

HCT Action Plan to Prevent and Respond to Sexual Exploitation and Abuse 2023

This 2023 PSEA action plan outlines the priorities agreed by PSEA Network members to be achieved jointly across Ukraine with humanitarian operations. This HCT action plan, superseding the previous 2023 PSEA country action plan¹, is aligned with the 2023 UNCT PSEA action plan, provides the minimum operational standards and requirements to measure progress and analyze effectiveness, impact and progress on measures to prevent and respond to sexual exploitation abuse country-wide.

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
Part A: PRIORITY PREVENTION						
OUTCOME AREA 1- PREVENTION						
Outcome statement 1. All Humanitarian workers in Ukraine and related personnel ² and stakeholders know the IASC standards of conduct for protection from sexual exploitation and abuse and understand their personal and managerial responsibilities to address sexual exploitation and abuse and other misconduct						
Output 1.1 Personnel understand IASC -PSEA standards of conduct on the protection from sexual exploitation and abuse.	100% of Humanitarian workers registered in Ukraine (operating under UN structures/funds) including those visiting the country, and/or PSEA Network members' personnel:	100% of all HCT members' personnel understand PSEA/IASC core principles and how to report SEA allegations	PSEA NETWORK: a) PSEA onboarding/ induction harmonized package is developed with IASC core principles distributed to all personnel (integrated with the medical/safe kits) b) PSEA Network members coordinate /track completion of trainings with Human Resources and share information with the PSEA Coord/IMO Coord	Q3	Internal resources	PSEA Network members
	- Receive an induction briefing that includes PSEA (PSEA welcome package) within the first week	Online mandatory course is completed by at least 60% of HCT members personnel and its partners (operating under UN structures/funds) personnel (IMO biannual report to share with the PSEA Coordinator)		Q3	Internal resources	PSEA Technical WG/ Network members

¹ The previous Ukraine PSEA action plan (January-July) expired on 31 July, 2023. The current action plan has integrated ongoing activities of the previous action plan applying to this consolidated version.

² Humanitarian Workers and related personnel include United Nations, INGOs and NGOs staff members, consultants, individual consultants/contractors, interns, national officers, volunteers, experts on mission and contingent members.

*Timeframe reflects availability to start the activity upon receiving funding

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	<p>- Complete mandatory PSEA modules, online and in person, incl. refreshments when needed and sign reception of a PSEA Package. <i>(Follow up is done by PSEA FPs internally and shared biannually with the PSEA interagency coordinator)</i></p>	<p>PSEA Package developed with the PSEA Technical WG to strengthen PSEA related policy of UN/NGOs on SEA</p> <p>By the end of 2023, the PSEA Network counts wit, at least, 50 certified trainers (and have capacity to conduct in person training to new personnel, quarterly)</p> <p>At least a 50% of UN /NGO / INGOS staff and related personnel fill the yearly on-line survey with specific questions on SEA/ misconduct and the policy for protection against retaliation (shared by OSCSEA)</p>	<p>c) A PSEA Welcome Package with a standardized Code of Conduct is distributed and to be signed by personnel within the first week of deployment (or to those that did not receive)</p> <p>d) Capacity building for trainers: One ToT and Two cycles of Follow-up ToTs for focal points implemented and mapping for rationalization of trainings</p> <p>e) Staff survey for UN, INGOS and NGOs circulated among PSEA Network/HCT to inform PSEA gaps.</p>	<p>Q3, Q4</p> <p>All year</p> <p>Once per year</p>	<p>Internal Resources</p> <p>Internal resources</p> <p>N/A</p>	<p>PSEA Network/me mbers</p> <p>PSEA Network/me mbers PSEA Technical WG/Network /PSEA Network IMO</p> <p>OCHA / PSEA Coord./PSEA Network</p>
	<p>Communications on PSEA – data and content, fact sheets, and visibility materials with reporting mechanisms available in all Offices of HCT/ PSEA Network Members and its partners</p>	<p>Monitoring tool collects number and % of offices with PSEA Materials</p>	<p>PSEA NETWORK/FPs:</p> <p>a) Round Table to discuss among others, on PSEA Awareness Raising / Communications on PSEA</p>	<p>Q2</p>	<p>Internal resources</p>	<p>IOM/ WV/ UNFPA/ PSEA Communicati ons WG /PSEA Network/</p>

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
			<p>b) Elaboration of harmonized or PSEA Network package with visibility materials, implementing guidelines and key messages in English and Ukrainian</p> <p>c) Disseminate content and messages developed to raise staff awareness. (in humanitarian/conflict settings as part of the contingency plan)</p>	<p>Q3</p> <p>All year</p>	<p>N/A</p> <p>N/A</p>	<p>PSEA Communications WG, iOM, NGO Resource Center</p> <p>PSEA FPs and key clusters/sub-clusters /HOPs/AAP</p>
<p>Output 1.2 Leadership, managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.</p>	<p>a. PSEA inter-agency Steering Committee is in place to advice on PSEA country policy or priorities before its endorsement or clearance by the HCT</p> <p>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.</p>	<p>PSEA is a recurrent item in HCT for updates or endorsement and reflected in meetings notes)</p>	<p>HC and PSEA co-chairs promote leadership commitment:</p> <p>a) PSEA Strategic Steering Committee meets quarterly</p> <p>MEMBERS DUTIES:</p> <p>a) With HCT leadership support, members prepare, organize/ participate in the PSEA International PSEAH Day (26 October), or capitalize</p>	<p>Q2</p> <p>Q3, Q4</p>	<p>N/A</p> <p>PSEA Co-chairs, UNFPA</p>	<p>HC chair/PSEA Coord support</p> <p>PSEA Coord., PSEA Co-chairs , HCT</p>

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	c. Inter-agency SOPs on referral mechanisms (English and Ukrainian) are in place, disseminated and rolled out, and appropriate case managers or CBCMS focal points trained. ³ SoPs endorsement by HCT	Baseline: 30 organizations have signed the interagency SoP by Dec. 2023 100% PSEA Network members know how to report as per agreed SoPs (survey) and have trained their own personnel	on PSEA related marked days or initiatives to advocate against SEA b) HoAs regularly address PSEA in their townhalls/all staff meetings. c) Allegations are forwarded to the RC/HC within 72h after receiving them.	All year All year	N/A N/A	PSEA Network/members PSEA Network members/HRP members
Output 1.3 Risk Assessment	Development of policies, internal referrals aligned with interagency SOPs, code of conduct, consent form/PSEA information clause, to mitigate risks of SEA Follow-up is established for the implementing partners that do not meet the minimum standards (high risk) by PSEA Network members	100% of PSEA Network members self-assessed on PSEA capacity and assessed by funding partner before signing a contract. PSEA NETWORK: PSEA training (English, Ukrainian) and online training options are provided by PSEA Focal Points to	PSEA NETWORK duties: a) NGOs or UN partners/fund recipients are assessed against the UN common assessment tool (IP Portal) before signing contract/renewal b) PSEA Network develops check lists to integrate PSEA in key risks assessments (Cash	Q3, Q4 All year	Internal resources Internal resources	OCHA / PSEA Coord. PSEA Coord.with corresponden

³ 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.

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
		their own personnel and NGOs partners to guide them on minimum standards/ partners' capacity assessments	transfer, food security, contingency plans) c) PSEA package (with key policy/CoC) developed is shared by all partners of PSEA Network to increase partners capacity (translation)	Q3	Internal resources	t cluster coordinators PSEA Network/ members
Part B: PRIORITY RESPONSE						
OUTCOME AREA 2. SAFE AND ACCESSIBLE REPORTING						
Outcome statement 2. Every child and adult recipient of Humanitarian/aid assistance has access to a safe, gender, disabilities and child-sensitive pathways to report sexual exploitation (including through community-based complaints mechanisms⁴) that provides access to assistance, are appropriate to the context and accessible to those in the most vulnerable situations						
Output 2.1. Safe, accessible, child-sensitive mechanisms are in place for reporting sexual exploitation and abuse ⁵ , particularly in high-risk areas.	Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. ⁶ Percentage of allegations reported to the PSEA Network per month	40% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse (use MSNA data)	PSEA NETWORK: a) Technical assistance to members to establish complaint channels and mapping (mapping cover front line areas (through partners/CSO), facilities	All year	N/A	PSEA Network/Coo rdinator/me mbers /PSEA IMO /AAP Coord.

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.

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	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	and responded to within seven days (Disaggregated by age, sex, and type of complaint (less than 18; 18 and above)). ⁷	<p>100% of SEA and related claims with unclear information are sent to the PSEA Coordinator for screening and referrals CBCM does the triage of 100% of claims received</p> <p>100% of PSEA Network members collect feedback from end beneficiaries or communities to improve or tailor complaints feedback channels/CBCMs, at least one per year.</p>	<p>or areas of operation by partners and all categories)</p> <p>b) Map Hotline from PSEA partners and assess suitability for eventual partnership</p> <p>c) strengthen collaboration with Women CSO, youth associations and PwD networks to foster inclusivity/accessibility and conduct consultations to tailor complaints mechanisms based on community preferences and accessibility</p> <p>MEMBERS DUTIES: a) All members to update the mapping on existing channels, including</p>	<p>Q3, Q4</p> <p>All year</p> <p>Q3, Q4</p>	<p>N/A</p> <p>Internal resources</p> <p>N/A</p>	<p>IMO PSEA Network</p> <p>PSEA Coordinator/ Gencap/Hi/O CHA</p> <p>Gencap and Disabilities advisor /Cash</p>

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	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
			<p>reporting against a checklist of CBCM assurances tracking systems are in place</p> <p>b) Disability and Gender inclusion mainstreamed in PSEA prevention and response (HI and other partners with disabilities)</p>			sub-WG and/or HI
Output 2.2. Community mobilization, consultation and awareness-raising on PSEA based on vulnerability criteria/severity	<p>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.⁸</p> <p>Percentage of sites reached by PSEA communications materials</p>	<p>PSEA Network members report twice a year on activities and methods held to consult with their affected populations.</p>	<p>PSEA Network:</p> <p>a) Participate in the AAP capacity-building sub-WG</p> <p>b) PSEA Network mapping of awareness material delivered, distributed or displayed in own or partners facilities</p> <p>MEMBERS DUTIES:</p> <p>a) Members hold</p>	Q3, Q4	Internal resources	PSEA Coordinator/ AAP
		<p>Key project sites or facilities of PSEA network members and its funded partners provide information on the prohibition of SEA, how to report and receive assistance .</p>		Q3	Internal resources	PSEA Network/members AAP WG.
		<p>80% of PSEA Network members facilities PSEA awareness raising materials and gender or age</p>		All year		

⁸ This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	Number of individuals within the affected population (disaggregated by age and gender) reached with key messages and awareness-raising material on PSEA.	sensitive complaints mechanisms to report sexual exploitation and abuse and how to access victim/survivor-centered assistance developed and disseminated. 50% of HRP target audience has receive at least one PSEA message in 2023	consultations with their affected communities regularly and actions are reported biannually b) All partners of the PSEA Network support awareness-raising activities, with key PSEA messages, in coordination with the PSEA Network (tracking and alignment)	Twice a year	Internal Resources Internal resources	PSEA Network/members AAP WG PSEA Network/members / AAP Coordinator/ PSEA IMO, PSEA Comms WG
OUTCOME AREA 3- VICTIMS' RIGHTS TO ASSISTANCE ⁹						
Outcome statement 3. Every victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, physical protection reintegration support)						
Output 3.1 Sexual exploitation and sexual abuse victim/ survivor assistance is survivor centered and provided through Gender-Based Violence (GBV) or Child Protection (CP) programming which is familiar with sexual exploitation and abuse and	Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed. Number and percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.	Updated GBV/CP referral pathways with services (legal, medical, economic and case management) in all areas/oblasts of Ukraine 100% of victims/survivors are referred for assistance and receive support within 72 hours. Data is disaggregated according to the affiliation of the offender	PSEA NETWORK/GBV SC a) Specialized Training for CP/ GBV actors and PSEA Case Managers on Protocol of Assistance & Creation of a specialized cadre of SEA case managers	Q3	Internal resources	PSEA Network with the support of the GBV SC/OVRA

⁹ 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	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
						Clusters, GBV Sub-cluster
Output 3.2 PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services.	<p>Status of implementation by PSEA Network of protocol for referral and provision of services for sexual exploitation and abuse victims/survivors (in line with GBV interagency SOPs and referral pathways).¹¹</p> <p>Tracking and data collection on victims and victim assistance (indicate the system in place, what information is collected and frequency of maintenance).</p>	<p>GBV referral pathway integrated within PSEA Network SOPs.</p> <p>Protocol to document highly sensitive cases is in place with confidentiality safeguards, also applying to the database with anonymised data (managed by the PSEA Inter-Agency Coordinator)</p>	<p>PSEA Network/members DUTIES:</p> <p>a) Key actors develop guidance to document highly sensitive cases reported by CBCM partners based on GBV interagency guidelines</p> <p>b) Data logged through the CBCM is anonymized. Trends are presented to the HC</p> <p>c) PSEA Focal Points and GBV Case managers are trained in Data protection and confidentiality related to the handling of SEA allegations (Incident report)</p>	<p>Q2</p> <p>All year</p> <p>All year</p>	<p>IN/A</p> <p>Internal resources</p> <p>Internal resources</p>	<p>GBV SC/ PSEA Coord.</p> <p>PSEA Coord.</p> <p>GBV Sub-cluster Coord, PSEA Network Coordinator Network/FPs</p>
OUTCOME AREA 4. ACCOUNTABILITY AND INVESTIGATIONS						

¹¹ 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	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
Outcome statement 4. Every SEA victim, who gives their informed 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						
Output 4.1 PSEA Network adopts, implements and tracks progress against MOS for investigations that are safe and victim/survivor-centered assistance during investigations at country-level.	PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centered investigations.	All claims received through PSEA Network members or CBCM are sent for investigations	PSEA Network/members DUTIES: a) Members have minimum standards for claim handling, confidentiality, and investigations are in place and/or gaps are indicated after capacity assessment of partners b) PSEA Network members with partners with low investigation capacity will guide partners on how to strengthen investigation capacity within a 6 months' timeline	Q3 Q3	N/A N/A	PSEA Network/members (based on capacity assessments results) CHS Alliance, PSEA Coord/PSEA IMO will map investigation capacity needs to prioritize participants in trainings or capacity-building initiatives
	Percentage of victims/survivors who are informed of the outcome of the investigations.	PSEA Network Members without strong investigation capacity have received training on guidelines for investigations	a) CHS investigation 6 weeks online training to PSEA Network members without investigation	Q3, Q4	Internal resources/ small	PSEA Network/members

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	PSEA Network has policies on reference checking and vetting for former misconduct or supervision and performance appraisals.	100% of survivors are informed on the outcome of an investigation Job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment and sign a self-declaration	capacity (and/or UNHCR training modules) b) PSEA Members ensure they partners have capacity to investigate and guide them or provide opportunities to strengthen capacity c) HR of each member assess against a checklist PSEA gaps in the procedures	All year	NNGOs subsidized N/A	
PART C: PRIORITY COORDINATION						
OUTCOME AREA 5- PSEA INTER-AGENCY COUNTRY LEVEL STRUCTURE						
Outcome statement 5. An inclusive and efficient political and technical PSEA inter-agency country-level structure is in place						
Output 5.3 A full-time Snr. PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC, to provide day-to-day technical support and expertise to the inter-agency PSEA Network.	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs).	P5 level full-time PSEA Coordinator is in place PSEA Coordinator reports directly to the RC/HC.	Snr. PSEA inter-agency coordinator is deployed to support technical structures and advise political PSEA inter-agency structures/HC	All year	Internal resources	UNFPA
	b. Hiring and deployment of a PSEA IMO	P3 level full time PSEA IMO is in place and reports to the PSEA Coordinator	PSEA IMO hired and deployed to support the Coordinator and PSEA Secretariat	Q3, Q4	Internal resources	UNFPA

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
Output 5.1 5.5 PSEA technical focal have been designated by all HCT Members and shared with the HC.	a. Percentage of HCT members who have appointed a dedicated PSEA technical focal point to the PSEA Network (principal and alternate) at mid-senior level)	All HCT Members have appointed PSEA Focal point/s (principal and alternate ideally international and national, at mid-senior level) and shared appointments/replacements with the PSEA Coordinator	To develop ToRs and a governance structure in consultation with the HCT, HC. To share ToRS with HoA / supervisors of PSEA Network Members. Tasks are included in the job description of PSEA FPs and performance evaluations	Q3 Q3	N/A N/A	PSEA Coord. PSEA Network/members
	b. An inclusive PSEA Network is set up, including all HCT members represented in the PSEA Network, PSEA Strategic Steering Committee and/or PSEA related technical Working Groups	By February, the existing Task Force for Ukraine has been restructured and became a PSEA Network and become more inclusive and contextualized to better represent the HCT structure and advise the strategic body and operational body (thematic working groups and regional task forces).	PSEA Network/members DUTIES: a) HoAs allocated enough time and resources for FP to perform their PSEA duties	All year	N/A	PSEA Network/members
	c. Status of the designation of PSEA Network co-chairs and FPs for the PSEA Technical WG (UN, INGO, NGOs) and other task forces	PSEA annual survey shows FPs are able to perform their duties	Circulate survey among PSEA Network members to identify gaps (translation)	Q3	N/A	PSEA IMO in coordination with OSCSEA PSEA Coordinator,
		PSEA governance structure at the country level is set up The PSEA Network is co-chaired by UN and I/NGOs (rotational)	PSEA relevant policy or programmatic decisions	Q3, Q4	N/A	PSEA co-chairs (IOM,

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	<p>d. A country PSEA inter-agency Strategy and 2023 inter-agency Action Plan has been developed, consulted and submitted to the OSCSEA</p>	<p>A PSEA Technical WG (UN, I/NGOs) is set up and meets bi-monthly</p> <p>2023 PSEA action plan developed, consulted and revised with the PSEA Network for 2023, presentation to the HCT and HCT endorsement</p>	<p>on prevention, response or coordination are consulted with the PSEA co-chairs</p> <p>A PSEA country action plan activity-based is developed based on the PSEA inter-agency strategy and HRP to guide the country inter-agency PSEA program and coordination. This is complementing the UNCT PSEA action plan which operationalizes PSEA related obligations under the UN Management Accountability Framework</p> <p>PSEA Network/HCT: a) Coordination of PSEA members and donors to agree on a sustainable mechanism to fund the PSEA technical structure FY2024.</p>	<p>All year</p> <p>Q4</p>	<p>200,000 USD (AWP, internal resources)</p> <p>Internal resources</p>	<p>WV), UNHCR, UNICEF, WFP, WHO based on individual AWP</p> <p>UNFPA for interagency AWP , PSEA Network, GBVSC on response pillar</p> <p>PSEA Network/PSEA Strategic SC</p>

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	<p>d. Humanitarian/sectoral coordination to mainstream PSEA across the Humanitarian Response Plan</p>	<p>2023 PSEA Strategy endorsed in February and revised in June is developed to inform the country PSEA Action plan.</p> <p>PSEA Network integrated in key coordination country structures for coherent and complementary work</p> <p>A GBV agenda item is included in PSEA Network monthly meetings to provide GBVSC updates (PSEA response pillar)</p>	<p>A PSEA Strategy is developed and adjusted based on conclusions of a round table (multisectoral workshop)</p> <p>PSEA Network Coordinator participates in ICCG, GBVSC and HCT meetings.</p> <p>PSEA Network Coordinator and GBVSC Coordinator meet regularly and provide inputs to complementary guidelines or policy (i.e. GBV interagency guidelines for case managers)</p>	<p>All year</p> <p>All year</p> <p>All year</p>	<p>Internal resources</p> <p>N/A</p> <p>N/A</p>	<p>PSEA Strategic SC/ HCT</p> <p>UNFPA</p> <p>UNFPA</p>
	<p>d. Advocacy/Reporting /Accountability</p>	<p>PSEA Coordinator updates progress of the PSEA Network in global IASC PSEA coordination meetings</p>	<p>The PSEA Coord. represents the PSEA Network and advocates for technical resources or contextualized policy</p>	<p>All year</p>	<p>N/A</p>	<p>PSEA Coord.</p>

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
	e. An inter-agency awareness-raising/Advocacy strategy is developed and implemented	PSEA Awareness raising task force is set up and meets bi-monthly until harmonized and roll out of the campaign	PSEA Technical WG develops ToRs for the Communications Task Force and nominate co-chairs (UN, I/NGO)	Q3, Q4	N/A	PSEA Coord./ PSEA Co-chairs
		Findings of the Workshop on PSEA Awareness-raising serves to guide the Task Force	Organize Workshop on awareness-raising/inter-agency PSEA communications	Q3	Internal resources	IOM
	f. The OSCSEA/IASC PSEA high level mission to Ukraine has been planned, consulted and coordinated with the HCO / PSEA Network	Field mission helps to increase PSEA sensitization among HCT members, awareness raising in communities and/-or advocacy to roll out the inter-agency communications campaign (I.e. WFP-IOM "Together we say No")	Support with the planning and participate in the OSCSEA mission in Ukraine. PSEA Network supports to guide key informants/site visits as part of the planning process	Q3	Internal resources	PSEA Coord.
Output 5.6 Country-level risk assessments in respect of sexual exploitation and abuse are conducted on a regular basis.	a. Comprehensive or joint inter-sectoral risk assessment has been undertaken	A joint multi-sectoral or comprehensive risk assessment has been undertaken and the risks inform the HRP and other humanitarian sectors	The PSEA Network carries out a joint SEA risk assessments and shares the findings and recommendations with the HCT (risk matrix)	Q2	Internal resources	UNHCR/ IOM/ UNFPA in coordination sub-clusters/HCT PSEA plan
	b. The extent to which identified risks are incorporated in the planning and programme management.	Humanitarian clusters and sub-clusters are supporting to mainstream or operationalize the PSEA risk matrix in their	A PSEA Check list is developed for key clusters or WG by the PSEA Technical WG, PSEA	Q3	N/A	PSEA Technical Working

Desired outcomes	Indicators	Targets/ Benchmarks	Key actions	Timeframe *	Budget/ Funding Source	Lead agency/ies per activity
		safety audits/risk assessments check lists	co-chairs and endorsed by the HCT			Group/ICCG/ OCHA