

**Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse
SOMALIA 2022/2023**

The PSEA Country-Level model template outlines the priorities agreed by UNCT/HCT members to achieve jointly across countries with humanitarian¹, 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 ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Part A: Priority prevention outcomes for PSEA						
Outcome 1. Prevention. All United Nations staff and related personnel ³ know the UN standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial/ command responsibilities to address sexual exploitation and abuse and other misconduct.						
Output 1.1 Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. 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. 100% of the new staff, visitors, and related personnel have received training during the first week of their arrival?	Induction training are organized by HR of each entity for new staff, visitors, and all related personnel. Circulate the UN Code of Conduct among the UN Staff and HoA <i>on a yearly basis</i> and include as a session in the regular Induction Course for UN	<i>Ongoing</i>	<i>Internal resources</i>	<i>APFs, Mission.</i>

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

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

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

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			newly appointed staff			
	b. Prevention measures such as curfew/off-limits policies operate in peace operations and consideration should be given to implementing such measures in other duty stations	Regular broadcasts on the curfew/off-limits areas are disseminated to UN personnel	Regular broadcasts disseminated in Mogadishu and in the field.	Ongoing	Internal resources	AFPs, Mission
	c. The UNCT/HCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).	PSEA awareness-raising materials (radio broadcasts, pamphlets, posters, etc.), including “no excuse cards” are locally contextualized, produced, and distributed.	No excuse cards are locally contextualized and distributed to all personnel. Trainings on PSEA Principles and Architecture for IPs in field locations are organized	September 2022 January, April, September 2023		PSEA Coordinator, CDT, APFs
	d. All personnel are aware of the policy for protection against retaliation for reporting misconduct – to empower, encourage and protect staff who report cases of sexual exploitation and abuse (ST/SGB/2017/2/Rev.1).	UNCT/HCT staff members are aware of their obligation to report incidents of sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	An online quarterly survey to test knowledge of staff is rolled out. The UN whistleblower policy is widely disseminated	Quarterly September 2022		PSEA Coordinator and Network

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
	e. All personnel are provided with clear guidance on where and how to report allegations of SEA.	100%of staff (including IPs staff) is aware of SEA reporting channels and reporting flowchart.	SEA Reporting SOPs are disseminated widely. Field staff (including IPs staff) is trained to use of reporting SOPs	August 2022 November 2022		PSEA Coordinator and Network
Output 1.2 Leadership, managers and commanders know and act on their personal and managerial/command responsibilities to prevent and respond to misconduct	a. Managers monitor completion by all personnel in the country of mandatory online and classroom training.	Actions are taken by the Human Resources of each Entity	Human resources of each entity to record copy of the training certificates and maintain updated tracking	continuos		APFs, Mission
	b. Leadership communicates regularly with staff in varied formats in order to increase awareness and instill trust in the policies, including broadcasts on the duty to report misconduct.	Focus on PSEA is maintained through regular initiatives with various formats (meetings, information sessions, online questionnaires, assessments, SMS, other short communication etc).	Leadership with support of the PSEA Focal Points organize at least a quarterly initiative on PSEA for their organization	Quarterly		APFs, Mission Network members
Output 1.3 Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly.	a. All UN staff and related personnel complete the mandatory training prior onboarding.	100% of UN staff have completed the introduction PSEA training and subsequent annual refreshers	Human resources of each entity to record copy of the training certificates and maintain updated tracking.	Continuous		APFs, Mission

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
	b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately and fully reported.	100% of Country Directors/Representatives respond to RC/HC request for centralized certification	On time response to HC/RC requests			APFs
Part B: Priority response outcomes for PSEA						
Outcome 2. Safe and accessible reporting. Every child and adult recipient of United Nations assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms) ⁴ that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
Output 2.1. Safe, accessible, inclusive, age and gender-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁵ , particularly in high-risk areas.	a. Inter-agency SOPs endorsed by HCT/UNCT	Interagency Standard Operating Procedures (SOPs) are revised and the new version endorsed by all UNCT/HCT members. All PSEA Focal Points and PSEA Network members are trained to implementation of the SOPs package	Revision of the PSEA SOP tools package. <i>Presentation and endorsement by UNCT/HCT</i> Training of PSEA Focal Points and PSEA Network members. Development of a training module on PSEA for existing	June 2022 September 2022 March 2023	Internal resources	PSEA Coordinator and Network PSEA Coordinator

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

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

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			community networks.			
	b. A variety of reporting channels appropriate to the Somalia national and local context is in place to fill reporting gaps as identified by mapping.	Multiple confidential reporting channels are available that cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children). Community based reporting and feedback mechanisms builds on existing mechanisms in the field.	Development or strengthening of multiple reporting channels (e.g. a national inter-agency hotline, dedicated email, help desks.....) including PSEA mainstreaming in existing channels (CCCM, IOM, CEA TF)	September 2022	Internal resources	AFPs and PSEA Network
	c. Percentage of children and adults who have access to a safe channels to report sexual exploitation and abuse. ⁶	100% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.	In each intervention area reporting channels are established and affected people informed . CCCM Annual Satisfaction Survey will collect information from site level	June 2023	Internal resources	APFs PSEA Coordinator and Network
	d. Percentage of allegations reported to the PSEA Network per month and responded to within seven days	100% of allegations are responded to within 48 hours	Each allegation is responded within 48 hours		Internal resources	APFs, PSEA Coordinator and

⁶ 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.

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
	(Disaggregated by age, sex, and type of complaint (less than 18; 18 and above). ⁷					Network,Risk Management Unit
Output 2.2. Community mobilisation, 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. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim-centred assistance. (disaggregated by type of PSEA communication materials developed for each population group identified).	50% of sites (focusing on priority 1 districts with large numbers of IDP sites such as Banadir, Baidoa and Galkaayo.) reached with information on the prohibition of sexual exploitation and abuse, how to report and receive assistance. Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim-centred assistance developed and disseminated.	Production and Dissemination of culturally sensitive awareness-raising messages (using radio broadcasts and SMS) and continuous consultations with the affected population on reporting channels.	December 2022	Internal resources	AFPs and PSEA Network
	b. Community perceptions and communication preferences are captured on a regular basis (informally and formally through GBV and SEA risk assessments, surveys, focus group discussions, etc.), and used to improve services.	Development and dissemination of PSEA materials translated to the local languages. Promotion of meaningful participation by vulnerable groups, including, but not limited to, women, children, persons with disabilities, in activities of the PSEA network.	In collaboration with CEA Working Group and minority groups specialists development of PSEA material translated in local languages (mai mai, maxatir) including minority languages. The	December 2022		AAP/ PSEA Coordinators and Networks In collaboration with technical specialists

⁷ 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.

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			material will be made available in accessible and inclusive formats.			
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). ⁸						
Output 3.1 Victims of Sexual exploitation and sexual abuse are provided with services through Gender-Based Violence (GBV) or Child Protection (CP) programming including project proposals submitted to the Trust Fund in Support of Victims of Sexual Exploitation and Abuse .	a. Number and percentage of SEA victims who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming (disaggregated by age and sex and type of assistance received).	100% of victims are referred for assistance and received support within 48 hours (including in hard to reach/non government controlled areas)	The SEA victims are referred and receiving adequate assistance from the GBV service providers. Advocacy for ensuring and facilitating accessibility in hard to reach/non-government controlled areas.	Continuous Continuous	Internal resources	PSEA Network/ GBV Sub Cluster
	b. Funding/resources for assistance to victims/survivors of sexual exploitation and abuse is available.	There is a joint/contingency/ dedicated fund or pooled resources at country level.	A joint budget for implementation of the Action Plan is developed and funded.	July 2022		

⁸ 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](#)

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Output 3.2 PSEA Networks have referral pathways for victims assistance in place, as part of an integrated approach with GBV services.	a. Status of implementation by PSEA Network of protocol for referral and provision of services for sexual exploitation and abuse victims (in line with GBV referral pathways). ⁹	GBV referral pathway integrated within PSEA Network SOPs.	The GBV referral pathway is integrated in SEA Reporting SOPs.	June 2022	Internal resources	PSEA Network and GBV Sub Cluster
	b. Tracking and data collection on victims and victim assistance.	A monthly data tracking matrix with non-identifiable information on number of SEA allegations, profile of victims and perpetrators and received assistance is available and provides data for trend analysis. Data is disaggregated according to the SEA Reporting SOPs categories and Data Tracking Matrix. Each allegation received by PSEA Network members is communicated to DSRSG/RC/HC as per Jane Lutte Guidance Note 26/11/2021 and Somalia PSEA SOPs.	Data tracking matrix developed and disseminated. UNCT/HCT endorsed. Monthly contributions to the Matrix by Entities FPs.	August 2022 Monthly Continuous		PSEA Coordinator PSEA FPs. Head of Agencies, CDs, Representatives.
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.						
Output 4.2 Sexual exploitation and sexual abuse victims informed of and/or supported in relation to	a. Percentage of victims who are informed of the outcome of the investigations.	100% victims are inform of the outcome of the investigations.	Data analysis is performed monthly or on a need basis on the SEA allegations	Continuous	Internal resources	APFs and PSE Coordinator

⁹ See the [UN Protocol on the provision of assistance to victims of sexual exploitation and abuse](#) ("UN Victims' Assistance Protocol"), 12 Dec 2019. This could include, for example, the inclusion of reference and procedures for referrals and accessing services.

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
investigations and accountability processes. ¹⁰			reported to PSEA Network.			
Output 4.3 When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements (<u>United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13</u>).	a. The member entities of UNCT/HCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to <u>UN Implementing Partner PSEA Capacity Assessment</u> and they are shared with UNCT/HCT.	Job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment The Clear Check and/or the <u>Inter-Agency Misconduct Disclosure Scheme</u> are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.	Human Resources of all PSEA Network member entities are routinely vetting applicants for past history of misconduct and SEA/SH misconduct allegations throughout the selection processes. Information sessions for HR Staff on ClearCheck and MDS are organized	Continuous August 2022 December 2022	Internal resources	APFs PSEA Coordinator
	b. <u>UN Implementing Partner PSEA Capacity Assessment</u> guidelines are implemented.	Implementing partners assessments are centralized at a country level and shared with other members of the UNCT/HCT.	The assessments of the implementing partners is conducted and shared with the other members of	September 2022	Internal resources	UNICEF / OCHA

¹⁰ This may include civil and criminal proceeding, as well as other redress measures.

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			UNCT/HCT on a need basis.			
	c. Follow-up is established for the implementing partners that do not meet the minimum threshold.	Actions in line with the implementing partners protocol are taken against those implementing partners that do not meet the required standards.	The capacity building for implementing partners (IPs) is considered where IPs have a weak capacity to prevent/ mitigate risks of SEA.	December 2022		APFs and implementing partners
	d. Independent investigation capacities are developed	A pool of independent investigators is created, trained and will serve upon request of partners not having internal investigation capacities	Professional Profiles for pool of Independent investigators are identified. The participants to the pool are trained to PSEA Investigation (level 1 nd 2)	March 2023 June 2023		PSEA Coordinator and Network RMU, Human Rights
Part C: PSEA Country-Level Structure						
Outcome 5. PSEA inter-agency country-level structure. The Resident/Humanitarian Coordinator and UNCT/HCT are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.						
Output 5.1 The PSEA Architecture is clearly articulated and known by Somalia aid community. The role of the RC/HC as PSEA lead is clear to all PSEA stakeholders.	a. The RC/HC takes an active lead on PSEA and, where relevant, coordinates with the (D)SRSG.	The DSRSG/RC/HC supports implementation and monitoring on Somalia PSEA Action Plan, making explicit the leadership role of the RC/HC and UNCT/HCT.	The DSRSG/ RC/HC is playing the leadership role in supporting the monitoring and the	Ongoing	Internal resources	DSRSG/RC/HC

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			implementation of the PSEA Action Plan, in ensuring compliance of all UNCT/HCT members to global PSEA standards and procedures. Bridges and collaborations are established between APFs and UNSOM and ATMIS at leadership and technical level (PSEA Network-CDT)			
<p>Output 5.2 Members take on the PSEA role to support the Resident/Humanitarian Coordinator to deliver on PSEA at the UNCT/HCT level and the PSEA Network at the technical level.</p>	<p>a. Status of the designation of agency chairs for the PSEA Steering Committee (principal level, UNCT/HCT) and the PSEA Network (technical level).</p>	<p>Appointment of PSEA Steering Committee Members</p> <p>Renewal of PSEA Network Co-Chairs</p>	<p>UNCT/HCT have appointed the PSEA Steering Committee Members</p> <p>PSEA Network have appointed 3 co-chairs (1 from UN 1 from NGO 1 from the CDT)</p>	<p>December 2022</p> <p>December 2022</p>	<p>Internal resources</p>	<p>UNCT/HCT</p> <p>PSEA Network</p>

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
			TORs finalized and endorsed by the HCT/UNCT	December 2022		PSEA Coordinator and Network
Output 5.3 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC/RC, to provide day-to-day technical support and expertise to the inter-agency PSEA Network. In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims' Rights Advocate (FVRA), consider the designation of a focal point for victims' rights ¹¹ at the country level by the PSEA Network in consultation with the most senior United Nations official in the country.	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs).	P4/P5 level full-time PSEA Coordinator is in place PSEA Coordinator reports directly to the RC/HC.	A full-time PSEA Coordinator is in place			
	b. The PSEA Coordinator takes an active lead in supporting senior leadership in developing and implementing PSEA Network TORs and a PSEA Work Plan, based upon the inter-agency PSEA Network risk assessment.	A SVRO/FVRA or a focal point for victims' rights has been appointed at the country level in the Office of the HC/RC.	The full-time PSEA Coordinator is in place and is acting as VRA. TORs are revised accordingly	September 2022		PSEA Coordinator/N orCap
	c. PSEA Network being established or in place.	The 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 and donors.	The PSEA network composed of focal points from AFPs, UNSOM, UNSOS and international and national NGOs is meeting monthly, A PSEA Monthly report is shared with the RC/HC.	Monthly Monthly	Internal resources	PSEA Coordinator, PSEA Network PSEA Coordinator

¹¹ Generic ToRs for a focal point for victims' rights is available from the Office of the Victims' Rights Advocate (ovra@un.org).

Desired outcomes	Indicators	Targets/ Benchmarks ²	Key actions	Timeframe	Budget/ Funding Source	Lead agency/ies per activity
Output 5.4 An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. Integration of PSEA in the Humanitarian Response Plan	PSEA Action Plan is partially costed and resourced through HRP and Response Plan.	Dedicated PSEA resources are included under HRP 2023 and Response Plan	December 2022		PSEA Coordinator, OCHA
	b. Status of development and implementation of the UNCT/HCT PSEA Action Plan, including clearly defined roles and responsibilities of each actor.	PSEA Action Plan is endorsed by all UNCT/HCT members.	The Action Plan is endorsed by UNCT/HCT.	June 2022	Internal resources	UNCT/HCT
	c. Percentage of UNCT/HCT members that have appointed a dedicated PSEA technical focal point to the PSEA Network (with clear ToRs).	100% of UNCT/HCT members have appointed a dedicated PSEA Focal Point with clear TORs	Update of FPs list, TORs for FP are part of SOPs package	June 2022		PSEA Coordinator/Network
Output 5.5 PSEA technical focal points from all UNCT/HCT members are in place and actively contribute to the PSEA Network's delivery of PSEA outcomes (as per the above).	a. The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT/HCT.	Information and data related to risks of SEA are available.	Participation of PSEA Network in joint risk assessments, HNO analysis. Inclusion of questions related to SEA risks in Clusters rapid assessments and IOM DTM.	Continuous		PSEA Network

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. [IASC Minimum Operating Standards PSEA](#)
 - c. [Guideline – Inter-Agency Community-Based Complaint Mechanisms – Protection against Sexual Exploitation and Abuse](#)
- [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](#)
- [Episode 1 - PSEA training: GBV and SEA #Somalia \(SOMALI Sub\) - YouTube](#)