all network members (i.e., at both national and regional levels), funded by the Ethiopia Humanitarian Fund (EHF) through the interagency PSEA project led by the national-level network.

### Objective 1: Leadership and Coordination

Area	Action	Responsible	Target Group	When	Funds	Indicators	Targets
Leadership	Demonstrate leadership on PSEA through actions for prevention and response.	UN Resident and Humanitarian Coordinator	Humanitarian community	Continuously	N/A	The role of the RC/HC as PSEA lead is clear to all PSEA stakeholders.	RC/HC supports implementation and monitoring on in-country PSEA Strategy.
	Circulate network-developed code of conduct and the IASC Six Core Principles statement of purpose on PSEA.	UN Resident and Humanitarian Coordinator	Humanitarian community	Quarterly	N/A	Leadership supports implementation and monitoring of PSEA Strategy, making explicit the leadership role of UNCT/HCT.	RC/HC, with support from UNCT and HCT, participate actively in information sharing and awareness raising through displaying and sharing the network-developed materials.
	Ensure PSEA is prioritised within each organisation to instil trust in mechanisms.	Country Representatives	Staff, partners, and contractors	Continuously	N/A	Leadership communicates regularly in varied formats to increase awareness/trust.	Meetings with staff are convened and network-developed IEC materials displayed and shared regularly.
	Ensure PSEA is regularly discussed at relevant platforms/forums.	PSEA Coordinator with Co-chairs	UNCT, HCT, CLA, ICCG, IAAWG, and clusters/groups	Continuously	N/A	PSEA Coordinator takes active lead in updating leadership and partners.	PSEA is regular (i.e., at least monthly) on the agenda, allowing for updates/discussion.
	Ensure swift action is taken to address SEA incidents through survivor-centred support and timely investigations.	Country Representatives	Humanitarian community	Continuously	N/A	All UNCT and HCT members meet required minimum standards to handle reports and to support survivors.	All UNCT and HCT members and partners meet the PSEA requirements in the UN common and IP partner assessment.

	Work with authorities to discuss PSEA, foster trust, and enhance cooperation both at national and regional levels.	UN Resident and Humanitarian Coordinator with PSEA Coordinator	Government	Continuously	N/A	RC/HC takes active lead in updating and including government in PSEA initiatives.	RC/HC actively share capacity building and awareness raising materials with government.
	Nominate focal points for national and regional level.	Country Representatives	Staff, partners, and contractors	Continuously	N/A	Percentage of UNCT/HCT members that have appointed a dedicated PSEA focal point to the PSEA Networks.	All UNCT and HCT nominate two focal points for national level network as well as focal points for regional networks in relevant regions.
	Ensure each organisation actively participate in and contribute to the national and regional PSEA Networks.	Country Representatives	Humanitarian community	Continuously	N/A	UNCT and HCT members take on an active PSEA role to support the Resident/Humanitarian Coordinator to deliver on PSEA through the inter-agency network.	Status of the designation of agency chairs for the PSEA Network.
<b>Coordination</b>	Ensure a full-time PSEA Coordinator is in place, with a direct reporting line to the HC/RC, to provide technical support and expertise to the inter-agency PSEA Network.	UNCT and HCT	Senior leadership as well as national and regional level PSEA Networks	Surge staff seconded by NORCAP until July 2022.	NORCAP	Status of deployment of a full-time PSEA Network Coordinator.	P4 level full-time PSEA Coordinator is in place, reporting directly to the RC/HC.
	Advocate with all humanitarian actors to participate in and contribute to the PSEA Network.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Continuously	N/A	National level and regional level PSEA Networks in place.	PSEA Network includes all UNCT and HCT members, including INGOs and NGOs.
	Organise regular network meetings and ad-hoc updates with sharing of minutes.	PSEA Coordinator with support from Co-chairs	PSEA focal points	Monthly	\$9,000 from EHF	Regular Network meetings and ad-hoc meetings organised.	Meeting minutes shared with members, which also includes regularly reports to RC/HC via Coordinator.

	Provide technical support to all focal points/members.	PSEA Coordinator	PSEA focal points	Continuously	N/A	On request, the PSEA Coordinator provides expert guidance and technical support to UNCT, HCT, and network members	N/A
	Develop and monitor checklist on implementation of strategy and workplan.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Monthly	N/A	The PSEA Coordinator provides overview of tasks and initiatives in line with workplan	Overview and status shared with network members at the monthly network meetings.
	Develop checklist for community engagement on preparedness and response.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Monthly	N/A	The PSEA Coordinator provides overview of tasks and initiatives in line with workplan.	Overview and status shared with network members at monthly network meetings.
<b>Monitoring and Evaluation</b>	Verify that all complaints received are handled according to interagency SOPs, including investigations and survivor-services.	PSEA Coordinator	Humanitarian community and affected populations	Continuously	N/A	PSEA Coordinator ensures that the Networks have referral pathways for survivor services in place, as part of GBV/CP.	GBV referral pathway integrated within the endorsed PSEA Network SOPs.
	Maintain data on number, status, location and nature of complaints received	PSEA Coordinator	Humanitarian community	Continuously	N/A	Tracking and data collection on victims and victim assistance through community focal points, GBV/CP service providers and focal points in line with endorsed IA CBCM SOPs.	Referral pathways, tracking and data collection integrated within the endorsed PSEA Network SOPs.

	Advocate with internal decision makers that anonymized, aggregated information on trends to be shared with the RC/HC and the PSEA Coordinator.	PSEA focal points	Humanitarian community	Continuously	N/A	Focal points communicate regularly and clearly the importance of sharing data safely.	Focal points, with senior management support, follow the endorsed IA SOPs on reporting and data sharing on PSEA.
	Organise (risk) assessments with affected populations and stakeholders.	PSEA focal points and partners	Humanitarian community	Semi-Annually	\$30,000 from EHF	The PSEA network carries out regular (risk) assessments and shares the findings and recommendations with UNCT/HCT.	Semi-annually results from (risk) assessment is presented to the network as well as to HCT and UNCT members.
	Conduct annual mapping of focal points and network resources, gaps and needs.	PSEA Coordinator	Humanitarian community	Annually	\$4,800 from EHF for field visits	The PSEA network carries out annual mapping and shares the findings and next steps with UNCT/HCT.	Annually results from risk assessment is presented to the network as well as to HCT and UNCT members.

**Objective 2: Capacity Building**

Area	Action	Responsible	Target Group	When	Funds	Indicators	Targets
Training	Ensure intro sessions on PSEA.	Focal Points with support from HR	Staff and affiliated workforce	Upon recruitment and annually	N/A	All actors are provided with clear guidance on where and how to report SEA allegations.	In line with own agency commitments.
		Focal Points	Implementing partners	In line with own agency commitments	N/A	All Network members have received training.	In line with own agency commitments.
		PSEA Network	Clusters and other working groups	Semi-annually	\$14,000 from EHF	All actors are provided with clear guidance on where and how to report SEA allegations.	Online and in-person training organised for representatives twice a year. This also includes regional clusters.

		PSEA Network in partnership with UNDSS brief	All personnel, including those visiting the country	Continuously	N/A	All UNCT and HCT personnel, including those visiting the country, are provided with a contextualised induction briefing.	All visitors are provided selected IEC materials on PSEA in Ethiopia, including reporting and support, during mandatory UNDSS briefing.
	Ensure advanced focal point ToT sessions for all networks.	PSEA Coordinator with support from UN Women and UNFPA co-chairs	PSEA focal points	Annually	\$29,000 from EHF	All focal points of both regional and national network have received ToT training on PSEA.	All focal points of network provided annual ToT, using the Ethiopia PSEA Network Training Package.
	Ensure training on GBV survivor-support, which will also include using the already developed GBV pocket guides in local languages.	Network in partnership with the GBV/CP AoR	CP/GBV Service providers and selected humanitarian actors, including PSEA focal points and clusters	Semi-annually	\$4,500 from EHF + UNW, UNICEF, UNFPA support	All CP/GBV service providers, focal points and partners included in the IA CBCMs receive training on PSEA survivor-support.	All relevant actors and service providers provided semi-annually training, using the Ethiopia PSEA Network Training Package.

**Objective 3: Raise Awareness**

Area	Action	Responsible	Target Group	When	Funds	Indicators	Targets
Information Campaigns	Organise and engage in community consultation.	Regional PSEA focal points with support from national Network	Affected populations	Semi-annually	\$15,000 from EHF	Percentage of sites reached by PSEA IEC materials (disaggregated by type of materials developed for each group).	Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access survivor-centred assistance disseminated.
	Implement information campaigns, using the already developed IEC materials.	PSEA Network and CwC WG with support from PSEA focal points	Affected populations and humanitarian stakeholders	Quarterly	\$18,000 from EHF	Number of individuals within the affected population and stakeholders reached.	Age and gender-sensitive materials on how to report and access survivor-centred assistance disseminated.

	Ensure reminders are communicated to all staff for ongoing visibility.	PSEA Coordinator with support from Capacity Building and CwC WGs	Humanitarian stakeholders, clusters, and partners	Weekly during campaigns, held on quarterly basis	N/A	Number PSEA Network members, focal point, clusters and key partners, reached.	Weekly email updates with IEC materials and key documents shared with members, clusters and partners.
	Organise sessions and distribution of GBV pocket guides.	UNICEF, UNFPA and UN Women with Network	Stakeholders, clusters, and partners	Semi-annually	\$4,500 USD from EHF	Number of non-GBV actors, such as clusters, focal points and key partners, reached.	GBV pocket guides on survivor support disseminated in English, Tigrinya, Amharic, Afaan Oromo, and Somali.
	Ensure that the already translated IEC materials are displayed/shared.	National and regional level PSEA focal points	Humanitarian stakeholders, clusters, and partners	Quarterly	N/A	N/A	All humanitarian hubs and country offices display PSEA IEC materials.

**Objective 4: Survivor-Centred Response**

Area	Action	Responsible	Target Group	When	Funds	Indicators	Targets
<b>Response</b>	Each organisation develops and implements internal SEA tracking, response, and prevention mechanisms.	Individual agency/ organisation at HQ, regional, and country levels	Representatives	Continuously	N/A	N/A	N/A
	Ensure that GBViE referral pathways and services are functional for all SEA survivors.	PSEA Network in close collaboration with CP/GBV AoR	Affected populations	Quarterly	\$5,000 from EHF	Funding to ensure support and assistance to survivors of SEA is available.	There is a joint dedicated fund or pooled resources at country level.
<b>Reporting Mechanisms</b>	Map available CBCMs for SEA reporting.	PSEA Coordinator with CP/GBV AoR and IAAWG	Humanitarian community	Semi-annually	N/A	Several reporting channels in place to fill reporting gaps as identified by mapping.	Semi-annually updated mapping of existing CBCMs in the response.

	Consult affected communities on (available) CBCMs.	CwC and CBCM WGs with PSEA Coordinator	Affected populations	Quarterly	\$15,000 from EHF	Number of adults and children (disaggregated by gender and age) reached through consultation in the establishment of CBCMs.	Consultations with affected population inform the establishment of CBCMs, as well as evaluation of existing CBCMs effectiveness and compliance.
	Ensure safe, accessible, and child-sensitive mechanisms are in place for reporting.	PSEA Network with support from PSEA Coordinator and in close partnership with CP/GBV AoR	Affected populations	Included in endorsed IA SOPs updated annually	N/A	Percentage of children and adults who have access to a safe channel to report.	The affected population have access to at least one safe and accessible channel to report.
	Finalise referral pathways for survivor assistance as part of GBV services.	PSEA Network in close partnership with CP/GBV AoR	Affected populations	Included in endorsed IA SOPs	N/A	IA CBCMs SOPs are established following consultations, roll-out, trainings.	IA CBCMs SOPs are endorsed by all UNCT/HCT members.
	Support a safe and confidential SEA reporting system.	PSEA focal points	Affected populations	Continuously	\$20,000 from EHF	Funding to ensure support and assistance to survivors of SEA is available.	There is a joint dedicated fund or pooled resources at country level.
	Ensure network implementation of endorsed IA SOPs for SEA reporting.	PSEA focal points with support from Representatives	Humanitarian community	Continuously	N/A	Status of implementation by PSEA Network of protocol for referral and provision of services SEA survivors (in line with GBV referral pathways).	CP/GBV referral pathway integrated within PSEA Network SOPs.