## Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse (Model Template)

The PSEA Country-Level model template outlines the priorities agreed by UNCT/HCT members to achieve jointly across countries with humanitarian<sup>1</sup>, development and peace operations. This template provides the minimum requirements to review and analyse the effectiveness, impact and progress on measures to prevent and respond to sexual exploitation abuse country-wide. It serves as a model framework intended to be adapted and contextualized at the country level. 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 in related to PSEA in countries with United Nations presence.

Desired outcomes	Indicators	Targets/ Benchmarks <sup>2</sup>	Key actions	Timeframe	Budg et/ Fundi ng Sourc e	Lead agency/ies per activity
Part A: Priority prevention outco	mes for PSEA					
Outcome 1. Prevention. All Unite	d Nations staff and related personnel <sup>3</sup> k	now the UN standards of	conduct for protection from sexu	al exploitation	and abus	e and
understand their personal and ma	anagerial/ command responsibilities to a	address sexual exploitation	n and abuse and other misconduc	it.		
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. All UNCT/HCT personnel, including those visiting the country, are provided with an induction briefing on conduct and discipline issues, including sexual exploitation and abuse.	Reminders are communicated to all staff to ensure ongoing visibility/awareness of the entity's policies.  SOPs address out-of-bound areas.  All visitors are informed on country policies and SOP.	PSEA training will be organized in coordination with the PSEA Secretariat/ Colombia	August- September 2021	N/A	RCO, OMT

<sup>&</sup>lt;sup>1</sup> This applies to refugee and humanitarian context which could be sub-national or regional in nature.

<sup>&</sup>lt;sup>2</sup> The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

<sup>&</sup>lt;sup>3</sup> 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.

curfo pead shou	few/off-limits policies operate in accepance operations and consideration all be given to implementing the measures to other duty	N/A	N/A	N/A	N/A	N/A
the s	The UNCT/HCT personnel know standards on sexual exploitation labuse (training, leadership ogues, town-halls).	Regular meetings and awareness discussions take place.  PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.), including "no excuse cards" are locally contextualized, produced and distributed.	NO EXCUSE CARDS will be printed in Spanish  PSEA coordinator will hold a refresher meeting on PSEA main documents with PSEA Network and OMT	August- September 2021 October 2021	GICI N/A	GICI RCO
polici reta – to prot sexu	All personnel are aware of the icy for protection against aliation for reporting misconduct be empower, encourage and tect staff who report cases of ual exploitation and abuse /SGB/2017/2/Rev.1).	UNCT/HCT staff members are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	The policy will be distributed online and will be discussed in UNCT meeting	September 2021	N/A	GICI, RCO, OMT
clea	All personnel are provided with ar guidance on where and how to ort allegations of misconduct.		Idem.	Idem.	Idem.	Idem.

a. Managers monitor completion by	Monitoring	PSEA training will be organized in	August-	N/A	RCO, OMT
all personnel in country of	mechanisms are in	coordination with the PSEA	September		
mandatory online and classroom	place and working.	Secretariat	2021		
training.					
b. Leadership communicates	Meetings with staff are	UNCT meeting discussion	September	N/A	RCO
regularly and in varied formats in	convened to review		2021		
order to increase awareness and	implementation of				
instill trust in the policies, including	country level sexual				
broadcasts on the duty to report	exploitation and abuse				
misconduct.	(townhall, leadership				
	dialogue, etc.).				
a. All UN staff and related	Induction training for	It will be announced, regularly	Monthly	N/A	RCO, OMT
personnel complete the mandatory	all personnel is	reminded	reminders		
in-year refresher training and/or	conducted at regular		starting		
awareness briefings to personnel are	intervals.		August 2021		
conducted. Substantiation is done					
for those not completing the					
training.					
b. UNCT/HCT leaders certify that all	100% response to the	It will be requested via email	Request	N/A	RCO, OMT
allegations of sexual exploitation and	resident/humanitarian		data by		
abuse relating to areas within their	coordinator.		December		
responsibility have been accurately			2021		
and fully reported.					
	all personnel in country of mandatory online and classroom training.  b. Leadership communicates regularly and in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.  a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.  b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately	all personnel in country of mandatory online and classroom training.  b. Leadership communicates regularly and in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.  a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.  b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately  mechanisms are in place and working.  Meetings with staff are convened to review implementation of country level sexual exploitation and abuse implementation of country level sexual exploitation and abuse relating to areas within their responsibility have been accurately	all personnel in country of mandatory online and classroom training.  b. Leadership communicates regularly and in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.  a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.  b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately  mechanisms are in place and working.  Meetings with staff are convened to review implementation of country level sexual exploitation and abuse (townhall, leadership dialogue, etc.).  It will be announced, regularly reminded  It will be requested via email	all personnel in country of mandatory online and classroom training.  b. Leadership communicates regularly and in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.  a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.  b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately  mechanisms are in place and working.  Meetings with staff are convened to review implementation of country level sexual exploitation and abuse (townhall, leadership dialogue, etc.).  It will be announced, regularly reminded reminded starting August 2021  It will be requested via email Request data by December 2021	all personnel in country of mandatory online and classroom training.  b. Leadership communicates regularly and in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.  a. All UN staff and related personnel complete the mandatory in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.  b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately  mechanisms are in place and working.  mechanisms are in place and working.  coordination with the PSEA September 2021  coordination with the PSEA Secretariat  2021  N/A  1UNCT meeting discussion  September 2021  VINCT meeting discussion  September 2021

## 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)<sup>4</sup> that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).

<sup>&</sup>lt;sup>4</sup> 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 <a href="https://interagencystandingcommittee.org/system/files/best\_practice\_guide\_inter\_agency\_community\_based\_complaint\_mechanisms\_1.pdf">https://interagencystandingcommittee.org/system/files/best\_practice\_guide\_inter\_agency\_community\_based\_complaint\_mechanisms\_1.pdf</a>

Output 2.1. Safe, accessible,	a. UNCT/HCT Inter-agency SOPs on	Interagency	SOP examples from different	August-	RCO, UNICEF,
child-sensitive mechanisms are	community-based complaint	CBCM/CBCN Standard	countries will be shared	September	Protection
in place for reporting sexual	mechanisms and/or networks	Operating Procedures		2021	cluster
exploitation and abuse⁵,	(CBCM/CBCN <sup>6</sup> ) on PSEA are	(SOPs) are endorsed by	UN Women and UNHCR have		
particularly in high-risk areas.	established following inclusive	all UNCT/HCT	mechanisms of reporting,		UN-Women,
	consultations with all relevant	members.	which might be adaptable.	August-	UNHCR,
	stakeholders, including communities,		PSEA Task Force will organize	September	UNFPA
	disseminated, and rolled out, and		a meeting to learn about	2021	
	appropriate staff trained. <sup>7</sup>		these mechanisms.		
	b. A variety of reporting channels	Regularly updated	Will be covered under PSEA	August-	RCO, OMT
	appropriate to the local context is in	mapping of existing	training, which will be organized	September	
	place to fill reporting gaps as	complaint and	in coordination with the PSEA	2021	
	identified by mapping.	feedback mechanisms	Secretariat		
		in the response.			
		Multiple confidential			
		reporting channels are	Same as in Output 3.2, a first		
		available which cater	preliminary mapping will be	August 2021	UN Women,
		to the diversity of the	started after the training	(outline)	UNFPA
		population and		September	
		differing levels of		2021 (first	
		access (PLWD, Older		note of	
		Persons, children).		mapping)	

<sup>&</sup>lt;sup>5</sup> 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.

<sup>&</sup>lt;sup>6</sup> 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.

<sup>&</sup>lt;sup>7</sup> UNCT/HCT SOPs can be adapted from the global IASC SOPs. The SOPs provide the basis for inter-agency referral, sharing of information on and handling of sexual exploitation and abuse allegations, as an integral component of UNCT/HCT prevention and response to sexual exploitation and abuse. The SOPs require all signatories to have an established internal sexual exploitation and abuse complaint handling procedure in place.

	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. <sup>8</sup>	E.g., 100% of the affected population have access to at least one (1) safe and accessible channel to	N/A	N/A	N/A	N/A
		report sexual exploitation and abuse.				
	d. Percentage of allegations reported to the PSEA Network per month and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above).		N/A	N/A	N/A	N/A
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.	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. <sup>10</sup>	E.g., Consultations with affected populations inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.	Inserted into HNO, and particularly HRP.	July 2021		UN Women, UNHCR, UNFPA (GVB) and UNICEF  and potentially WFP, PAHO- WHO and OCHA

<sup>&</sup>lt;sup>8</sup> 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.

<sup>&</sup>lt;sup>9</sup> 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.

<sup>&</sup>lt;sup>10</sup> This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.

	b. Percentage of sites reached by	100% of sites provide	Code of conduct of	August-		Gender
	PSEA communications materials,	information on the	humanitarian team will be	December		Working
	how to report sexual exploitation	prohibition of sexual	disseminated in the	2021		Group
	and abuse and how to access	exploitation and	communities			
	victim/survivor-centred assistance.	abuse, how to report				Protection
	(disaggregated by type of PSEA	and receive assistance.				cluster
	communication materials developed					
	for each population group	Age and gender-				
	identified).	sensitive materials on				
	,	how to report sexual				
		exploitation and abuse				
		and how to access				
		victim/survivor-				
		centred assistance				
		developed and				
		disseminated.				
-	c. Number of individuals within the		N/A	N/A	N/A	N/A
	affected population (disaggregated		,	'	,	,
	by age and gender) reached with key					
	messages and awareness-raising					
	material on PSEA.					
	d. Community perceptions and		N/A	N/A	N/A	N/A
	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.					
	asea to improve services.					

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). 11 Output 3.1 Sexual exploitation a. Mapping of the existing service August 2021 1- Updated and consolidated UN-Women, and sexual abuse victim/ note of essential services and (outline) UNFPA providers (e.g., GBV and CP survivor assistance is provided programming) and current gaps in how they can be improved September through concrete means with through Gender-Based Violence SEA assistance coverage are (GBV) or Child Protection (CP) identified and addressed. emphasis on prevention 2021 programming which is familiar 2. Signing an MoU with (updated with sexual exploitation and relevant organizations note) abuse and the specific needs of towards the establishment of victims/survivors. In a follow up system Novemberhumanitarian context, this may December be resourced through the 2021 b. Number and percentage of SEA N/A N/A N/A N/A E.g., 100% of Humanitarian Response Plan (or other funding mechanisms).12 victims/survivors/complainants who victims/survivors are In other settings, UN entities have been promptly referred to referred for assistance should consider the creation of quality assistance, as part of ongoing and received support a contingency fund to facilitate within 48 hours. GBV and CP programming. victims' rights support and Data is disaggregated assistance, including through according to the exploring opportunities for joint affiliation of the fundraising by United Nations offender (UN staff and Country Team members and related personnel and project proposal submitted to implementing the Trust Fund in Support of partners). Victims of Sexual Exploitation c. Number and percentage of SEA N/A E.g., 100% of N/A N/A N/A

victims/survivors are

referred for assistance

victims/survivors who have accessed to assistance (disaggregated by age

and Abuse.

<sup>11</sup> 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

<sup>&</sup>lt;sup>12</sup> This can and should include f existing protection system which provides the basis for support to sexual exploitation and abuse victims/survivors.

	and gender and type of assistance	and received support			
	, ,	1			
	received).	within 48 hours.			
		Data is disaggregated			
		according to the			
		affiliation of the			
		offender (UN staff and			
		related personnel and			
		implementing			
		partners).			
	d. Percentage of the affected	E.g., 100% of the	N/A		
	population, particularly women and	affected population			
	children, that can access GBV	(esp. women and			
	assistance. <sup>13</sup>	children) can access			
		GBV services.			
		e.g., Number of people			
		satisfied with			
		assistance received			
		following a complaint			
		of sexual exploitation			
		and abuse.			
	e. Funding/resources for assistance	There is a	Does not exist. The update of	December	RCO, UN
	to victims/survivors of sexual	joint/contingency/	the study and the	2021	Women,
	exploitation and abuse is available.	dedicated fund or	partnerships/MoUs to be		UNFPA
	(Please indicate if there are any	pooled resources at	established will determine if		
	funds of this nature)	country level.	the creation of an incipient		
			interagency fund in		
			Guatemala can be pondered.		
Output 3.2 PSEA Networks have	a. Status of implementation by	E.g., GBV referral	As in Output 2.1. on CBCM,	August 2021	UN-Women,
referral pathways for	PSEA Network of protocol for	pathway integrated	process of assisting victims	(presentatio	UNFPA,
victim/survivor assistance in	referral and provision of services for		(GBV and PSEA) with the	ns by UN	UNHCR,

<sup>&</sup>lt;sup>13</sup> The tracking of access to services is a core function of the PSEA Network's role in strengthening response to sexual exploitation and abuse. Current gaps in SEA assistance coverage (as provided through GBV/CP programmes) should be systematically addressed by UNCT/HCT members, as well as through CERF/CBPFs. There should be a tracking system maintained by the UNCT

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place, as part of an integrated	sexual exploitation and abuse	within PSEA Network	support of UNDSS will be	Women and		UNICEF,
approach with GBV services.	victims/survivors (in line with GBV	SOPs.	designed in relation with the	UNHCR to		Protection
	referral pathways).14		process of establishing CBCM-	start the		Cluster
			-beyond community to	process)		
			national level	December		
				2021 a first		
				concept		
				note of		
				establishing		
				the system		
	b. Tracking and data collection on	Please indicate if	There is a national system	December	Dece	UNODC,
	victims and victim assistance (please	Gender-Based Violence	(INE, MP) including PSEA data.	2021 (an	mber	UNFPA, UN
	indicate the system in place, what	Information	RENAS Registry is also	interagency	2021	Women,
	information is collected and	Management System	importantthose who have	meeting and		UNICEF
	frequency of maintenance).	(GBVIMS) is being used	committed SEA. National	minutes as a		
		to maintain data on	Police, Health system,	start to a		
		sexual exploitation and	Observatory of Gender issues,	more		
		abuse or indicate if	etc. also have their specialized	systematic		
		there is a dedicated	complementary databases.	analysis)		
		tracking system in				
		place/under	Interoperability can be			
		development.	improved among institutions.			
			Digital versus non-digital			
			services based on assistance			
			to victims AND safety/			
			security can be mapped.			

<sup>&</sup>lt;sup>14</sup> See the <u>UN Protocol on the provision of assistance to victims of sexual exploitation and abuse</u> ("UN Victims' Assistance Protocol"), 12 Dec 2019. This could include, for example, the inclusion of reference and procedures for referrals and accessing services.

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. a. Percentage of UNCT/HCT PSEA training will be organized in N/A RCO, OMT Output 4.1 PSEA Networks Augustcoordination with the PSFA September adopt, implement and track members understand the standards Secretariat progress against uniformed under investigations are conducted. 2021 protocols/guidelines for Reminders during UNCT August 2021 b. PSEA Network members and N/A RCO and all prompt, safe and local partners have personnel and **AFPs** meetings victim/survivor-centred trained on SEA guidelines and bimonthly assistance during investigations protocols for victim/survivor-centred thereafter at country-level. investigations. Output 4.2 Sexual exploitation a. Percentage of victims/survivors N/A N/A N/A N/A N/A and sexual abuse who are informed of the outcome of victims/survivors informed of the investigations. and/or supported in relation to investigations and accountability processes.<sup>15</sup> a. The UNCT/HCT has policies on Output 4.3 When working with E.g., Job applicants and Relevant documents are September N/A Every Agency, implementing partners, reference checking and vetting for contractor personnel disseminated to the UN 2021 OMT, GICI former misconduct or supervision are screened for adequate safeguards are in Personnel and performance appraisals related place and action is taken related history of to sexual exploitation and abuse to UN Implementing Partner PSEA misconduct/SEA issues - e.g., screening, cooperative Capacity Assessment and they are before recruitment **UN System-wide check AFPs** arrangements, monitoring, and shared with UNCT/HCT. (The Clear Check will present on this Scheme termination of arrangements and/or the Interversus using the Assessment UNHCR and other AFPs will consider October (United Nations Protocol on **Agency Misconduct** Disclosure Scheme are Allegations of Sexual 2021 joining **Exploitation and Abuse** consulted, self-**Involving Implementing** certified declarations Partners; ST/SGB/2003/13). of previous offences, allegations and

 $<sup>^{15}</sup>$  This may include civil and criminal proceeding, as well as other redress measures.  $\mbox{Version 8 July 2021}$ 

		required.				
	b. <u>UN Implementing Partner PSEA</u>	Implementing partners	A listing of AFPs using the	November	N/A	OMT
	Capacity Assessment guidelines are	assessment are	Capacity Assessment will be	2021		
	implemented.	centralized at country	compiled			
		level and shared with				
		other members of the				
		UNCT/HCT.				
	c. Follow-up is established for the	Actions in line with the	N/A	N/A	N/A	N/A
	implementing partners that do not	implementing partners				
	meet the minimum threshold.	protocol are taken				
		against those				
		implementing partners				
		that do not meet the				
		required standards.				
		required standards.				
Part C: PSEA Country-Level Struc	:ture	required standards.				
<u> </u>	cture country-level structure. The Resident/Hu		nd UNCT/HCT are supported at s	enior managem	ent and	technical-levels
<u> </u>	ountry-level structure. The Resident/Hu		nd UNCT/HCT are supported at s	enior managem	ent and	technical-levels
Outcome 5. PSEA inter-agency of	ountry-level structure. The Resident/Hu		nd UNCT/HCT are supported at s  It will be discussed in UNCT	enior managem	ent and	technical-levels
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on t	<b>country-level structure.</b> The Resident/Huthe above four PSEA Outcomes.	manitarian Coordinator ar				
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the	the above four PSEA Outcomes.  a. The RC/HC takes an active lead	RC/HC circulates code	It will be discussed in UNCT	July-		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports implementation and	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports implementation and monitoring on in-	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports implementation and monitoring on incountry PSEA Strategy,	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports implementation and monitoring on incountry PSEA Strategy, making explicit the	It will be discussed in UNCT ordinary meetings and be	July- September		
Outcome 5. PSEA inter-agency of to lead, oversee, and deliver on to Output 5.1 The role of the RC/HC as PSEA lead is clear to	the above four PSEA Outcomes.  a. The RC/HC takes an active lead on PSEA and, where relevant,	RC/HC circulates code of conduct or the IASC Six Core Principles statement of purpose on PSEA.  RC/HC supports implementation and monitoring on incountry PSEA Strategy,	It will be discussed in UNCT ordinary meetings and be	July- September		

disciplinary history are

Output 5.2 Members take on	a. Status of the designation of		PSEA focal points task force	June-August	N/A	RCO, OMT
the PSEA role to support the	agency chairs for the PSEA Steering		formed within OMT and PSEA	2021		
Resident/Humanitarian	Committee (principal level,		Coordinator appointed by RC			
Coordinator to deliver on PSEA	UNCT/HCT) and the PSEA Network					
at the UNCT/HCT level and the	(technical level).					
PSEA Network at the technical						
level.						
Output 5.3 A full-time PSEA	a. Status of deployment of a full-	P4 level full-time PSEA		June-July	N/A	RCO, OMT
Coordinator (with medium to	time PSEA Network Coordinator	Coordinator is in place		2021		
long-term secured funding) is in	(with clear ToRs).	PSEA Coordinator				
place, with a direct reporting		reports directly to the				
line to the HC/RC, to provide		RC/HC.				
day-to-day technical support	b. The PSEA Coordinator takes an	A SVRO/FVRA or a	A FVRA appointed	July 2021	N/A	UNFPA, FAO
and expertise to the inter-	active lead in supporting senior	focal point for victims'				
agency PSEA Network. In the	leadership in developing and	rights has been				
absence of a Senior Victims	implementing PSEA Network TORs	appointed at the				
Rights Officer (SVRO) or Field	and a PSEA Work Plan, based upon	country level in the				
Victims' Rights Advocate	the inter-agency PSEA Network risk	Office of the HC/RC.				
(FVRA), consider the	assessment.					
designation of a focal point for	c. On request, the PSEA		PSEA training in Spanish will be	August-	N/A	RCO, OMT
victims' rights16 at the country	Coordinator provides expert		organized in coordination with	September		
level by the PSEA Network in	guidance and technical support to		the PSEA Secretariat/ Colombia	2021		
consultation with the most	Network members and other					
senior United Nations official in	relevant entities operating in the					
the country.	context to strengthen their internal					
	PSEA programs in line with good					
	practice and standards.					
	d. Creation of a SVRO position or		A FVRA appointed for 12	July 2021	N/A	UNFPA, FAO
	designation of the FVRA or consider		months starting July 2021			
	the designation of a focal point for					
	victims' rights in the office of the					

<sup>&</sup>lt;sup>16</sup> Generic ToRs for a focal point for victims' rights is available from the Office of the Victims' Rights Advocate (<u>ovra@un.org</u>). Version 8 July 2021

	HC/RC with a system-wide mandate has been appointed to advise at the country level (please indicate date of appointment or a timeline if the appointment of a SVRO/FVRA/focal point with a system-wide mandate is in the process, grade level and source of funding if full-time SVRO).					
Output 5.4 An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. PSEA Network being established or in place.	E.g., PSEA Network is established and reports regularly to RC/HC via the PSEA Coordinator.  PSEA Network includes all UNCT/HCT members, including representation from international and national NGOs.	(All cluster will include PSEA as a recurrent agenda item and may participate in PSEA network depending on the agenda item under review, after the establishment of CBCM)	June-July 2021 December 2021	N/A	OMT, RCO  UN Women, Cluster/Inter- cluster
	b. All the PSEA Network members have received training from their entities on PSEA.	Inform RC about the status of training in writing	RCO to send a written inquiry via email	December 2021	N/A	All AFPs
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	E.g., PSEA Action Plan is costed and resourced through HRP.	Ensure it is integrated	July 2021		UN Women
	d. All organisations (UNCT/HCT and PSEA networks) meet required minimum standards such as the Minimum Operation Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to	All UN partners meet the requirements in the UN common assessment.	N/A	N/A	N/A	N/A

		Initial annuality.				
	enable appropriate complaints	Joint capacity				
r	receipt and handling.	development and				
		training provided				
		through the network				
		to support entities to				
		meet the PSEA				
		requirements.				
$\epsilon$	e. Status of development and	E.g., PSEA Action Plan	PSEA training will be organized in	August-	RCO	RCO, OMT
i	implementation of the UNCT/HCT	is endorsed by all	coordination with the PSEA	September	Coor	
F	PSEA Action Plan, including clearly	UNCT/HCT members.	Secretariat	2021	dinati	
	defined roles and responsibilities of				on	
	each actor.				Fund	
Output 5.5 PSEA technical focal a	a. Percentage of UNCT/HCT	PSEA Network of OMT	OMT discussion to finalize the	July-August	N/A	OMT
	members that have appointed a	is established.	focal points	2021		
	dedicated PSEA technical focal point					
actively contribute to the PSEA t	to the PSEA Network (with clear					
Network's delivery of PSEA	ToRs).					
outcomes (as per the above).	b. The PSEA technical focal points		The policy and promotional	July-August	N/A	OMT
	are active in designing or		materials will be put in a	2021		
	disseminating awareness-raising		depository and distributed			
	tools and facilitate events for		online			
	community members with emphasis on their rights					
<u> </u>	c. The PSEA technical focal points are		UN Women and UNHCR have			UN-Women,
	actively working with the inter-		mechanisms of reporting,	August-		UNFPA,
	agency PSEA Network to establish a		which might be adaptable.	September		UNHCR
	CBCM/CBCN		PSEA Task Force will organize	2021		
	220, 353		a meeting to learn about			
			these mechanisms.			
			these internations.			
Output 5.6 Country-level risk a	a. The inter-agency PSEA network		Consider hiring (rehiring)		RCO	OMT, RCO
assessment in respect of sexual c	carries out regular SEA risk		a/the consultant to update		funds	
	assessments and shares the findings		the Assessment of 2020		and/	

conducted on the basis of risk	and recommendations with the			or	
management tools	UNCT/HCT.	Gender analysis forthcoming		inter	
		(will include question(s) on		agenc	
		PSEA)		У	
				fundi	
				ng	UN Women
	b. The inter-agency PSEA network	SEA Risk Assessment update	November		OMT, RCO
	provides technical support needed	to be discussed in the PSEA	2021		
	to mitigate risks of SEA, in	Network and in UNCT			
	collaboration with relevant				
	stakeholders.				
	c. The risk is regularly assessed and	Idem.	Idem.		Idem.
	updated.				

## For additional information and resources:

- Management and accountability of the UN Development and Resident Coordinator System
- PSEA Knowledge Gateway
- Inter-Agency Standing Committee resources
  - a. IASC Six Core Principles Relating to SEA (Revised 2019)
  - b. <u>IASC Minimum Operating Standards PSEA</u>
  - c. <u>Guideline Inter-Agency Community-Based Complaint Mechanisms Protection against Sexual Exploitation and Abuse</u>
- 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