

## Country-Level Action Plan for UKRAINE to Prevent and Respond to Sexual Exploitation and Abuse (January-July 2023)

*Bearing in mind the evolving security and humanitarian situation in Ukraine, the Country-level Action Plan for the UNCT in Ukraine encompasses the immediate priorities for the first six months of 2023 and will be reviewed mid-year in order to reflect possible re-prioritization following a review of the effectiveness, impact and progress achieved the first half of the year. The prioritization has been harmonized with the Humanitarian Response Plan and will be implemented by individual UN agencies and collectively through the PSEA Network Workplan.*

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Outcomes-outputs	Indicators	Targets / Benchmarks	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
<b>OUTCOME AREA 1 PREVENTION</b>						
<b>Outcome statement 1. All United Nations staff and related personnel<sup>1</sup> know the UN standards of conduct for PSEA and understand their responsibilities to address sexual exploitation and abuse and other misconduct.</b>						
<b>Output statement 1.1</b> All personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	a. # of UN personnel, including those on mission, have been provided with an induction briefing which includes sexual exploitation and abuse.	100% of all UN personnel has received an induction briefing including SEA.	<ul style="list-style-type: none"> <li>Key messages included as part of mandatory safety briefings for new staff.</li> </ul>	Ongoing	N/A	UNDSS
	b. # of in-country personnel who have received training on the UN's definition and prohibition of SEA, the	100% of all UN personnel has received one training session on	<ul style="list-style-type: none"> <li>Mandatory training opportunities provided</li> </ul>	Ongoing	N/A	Each agency

<sup>1</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.

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	requirements for prompt reporting of SEA allegations to respective agency and referral of victims for immediate assistance	SEA and or taken an e-learning training.	<p>(virtual/hybrid) for all staff.</p> <ul style="list-style-type: none"> <li>Awareness sessions on sub-national levels.</li> <li>Inter-agency roster of trainers set up.</li> <li>PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.),</li> </ul>	<p>Jan-March</p> <p>Jan-June</p> <p>Jan-June</p>	<p><b>70,000 USD</b> UNFPA, IOM (mobilize 20,000) UNICE (internal capacity) UNHCR (internal capacity)</p> <p><b>70,000 USD needed</b> IOM (30,000) UNHCR/UNFPA/ UNICEF (internal resources)</p> <p><b>5,000 USD to mobilize</b> UNFPA/WHO UNICEF/UNHCR</p>	<p>Jointly through PSEA Network</p> <p>Jointly through PSEA Network</p> <p>OCHA/UNFPA</p>

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			<p>including “no excuse cards” are locally contextualized, produced and distributed.</p> <ul style="list-style-type: none"> <li>• Translation of Policy for Protection against Retaliation</li> </ul>		<p>(internal resources).</p> <p><b>5,000 USD to mobilize UNHCR</b> (internal resources)</p>	<p>UNHCR, OCHA, WHO, IOM, UNICEF</p>
<b>OUTCOME AREA 2 SAFE AND ACCESSIBLE REPORTING</b>						
<b>Outcome statement 2. 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>2</sup> that provides access to assistance, are appropriate to the context and accessible to those in the most vulnerable situations.</b>						
<b>Output statement 2.1</b> Affected populations have access to multiple, confidential and accessible reporting channels.	a. Percentage of persons among the affected populations who know where to report cases of SEA.	50% of a sample of the affected population indicate that they are aware of a hotline, helpdesk etc.	<ul style="list-style-type: none"> <li>• Focus group discussions, surveys. analysis of feedback mechanisms.</li> </ul>	Jan-June	N/A	Each UN agency, jointly through the PSEA Network
	a. Percentage of children and adults who have access to a safe	100% of the affected population have access to at least one safe and	<ul style="list-style-type: none"> <li>• Mapping of existing complaint and</li> </ul>	Jan-March	N/A	Jointly through

<sup>2</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.

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	channel to report sexual exploitation and abuse.	<p>accessible channel to report sexual exploitation and abuse.</p> <p>By mid-year, sub-national inter-agency CBCMs piloted in one location.</p>	<p>feedback mechanisms.</p> <ul style="list-style-type: none"> <li>Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children).</li> <li>Consultation with affected populations on CBCM.</li> <li>Inter-agency landing page on CBCM mechanisms.</li> </ul>	<p>Ongoing</p> <p>Jan-June</p> <p>Jan-June</p>	<p>UNFPA 80,000 USD</p> <p>OCHA (internal capacity)</p> <p>IOM <b>50,000 USD</b> (to mobilize)</p> <p>UNHCR (internal capacity)</p>	<p>the PSEA Network</p> <p>Each UN agency</p>

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					UNICEF (internal capacity)	
<b>Output statement 2.2.</b> Communities and people affected by crisis are aware of the expected behaviour of humanitarian staff.	a. Number of adults and children reached through awareness activities and community mobilisation interventions on PSEA.	By mid-year, each agency should organize/take part in at least one awareness raising campaign.	<ul style="list-style-type: none"> <li>Gender and age disaggregated data gathered of persons reached and analysed.</li> </ul>	Jan-June	N/A	Each UN Agency/ jointly through the PSEA Network
	a. Percentage of sites reached by PSEA communications materials, on prohibition of SEA, how to report and how to access victim/survivor-centred assistance.	100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and access assistance.	<ul style="list-style-type: none"> <li>Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance developed and disseminated in coordination with GBV and CP sub-clusters.</li> <li>Audio-visual campaign similar based on BE SAFE</li> <li>Equip existing hotlines with</li> </ul>	Jan-June		UNHCR, Joint through PSEA Network.

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			information on GBV/CP referral pathways.			
<b>OUTCOME AREA 3 VICTIM'S RIGHTS TO ASSISTANCE</b>						
<b>Outcome statement 3. Every victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, physical protection reintegration support).</b>						
<b>Output statement 3.1</b> Victims/survivors of SEA have access to existing GBV multi-sectoral response services and response.	a. Extent to which SEA cases are identified and reported through GBV reporting mechanism.	By mid-year, mapping exercise by GBV sub-cluster finalized and results shared.	<ul style="list-style-type: none"> <li>Ongoing mapping of the existing service providers (e.g., Gov, GBV and CP programmes) and current gaps by GBV sub-cluster.</li> <li>Designation of an Inter-Agency Victim Care Officer focalpoint.</li> </ul>	Jan-March	N/A	PSEA Network, GBV, CP sub-clusters.
				February	N/A	TBC
	b. Number and percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	100% of victims/survivors are referred for assistance and received support within 48 hours.	<ul style="list-style-type: none"> <li>Tracking and data collection on victims and victim assistance through the GBV Information Management System.</li> </ul>	Jan-June	N/A	UN agencies, GBV and CP sub-clusters, PSEA Network.
<b>OUTCOME AREA 4 ACCOUNTABILITY AND INVESTIGATIONS</b>						
<b>Outcome statement 4. Every SEA victim, who gives their consent will have their case investigated in a prompt and safe way taking into account their rights and interests in accordance with due process principles</b>						

Outcomes-outputs	Indicators	Targets / Benchmarks	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
<b>Output statement 4.1</b> UN Agencies and implementing partners are supported to conduct victim-centred investigations.	a. Extent to which in-country personnel and partners involved in investigations are trained on a victim-centred approach.	100% of the personnel and partners in contact with victims are trained on a victim-centred approach.	<ul style="list-style-type: none"> <li>• Trainings on the UN Protocol on the provision of assistance to victim of SEA.</li> </ul>	Jan-March	UNHCR (internal resources)	UNHCR/ UNICEF/ OCHA/ UNFPA
			<ul style="list-style-type: none"> <li>• Training on gender-sensitive interview techniques.</li> </ul>	Jan-June	105,000 UNDP (UN Action against Sexual Violence i Conflict)	UNDP/ IOM/ UNFPA/ UN Women
<b>Output statement 4.2</b> 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	<p>a. # of partner assessments conducted in accordance with UN Implementing Partner Capacity Assessment.</p> <p>b. # of capacity-building events conducted to support partners</p>	Mid-year all partner assessments in Ukraine completed of existing partners.	<ul style="list-style-type: none"> <li>• Dashboard of status per agency.</li> <li>• Mapping of shared partners and coordination of assessments.</li> <li>• Ukrainian-speaking training of trainers in partner organizations</li> <li>• Thematic trainings e.g on investigations, policy development etc.</li> </ul>	Jan-June	<p>UNHCR (internal resources)</p> <p><b>50.000 USD</b> 15,00 Available UNFPA mobilize 15.000 OCHA (internal capacity) UNHCR mobilize 10,000</p>	<p>Each UN Agency</p> <p>PSEA Coordinat or All agencies PSEA Network</p>

**OUTCOME AREA 5 PSEA INTER-AGENCY COUNTRY-LEVEL STRUCTURE**

Outcomes-outputs	Indicators	Targets / Benchmarks	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
<b>Outcome statement 5. An inclusive and efficient PSEA inter-agency country-level structure is in place preventing and mitigating risks and responding to allegations of SEA in a transparent and effective manner.</b>						
<b>Output statement 5.1</b> The RC/HC/ is ultimately responsible for ensuring a PSEA Program is functioning in country, leads the UNCT/HCT in overseeing the Program, and is advised by the PSEA Coordinator.	a. The RC/HC takes an active lead on PSEA and provides strategic guidance (Yes/No).	Senior management steering committee supporting the PSEA Network set up.	<ul style="list-style-type: none"> <li>The RC/HC will lead the PSEA Steering Committee, meeting on a monthly basis.</li> <li>HCT includes quarterly sessions on PSEA.</li> </ul>	Jan-June	N/A	RCO
	b. A UNCT/HCT PSEA Action Plan has been adopted, including clearly defined roles and responsibilities of each actor. (yes/no)	The UNCT Action Plan for January-June endorsed in January	<ul style="list-style-type: none"> <li>An Action Plan for the whole of the UN is drafted and endorsed by the UNCT.</li> </ul>	Jan	NA	RCO
	c. Information-sharing protocol and SOPs for referral of cases at inter-agency level is in place (yes/no.)	By March, SOPs and information-sharing protocol in place.	<ul style="list-style-type: none"> <li>Adoption of SOPs.</li> </ul>	Jan-June	N/A	PSEA Coordinator
	d. All UN agencies meet required minimum standards such as the Minimum Operation Standards (MoS) and Core Humanitarian Standards (CHS) PSEA Index to enable appropriate complaints receipt and handling of allegations of SEA ((yes/no/partially).	100% of the UNCT meet the standards.	<ul style="list-style-type: none"> <li>A KOBO survey developed and shared to obtain a baseline to enable follow up and prioritization.</li> </ul>	Jan	N/A	RCO, PSEA Coordinator
<b>Output statement 5.2</b> A full-time PSEA Coordinator is in place, with a direct reporting	a. A full-time PSEA Coordinator is in place. (yes/no)	N/A	<ul style="list-style-type: none"> <li>Recruitment of P5 PSEA Coordinator</li> </ul>	Jan-Dec	UNFPA	RCO



Outcomes-outputs	Indicators	Targets / Benchmarks	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
line to the HC/RC, to provide day-to-day technical support and expertise to the inter-agency PSEA Network.			from list of vetted experts.			
<b>Output statement 5.3</b> An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes.	a. An inclusive PSEA Network is set up including all HCT members, representation of international and local NGOs and donors (yes/no).	By February, the existing Task Force for Ukraine has been restructured to ensure adequate representation, a strategic body and operational body (thematic working groups and regional task forces).	<ul style="list-style-type: none"> <li>The terms of reference of the existing PSEA Task Force are reviewed and amended and endorsed by the HCT.</li> <li>Registration forms for the Network developed.</li> <li>Steering Committee and technical working group established/formalized.</li> </ul>	Jan-March	N/A	RCO, PSEA Coordinator
	b. An annual HCT PSEA Strategy guiding the PSEA Network is adopted outlining a common vision, objectives and priorities (yes/no).	The 2023 PSEA Strategy endorsed in February and reviewed in June.	<ul style="list-style-type: none"> <li>HCT PSEA Strategy adopted by Steering Committee and endorsed by HCT.</li> </ul>	Feb	N/A	RCO, PSEA Coordinator
	c. A PSEA Network Work Plan operationalizing the Strategy February-July is adopted (yes/no).	The PSEA Network Work Plan endorsed in February and reviewed in June.	<ul style="list-style-type: none"> <li>The PSEA Network Work Plan reviewed by the Steering Committee and</li> </ul>	Feb	N/A	RCO, PSEA Coordinator

Outcomes-outputs	Indicators	Targets / Benchmarks	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			endorsed by the HCT in February.			
<b>Output statement 5.5</b> PSEA technical focal have been designated by all UNCT Members and shared with the RC/HC.	a. Percentage of UN Agencies who have appointed a dedicated PSEA technical focal point to the PSEA Network.	By mid- February, all UN Agencies have shared their focalpoints with the PSEA Coordinator.	<ul style="list-style-type: none"> <li>Updated list of focalpoints.</li> </ul>	Jan-June	N/A	Each UN agency
<b>Output 5.6</b> Country-level risk assessments in respect of sexual exploitation and abuse are conducted on a regular basis.	a. A joint inter-agency risk assessment has been undertaken (yes/no/?)	By March, a joint assessment has been undertaken and the risks inform the planning of agencies.	<ul style="list-style-type: none"> <li>The PSEA Network carries out a joint SEA risk assessments and shares the findings and recommendations with the HCT.</li> </ul>	Jan-March	IOM 21,00 UNHCR (internal capacity)	Joint through PSEA Network/ PSEA Coordinator
	b. Sectoral risk assessments undertaken by individual agencies in high-risk sectors for service delivery (yes/no).	By June, sectoral assessments conducted for selected sectors, such as, CASH, GBV programmes.	<ul style="list-style-type: none"> <li>Sectoral risk assessments conducted by agencies/sub-clusters.</li> </ul>	Jan-June	N/A	UNHCR/ IOM/ UNFPA sub-clusters
	c. The extend to which identified risk are incorporated in the planning and programme management.	Review conducted before mid-year planning June-July.	<ul style="list-style-type: none"> <li>The inter-agency PSEA network provides technical support needed to mitigate risks of SEA, in collaboration with relevant stakeholders.</li> </ul>	Jan-June	N/A	PSEA Network



Kyiv  
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