



Ethiopia PSEA Network 2021-2022

Protection from Sexual Exploitation and Abuse (PSEA) Strategy and Workplan

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Introduction

Since its establishment, the inter-agency Ethiopia PSEA Network has made significant progress in tackling sexual exploitation and abuse (SEA) within the humanitarian community and development sector in Ethiopia. These achievements are seen through the establishment of both national and regional level networks, endorsement of Inter-Agency Standard Operating Procedures (SOPs) for Community-Based Complaint Mechanisms (CBCMs), development of information campaigns with linked information, education and communication (IEC) materials and GBV pocket guides in local languages, design of (in-person as well as online) country-contextualised training packages for network focal points, clusters and (implementing) partners, as well as the facilitation of ToT trainings for over 180 focal points in Addis Ababa, Somali, Oromia, SNNP and Tigray regions. These achievements are further complemented by ongoing network initiatives and inter-agency projects throughout the country.

Critical to the success of this approach was the UN Country Team (UNCT) and Humanitarian Country Team’s (HCT) vital decision, in 2016, to have a dedicated coordination structure in place in Ethiopia, focusing specifically on sexual exploitation and abuse preparedness and response through the establishment of the inter-agency Ethiopia PSEA Network. This decision by the senior management in-country recognised the urgent need to develop joint accountability mechanisms to advance the support available for at-risk communities; thus, also recognising the common root of these abuses: power differentials and gender inequality. As a part of this process, a clear vision, strategy, and work plan were developed by the PSEA Task Force in 2018, which were later updated by the Ethiopia PSEA Network focal points and endorsed by UNCT and EHCT in 2020 and 2021.

Despite this important progress, however, much more need to be done on PSEA in Ethiopia, especially as the country continues to be affected by various emergencies. These, amongst others, include conflict and related IDPs and refugees, COVID-19 pandemic, drought, desert locust infestation, and floods. Consequently, at-risk groups, especially women and children, are impacted by multiple shocks, creating an emerging protection crisis in-country. Within this context, the Ethiopia PSEA Network remains committed to its vision of:

Supporting its members in fully integrating PSEA in national interventions, as well as developing an inter-agency accountability culture from the top-down that fully protect and supports survivors.

- Dr. Catherine Sozi, UN Resident and Humanitarian Coordinator to Ethiopia, July 2021



Vision

This PSEA strategy and 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 includes the identification of SEA risks through assessments and coordinated referrals (i.e., within the mapped CP/GBV Area of Responsibility (AoR) systems). It also includes close collaboration with the Inter-Agency Accountability Working Group (IAAWG) on developing and strengthening accessible, confidential, and efficient systems that allow incidents to be reported in a safe manner. As such, this strategy and work plan abide by the principles enshrined in the Secretary-General’s Bulletin on “Special measures for protection against sexual exploitation and abuse” (ST/SGB/2003/13), and reflects the strong commitments made by UNCT and HCT to actively engage on PSEA.

Indeed, through the successful implementation of this strategy and workplan, the UNCT and HCT in Ethiopia aims to ensure that affected persons and communities live in a trusted, respectful, and inclusive environment free from SEA perpetrated by humanitarian actors, service providers, and (implementing) partners. The affected communities, irrespective of gender, age, background, (dis)ability and sexual orientation of the affected, will then feel safe, understood, and empowered to report SEA incidents, and humanitarian actors will take gender-specific, intersectional, robust, timely, and visible actions. Senior management, in particular, will ensure institutional prioritisation to safeguard that systems and services are in place to prevent and respond to SEA.

This strategy and workplan is steered by the UN Resident and Humanitarian Coordinator to Ethiopia with close support from CLA, UNCT, HCT, UN Women and UNFPA as national-level co-chairs, as well as the Inter-Agency PSEA Coordinator. Moreover, it has the buy-in and collaboration of all network members (which include 180 trained focal points from UN agencies, INGOs, NNGOs, IGOs, CSOs, and key actors) engaged in the Ethiopia humanitarian and development preparedness and response (i.e., both at national and regional levels).

Strategic Objective

Building on the network achievements of the last years, and in line with the survivor-centred, gender-specific, and intersectional approach taken on PSEA by the UNCT and HCT, the Ethiopia PSEA Network developed and agreed on four strategic goals for the 2021-2022 strategy and workplan, as outlined below:

- Leadership and Coordination
- Capacity Building
- Awareness Raising
- Survivor-Centred Response

Objective 1: Leadership and Coordination

Full ownership of PSEA in Ethiopia is to be taken by leaders, who should set the tone from top-down by demonstrating an active commitment to take account of, give account to, and be held accountable by, affected populations. Indeed, the Secretary-general’s Bulletin (SGB) on “Special measures for protection against sexual exploitation and abuse” (i.e., ST/SGB/2003/13) clearly highlights that the responsibility for its implementation sits with the senior management of each organisations as well as with each humanitarian actor. The UN Resident and Humanitarian Coordinator with support from UNCT and HCT members must therefore create and maintain an environment which prevents and respond to SEA in a survivor-centred, gender-specific, and intersectional manner. Although all agencies and organisations in Ethiopia must follow their own PSEA related policies and mechanisms, the Ethiopia PSEA Network – with support from its focal points – aims to ensure that common standards are applied by all members to implement zero tolerance for SEA. In this regard, the intersectional needs of the affected populations should be prioritised in all interventions, decisions, and actions taken.

Area	Action	Responsible	Target Group	When
Leadership	Demonstrate leadership on PSEA through clear actions for prevention and response.	UN Resident and Humanitarian Coordinator	Humanitarian community	Continuously
	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



	Ensure PSEA is prioritised within each organisation to instil trust in mechanisms.	Country Representatives	Staff, partners, and contractors	Continuously
	Ensure PSEA is regularly discussed at relevant platforms and forums.	PSEA Coordinator with Co-chairs	UNCT, HCT, CLA, ICCG, IAAWG, and clusters/groups	Continuously
	Ensure swift action is taken to address SEA incidents through survivor-centred support and timely investigations.	Country Representatives	Humanitarian community	Continuously
	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
	Nominate focal points for national and regional level.	Country Representatives	Staff, partners, and contractors	Continuously
	Ensure each organisation actively participate in and contribute to the national and regional PSEA Networks.	Country Representatives	Humanitarian community	Continuously
Coordination	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.
	Advocate with all humanitarian actors to participate in and contribute to the PSEA Network.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Continuously
	Organise regular network meetings and ad-hoc updates with sharing of minutes.	PSEA Coordinator with support from Co-chairs	PSEA focal points	Monthly
	Provide technical support to all focal points/members.	PSEA Coordinator	PSEA focal points	Continuously
	Develop and monitor checklist on implementation of strategy and workplan.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Monthly
	Develop checklist for community engagement on preparedness and response.	PSEA Coordinator with support from Co-chairs	Humanitarian community	Monthly
Monitoring and Evaluation	Verify that all complaints received are handled according to interagency SOPs, including investigations and survivor-services.	PSEA Coordinator	Humanitarian community and affected populations	Continuously
	Maintain data on number, status, location and nature of complaints received.	PSEA Coordinator	Humanitarian community	Continuously
	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
	Organise (risk) assessments with affected populations	PSEA focal points and partners	Humanitarian community	Quarterly



	Conduct annual mapping of focal points and network resources, gaps and needs.	PSEA Coordinator	Humanitarian community	Annually
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Objective 2: Capacity Building

All members of the humanitarian and development community, both UNCT and HCT in Ethiopia, need to be able to recognise consequences of sexual exploitation and abuse on affected communities, the seriousness of the problem, as well as understand how to prevent as well as how to respond to SEA in a survivor-centred, gender-specific and intersectional manner. Accordingly, all members of the Ethiopia PSEA Network (i.e., UN, NNGOs, INGOs, CSOs, IGOs, and government), as well as their (implementing) partners, need to be fully knowledgeable about the principles of ST/SGB/2003/13 and relevant commitments on PSEA in-country. It is therefore strongly recommended that all focal points and members utilise the Ethiopia PSEA Network Training Package, which includes in-person and online training(s) for focal points, clusters and partners, in all capacity building initiatives¹.

Area	Action	Responsible	Target Group	When
Training	Ensure intro sessions on PSEA.	Focal Points with support from HR	Staff and affiliated workforce	Upon recruitment and annually
		Focal Points	Implementing partners	In line with agency commitments
		PSEA Network	Clusters and other working groups	Semi-annually
		PSEA Network in partnership with UNDSS brief	All personnel, including those visiting the country	Continuously
	Ensure advanced focal point ToT sessions for all PSEA Networks.	PSEA Coordinator with support from UN Women and UNFPA co-chairs	PSEA focal points	Annually
	Ensure training on GBV survivor-support using developed GBV pocket guides. ²	PSEA Network in partnership with the GBV/CP AoR	GBV/CP service providers, focal points, AAP focal points, clusters, and partners	Semi-annually

Objective 3: Raise Awareness

Affected populations in Ethiopia need to be informed about their rights to free humanitarian assistance and to be able to safely report abuses against them through various reporting mechanisms. Similarly, stakeholders and (implementing) partners must be knowledgeable about survivor-centred PSEA preparedness and response. As such, through gender-specific, intersectional, and culturally sensitive materials, campaigns, activities, and focus group discussions, the Ethiopia PSEA Network will ensure that affected populations and humanitarian actors are aware of the serious impact of SEA on the affected person's life and on the broader humanitarian response; thus, also understanding the prohibition of exchanging money, employment, goods, services, and so forth for sexual favours and/or other forms exploitative behaviour. In Ethiopia, through network-led information campaigns, affected populations as well as stakeholders will be informed about (a) CBCMs and GBV/CP services, (b) the process of reporting SEA to focal points, (c) the importance of taking a survivor-centred approach to preparedness and response, and (d) where to seek guidance. It is recommended that all members and focal points utilise the network-developed IEC materials³, as they are contextualised and available in local languages.

	Action	Responsible	Target Group	When
Information Campaigns	Organise and engage in community consultation.	Regional PSEA focal points with support from national Network	Affected populations	Semi-annually

¹ See Annex 8

² See Annex 10

³ See Annex 9



	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
	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 campaign, which will be held on a quarterly basis
	Organise sessions and distribution of GBV pocket guides.	UNICEF, UNFPA and UN Women with Network	Stakeholders, clusters, and partners	Semi-annually
	Ensure that the already translated IEC materials are displayed/shared.	National and regional level PSEA focal points	Humanitarian stakeholders, clusters, and partners	Quarterly

Objective 4: Survivor-Centred Response

Interagency (IA) Community-Based Complaint Mechanisms (CBCMs) Standard Operating Procedures (SOPs) were endorsed by all members of the Ethiopia PSEA Network in March 2021⁴, and is now to be followed by all UNCT and HCT members for allegations of SEA in-country. Indeed, upon endorsement, the IA CBCMs SOPs apply to each member of the network equally, including personnel and affiliated workforce, implementing partners, contractors, and volunteers. This ensures that affected populations and the humanitarian community are able to report SEA incidents through accessible and safe channels. Moreover, SEA survivors will subsequently be provided with timely support, as well as multi-sectoral service provision, to address their intersectional needs. During establishment of IA CBCMs, a community-based approach will be taken by the Ethiopia PSEA Network. This will ensure accountability by incorporating meaningful participation by the affected populations into the overall system. The reporting mechanisms in Ethiopia will thus be designed based on community consultations to ensure maximum accessibility, acceptability, and confidentiality. Moreover, the reporting mechanisms need to be safe, easily accessible, and have multiple entry points, including embedded entry points within existing services by the GBV/CP AoR and reporting lines by IAAWG, to ensure maximum coverage. Following this, prompt action is to be taken by all members to refer survivors to services and to refer allegations to investigation units.

Area	Action	Responsible	Target Group	When
Response	Each organisation develops and implements internal SEA tracking, response, and prevention mechanisms.	Individual agency/organisation at HQ, regional, and country levels	Representatives	Continuously
	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
Reporting Mechanisms	Map available CBCMs for SEA reporting.	PSEA Coordinator with CP/GBV AoR and IAAWG	Humanitarian community	Semi-annually
	Consult affected communities on (available) CBCMs.	CwC and CBCM WGs with PSEA Coordinator	Affected populations	Quarterly
	Ensure safe, accessible, and	PSEA Network with support from PSEA	Affected populations	Included in endorsed IA SOPs

⁴ See Annex 4



	child-sensitive mechanisms are in place for reporting.	Coordinator and in close partnership with CP/GBV AoR		
	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
	Support a safe and confidential SEA reporting system.	PSEA focal points	Affected populations	Continuously
	Ensure network implementation of endorsed IA SOPs for SEA reporting.	PSEA focal points with support from Representatives	Humanitarian community	Continuously

Annex 1: Definitions

In order to have full understanding of the terminology used in this document, the main concepts related to the Ethiopia PSEA Network have been defined below⁵.

Sexual Exploitation: Any actual or attempted abuse of a person in a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual Exploitation and Abuse (SEA): The combination of sexual exploitation and sexual abuse acts or incidents. It occurs when people in power or position of trust exploit the vulnerability of the affected communities for sexual purposes. It is important to note that consent does not determine whether SEA has occurred or not because victims or survivors of SEA have unequal power status with their perpetrators and as a result, they may feel forced to agree (to receive food, to protect their families, etc.).

Protection from Sexual Exploitation and Abuse (PSEA): Policies, guidelines, procedures, mechanisms and activities aimed to (a) reduce the risk of SEA, (b) mitigate the effects caused by SEA violations, and (c) respond to SEA incidents.

Sexual Harassment versus SEA: SEA occurs against a beneficiary or vulnerable member of the community, while sexual harassment occurs when one employee makes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, to another employee, against his or her wishes. Although many agencies have Zero Tolerance for sexual harassment as part of their internal policies, it is important to note that sexual harassment is not covered by these SOPs. It is equally prohibited under UN policies. The distinction between the two is important so that agency policies and staff training can include specific instruction on the procedures to report each.

GBV versus SEA: Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will, and that is based on socially ascribed (gender) differences between males and females. Sexual exploitation and abuse (SEA) is a form of GBV. As such, it is recommended that response services for survivors of SEA should be provided in line with the existing GBV response services. On the other hand, reporting of GBV incidents or seeking GBV services is dependent on the survivor's consent. However, reporting of SEA incidents is not a choice but a mandate and must be done in a confidential and safe manner.

Victim/survivor: A person who has SEA perpetrated against him/her or an attempt to perpetrate SEA against him/her. Both terms are often used interchangeably, however some prefer to use 'victim' as opposed to

⁵ Derived from IASC definitions, Global SOPs for IA PSEA IA CBCM



‘survivor’ from an access to justice viewpoint. For the purpose of this document, persons who report SEA committed against themselves are treated as ‘survivors’ for the security and SEA related needs assessments.

Subject of the Complaint (SOC): Once a complaint has been filed, the alleged perpetrator of SEA is referred to as the Subject of the Complaint.

Complainant: Person who brings an allegation of SEA to attention in accordance with established procedures. The complainant may be a SEA survivor or another person who is aware of the wrongdoing. This person may be a SEA survivor or another person who is aware of the wrongdoing. Both the survivor and the complainant, if different from the survivor, should be protected from retaliation for reporting SEA.

Whistle-blower: Any staff of humanitarian and development actors who reports concerns of sexual exploitation or abuse. Whistle-blowers may be a type of complainant.

Whistle-blowing policy: An organizational policy which encourages staff members to report concerns or suspicions of misconduct by colleagues. The reports may concern people in other organizations and people at other levels in the organization.

IA CBCM Stakeholders: Humanitarian and development actors who have committed to participate in joint complaint mechanisms. They include organizations which provide humanitarian assistance in the implementation site, international organizations and their implementing partners/contractors, as well as community-based organizations and relevant host government agencies.

Annex 2: Six Core Principles

The Ethiopia PSEA Network have had the IASC Six Core Principles Relating to SEA translated to Amharic, Tigrinya, Somali and Afaan Oromo. The principles provide clarity on what constitutes sexual exploitation and abuse. The translations can be found here: <https://drive.google.com/drive/folders/1otG9hPVnBvxqg2NX6FPpfY0dAVdXdk86>.

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defence.
3. Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, he or she must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems which maintain this environment

Annex 3: Roles and Responsibilities

Each humanitarian or development agency working in Ethiopia is obliged to create and maintain an environment that prevents SEA. Heads of agencies have a particular responsibility to support and develop systems that maintain this environment, including but not limited to:

- Adoption of the Core Principles and Code of Conduct developed by the IASC Task Force on Protection from Sexual Exploitation and Abuse to be signed after completion of mandatory training;



- Acting to prevent SEA, including through awareness-raising, training and other measures, for both staff and communities they serve;
- Nomination of a senior-level PSEA Focal Point(s);
- Setting up of internal protocols for handling SEA allegations, including investigation of cases;
- Taking disciplinary actions in case the offense is proven.

All members of the PSEA Network commit to timely and expeditious action to provide assistance to survivors, to prevent as well as to ensure investigation by the relevant units and proceed SEA, and to comply with all timelines for action laid out in the endorsed inter-agency CBCM SOPs of the Network. To create a clear understanding, below are the roles and responsibilities of all stakeholders described.

Humanitarian/ Resident Coordinator's Office: Supports the development of complaints mechanisms, ensures that survivors have access to appropriate assistance and coordinates inter-agency SEA referrals. The HC/RC is ultimately responsible for ensuring PSEA implementation in-country.

Inter-Agency PSEA Coordinator: In Ethiopia, the PSEA Coordinator, supports the implementation of the PSEA strategy, inter-agency workplan and commitments, and supports strengthening common approaches to prevention and response of SEA including survivor assistance. The PSEA coordinator reports to EHCT and other relevant humanitarian actors on PSEA, and provides technical guidance to the PSEA Network. PSEA Coordinator is responsible for receiving and forwarding any SEA related complaints through the established IA CBCMs to the agencies concerned and whose personnel are involved. He or she is responsible for documenting and tracking all SEA related complaints through the IA CBCM for follow-up, ensuring HCT accountability commitments on PSEA. In the absence of a fully dedicated PSEA Coordinator, these roles will be delegated to the PSEA Network co-chairs. However, the role of a dedicated and independent PSEA Coordinator is very important.

PSEA Network Co-chairs: Ensures that the Network works according to its ToRs, convene and lead meetings, and report on activities to the UNCT/HCT and any other appropriate structures on a regular basis. The co-chairs are responsible for ensuring referral of the allegations received by the Network.

PSEA Focal Points: The PSEA Network in consultation with heads of agencies has designated common PSEA Focal Points in locations with elevated risks. The Focal Points are capacitated and dedicated staff and members of the PSEA Network. The PSEA Focal Points act as an entry point to the IA CBCM, have an obligation to receive and refer potential SEA complaints for action, including investigation as per their organizations' internal protocols. They report progress/complaint updates in the PSEA Network. The Focal Points lead common PSEA activities including awareness raising activities and training on PSEA, beneficiaries' rights to assistance and available reporting channels to enable and facilitate any allegation of SEA complaints. The Focal Points will be leading and reporting progress on PSEA efforts to the PSEA Network. The PSEA Network and nominated PSEA Focal Points are not mandated by this SOP to undertake any SEA investigations. Agencies are encouraged to nominate their own PSEA Focal Points (at least two; preferably one male and one female) in every field office location.

PSEA National Network: Ethiopia established a national level network in 2016 and 2018. As part of the commitments on PSEA in humanitarian action, PSEA Network members must actively participate in the PSEA Network activities, monitor and report on progress, mobilize resources for PSEA and support coordination. According to the UN Victim Assistance Protocol, the PSEA Network is responsible for training all PSEA Network members on the procedures for safely and confidentially, referring victims for assistance. The PSEA Network will ensure that any complaint is received, logged, referred and followed-up on with the concerned organisation through a centralised repository. The PSEA Network in collaboration with the GBV and CP AOR has a responsibility to ensure there are survivor assistance mechanisms and referral pathways in place, to harmonize service provision and avoid creating parallel SEA-specific service structures. The PSEA Network is also responsible for ensuring sustainability of the IA CBCM and for ensuring its responsiveness to community needs and relevance to context specific risks and barriers to accessing justice. Therefore, on an ongoing basis, and in collaboration with communities, the network will map existing CFMs; establish new channels where there are gaps in access to reporting; strengthen CFMs that already exist to handle sensitive allegations, and; link CFMs through complaint and assistance referral pathways.

PSEA Regional/Sub-national Networks: Regional Networks have been set up in the regions with most IDP sites: Oromia (Bule Hora), SNNP (Hawassa, previously Dilla), Somali (Jijiga) and Tigray (Shire, Mekelle and Axum) regions. These regions were determined by the PSEA Network to have elevated risk due to nature of



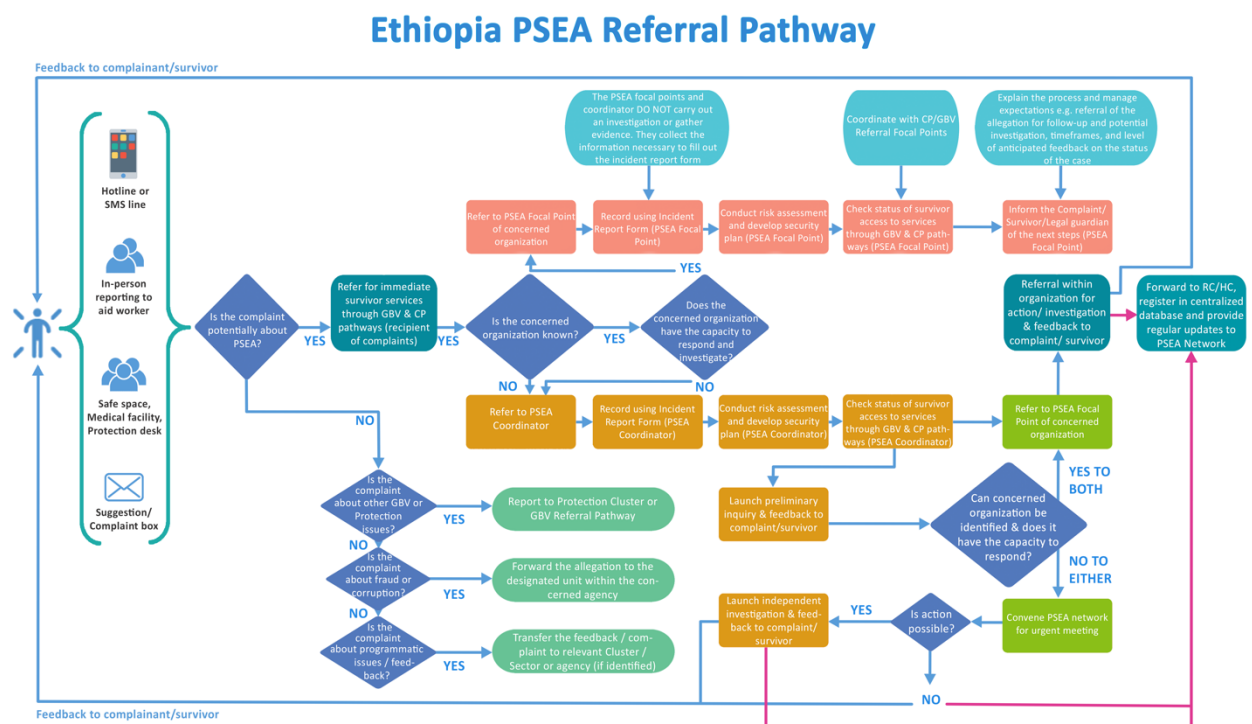
displacement, living conditions of IDPs and coping mechanisms, presence of aid workers and local population as well as the type of interactions between them.

Annex 4: Interagency Standard Operating Procedures (SOPs) for Ethiopia

Inter-Agency (IA) Standard Operating Procedures (SOPs) for Community-Based Complaint Mechanisms (CBCMs) have been developed and endorsed by the Ethiopia PSEA Network in 2021 to address sexual exploitation and abuse (SEA) incidents perpetrated by humanitarian workers, including developing systems that allow complaints to be reported in a safe, confidential and efficient manner; referring survivors to appropriate assistance service, and referring all SEA allegations to the relevant investigation units for follow-up. The IA SOPs for CBCMs can be accessed here: https://drive.google.com/file/d/1WnEYE_OUQH1dtdNDicATyUy3tWWP6dH/view?usp=sharing

Annex 5: Reporting Flowchart for Network

As a part of the IA SOPs for CBCMs by the Network, the below flowchart for reporting guidance was developed. Full size and easy-to-read version can be accessed here: https://drive.google.com/drive/folders/1Q8CMdK141KWEuzouA2QoQALY41RA_wQ?usp=sharing.



Annex 6: Network Contact List

The list gets updated by the Network on a monthly basis, but password is needed (and provided upon request) to access the document. Updated overview can be found here: <https://drive.google.com/drive/folders/16IRKYw12WW3piPTvCmmyVPx2uTNSC7L>.

Annex 7: Ethiopia PSEA Network Terms of Reference (ToR)

Description

The Ethiopia Protection against Sexual Exploitation and Abuse (PSEA) Network (hereinafter called Ethiopia PSEA Network or the Network) functions under the auspices of the Ethiopia Humanitarian Country Team (EHCT) and Resident Coordinator (RO) to implement international inter-agency commitments on PSEA preparedness and response, including the Secretary-General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13). As such, the Ethiopia PSEA Network will be co-chaired by two EHCT members that will be responsible to give regular reports to the EHCT and to the RC. It is the RC who has the ultimate oversight of the network, and may delegate regular oversight to the Task Force of the Network.

Principles

The humanitarian community in Ethiopia affirms the commitment of the Inter-Agency Standing Committee (IASC) to promote and protect the rights of affected populations enshrined in international humanitarian and



human rights law. As such, the humanitarian community in Ethiopia recognises their full responsibility in fulfilling their mandate to guard and protect vulnerable persons from sexual exploitation and abuse as well as to address such violations in an intersectional, gender-specific and survivor-centred manner in their work. In particular, they must ensure capacity building and awareness raising to ensure that their staff and partners neither abuse their powers nor influence affected communities to exploit and harm others.

Membership

Membership to the Ethiopia PSEA Network is open to all UN agencies, INGOs, NGOs, and government partners operating in humanitarian context in Ethiopia that either (a) have SEA complaint handling and response policy in place or (b) commit to developing an internal complaint handling and response procedure. Each of these organizations will be represented in the Network by one PSEA Focal Point, and preferably an alternate. PSEA Focal Points will coordinate the implementation of PSEA activities within their agency/organization as well as participate in network activities. These include, for instance, trainings, information campaigns, site monitoring, and the establishment and ongoing maintenance of community-based complaint mechanisms (CBCMs) for SEA reporting. As such, all focal points, based on interest, will be requested to join one of the following working groups of the network: (a) Communicating with Communities, (b) Capacity Building, or (c) CBCM/CFM. All Focal Points must be able to make decisions on behalf of their agencies in an inter-agency forum.

Upon request, participation as an observer is open to all UN agencies, NGOs, INGOs, and key/government partners. Moreover, cluster leads and humanitarian working groups are encouraged and invited to attend the Ethiopia PSEA Network meetings. Observers may transition into full membership, including voting privileges, by committing to develop complaint and handling procedures for SEA. Cluster leads and working group co-chairs will provide two-way coordination and communication between their sector and the network. Moreover, the Ethiopia PSEA Network – through its co-chairs - will engage in outreach with non-member and/or non-observer organisations as part of ongoing activities. At a minimum, all members of the network should be aware of the inter-agency PSEA complaint referral system and be able to receive complaints, regardless of their relationship to the Network. The Network will advocate for the strengthening and/or establishment of internal complaint handling systems for all organizations and agencies operating in Ethiopia, and will offer support as needed.

Responsibility

It is the senior management within each organisation/agency that are accountable for PSEA preparedness and response; thus, ensuring that organisational processes and procedures supporting a survivor-centred approach to PSEA are in place and work effectively through continued monitoring and review. Following this, the Ethiopia PSEA Network with support from the Ethiopia PSEA Task Force will serve as the primary body for coordination, support, and oversight of PSEA between its members. As the risk of SEA, and responsibility for action, is shared across all clusters of the humanitarian response in Ethiopia, the Ethiopia PSEA Network will be established under the Inter Cluster Coordination Group (ICCG), and will report on a regular basis to the ICCG coordinator and the Resident Coordinator. The guiding Terms of Reference for the Network are as follows:

1. Coordination

The Network will be co-chaired by UN Women and UNFPA in 2021 with the RCO taken the role of oversight and secretariat. Responsibility for PSEA activities will be divided equally amongst network members, which the co-chairs will manage and coordinate by:

- Liaising with IASC Task Team on AAP and PSEA;
- Work closely with members of the Inter Cluster Coordination Group;
- Establishing an effective PSEA strategy and action plan to be implemented;
- Ensuring a dedicated PSEA Focal Point is committed from each agency/organization;
- Holding regular meetings every month, with ad hoc meetings as necessary.

2. Engagement

- Advocating for effective engagement and commitment from Humanitarian Country Team and Government entities to implement PSEA action plan and strategy;
- Ensure communication and awareness raising with affected populations and humanitarian stakeholders/service providers as a part of a so-called “two-way” process;
- Increasing capacity of humanitarian actors/service providers, including network focal points, humanitarian country team members, clusters, and government counterparts.



3. Prevention and Protection

- Liaising with CP/GBV Area of Responsibility and Protection Cluster to receive and refer victim of SEA for immediate survivor-assistance and proper reporting services;
- Working Closely with assistance service providers in Ethiopia to ensure readiness to address the particular needs of sexual exploitation and abuse survivors;
- Ensuring that network activities will follow a survivor-centred approach, and respect the principles of informed consent and the best interests of the survivor;
- Advocating for and supporting mandatory and regular training of all network focal points, clusters, humanitarian workers/service providers and senior management;
- Advocating, with network members and partners, to strengthen systems to prevent SEA, e.g. Human Resource practices, Codes of Conduct that include PSEA, and field level agreements.

4. Response

- Ensuring that member agencies and organisations have effective internal complaints and investigation procedures in place which adhere to principles of confidentiality;
- Establishing Standard Operating Procedures (SOPs) for the Network as well as inter-agency Community-Based Complaint Mechanisms (CBCMs);

Note: The Ethiopia PSEA Network is not responsible for investigating complaints. This function rests solely with the entity that employs the individual against whom a complaint has been alleged, in line with internal policies.

5. Commitment

- Implementing of the PSEA Action Plan;
- Establishing SOPs, covering referral pathways, reporting lines, and follow-up procedures;
- Advocating for the rights, protection and well-being of affected populations, in particular women, children and adolescents of diverse intersectional backgrounds, for the prevention of and response to SEA, as a priority throughout humanitarian programming;
- Collaborating on awareness-raising for the community on their rights, how to report abuse, and appropriate behaviour of all humanitarian staff/service providers.

Annex 8: Ethiopia PSEA Network Training Package

The Ethiopia PSEA Network Training Package was produced in 2020 with financial support from UN Women, the Ethiopia Safeguarding Resource and Support Hub (RSH), and the Ethiopia Humanitarian Fund (EHF). It is designed and adapted for the Ethiopian context to support the delivery of in-person trainings to improve knowledge, understanding, and skills of PSEA focal points, clusters, and key (implementing) partners.

- The in-person version can be found here: <https://drive.google.com/drive/folders/1xSUVAlv2IQOIKWcCqCngNdZGvIah6Gq?usp=sharing>
- The online version for focal points can be accessed here: <https://kayaconnect.org/course/info.php?id=2988>
- The online version for clusters/partners can be accessed here: <https://kayaconnect.org/course/info.php?id=2996>

Annex 9: Ethiopia PSEA Network IEC Materials

The Ethiopia PSEA Network developed national and regional level information campaign(s) with linked information, education and communication (IEC) materials. The information campaign(s) is two-fold, targeting both stakeholders as well as affected populations (two cultural contexts available). All IEC materials, as a part of the campaign, have been made available in Amharic, Tigrinya, Afaan Oromo, Somali, and English. Any use of the materials (including adaption or modification of artwork) should be requested to the PSEA Coordinator. Overview of the campaign and materials can be found here: https://drive.google.com/drive/folders/10SiZ6KIMBzJl8m_V8Lc8sH5v_z7YeMj.

Annex 10: GBV Pocket Guide: Survivor Support

The Ethiopia contextualised version of the GBV Pocket Guide (available in English, Amharic, Tigrinya and Somali and Afaan Oromo) is the result of a joint effort between UN Women, UNICEF and UNFPA. It has been endorsed by the Ministry of Women, Children, and Youth Affairs while also receiving technical support from the Ethiopia PSEA Network and the CP/GBV AoR. It is intended to provide non-GBV specialists with concrete and practical



information how to support a survivor of gender-based violence in a context where there is no gender-based violence actor available. All translations can be found here: <https://drive.google.com/drive/folders/1GOIPMwD3HIO-npF-Ei0JMSicV11JN3Tm?usp=sharing>

Annex 11: Ethiopia PSEA Network Code of Conduct

The Ethiopia PSEA Network developed its own Code of Conduct on PSEA for all members with technical guidance from UNFPA. The document, which is to be signed by all staff, UNCT and HCT members, clearly highlights the standards and personal conduct expected by all UNCT and HCT members (and their partners). So far, it has been distributed by focal points in Addis Ababa as well as Somali, Oromia, SNNP and Tigray regions with support from the national level network and the RC/HC. The Ethiopia PSEA Network Code of Conduct, including translations, can be found here: https://drive.google.com/drive/folders/1zAIsq5n4XLz_-2oZAEme24hCgTODrW6M.

This document was drafted by the Inter-Agency PSEA Coordinator with technical support from co-chairs as well as national and regional level PSEA focal points. The development process also included close consultations with the IAAWG and the CP/GBV AoR. It was endorsed by the PSEA Network as well as the UNCT in Ethiopia July 2021.