

## 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 and security 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. **The action plan template should be regarded as a guiding tool, rather than a rigid form, allowing flexibility for customization according to the specific requirements of the context. Emphasis should be placed on addressing the components specified in the attached checklist (Annex II).**

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**Contact details of the SVRO/FVRA/VRFP (Name, Entity, Email address):** In Venezuela, the humanitarian response is recent and these structures have not yet been set up. The PSEA Network works closely with the Protection Cluster, the GBV AoR and the Child Protection AoR to ensure safe, confidential and rapid assistance to victims.

### Overview

(Provide a brief overview of what is intended to be achieved in this Action Plan and indicate the challenges you might face in achieving).

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
<b>Part A: Priority prevention outcomes for PSEA</b>						
<b>Outcome 1. Prevention.</b> All United Nations staff and related personnel <sup>3</sup> 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 on-going visibility/awareness of the entity's policies.  SOPs address out-of-bound areas.  All visitors are informed on country policies and SOP.	Develop and roll out a PSEA Network Venezuela briefing package for new staff,	Q1, Q2		PSEA Network  UNCT/HCT members

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

<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>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.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			volunteers, and contractors, with a human rights-based approach to sexual exploitation and abuse.			
	b. The UNCT/HCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).	<p>Regular meetings and awareness discussions take place.</p> <p>PSEA awareness-raising materials (broadcast, pamphlet, posters, etc.), including “no excuse cards” are locally contextualized, produced and distributed.</p> <p>70% of HCT members roll-out PSEA awareness raising campaign developed by the PSEA Network for staff in their workspaces</p>	<p>Develop and roll out an internal communication – all staff awareness raising campaign and plan</p> <p>Develop/Adapt and roll out PSEA awareness raising materials targeting non-staff</p> <p>Common PSEA training package developed</p>	Q1, Q2, Q3, Q4		<p>PSEA Network Inter-agency Communication Group Humanitarian Communication WG</p> <p>UNCT/HCT members</p>

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Localized training held by each agency for its own staff			
	c. 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 ( <a href="#">ST/SGB/2017/2/Rev.1</a> ).	UNCT/HCT staff members are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	<p>Developed and disseminate a standardized and reader friendly version of the policy for protection against retaliation and encourage UNCT/HCT members to disseminate regularly.</p> <p>Organize presentations among staff on the policy for protection against retaliation</p>	Q2		<p>PSEA Network Inter-agency Communication Group Humanitarian Communication WG</p> <p>UNCT/HCT members</p>

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	d. All personnel are provided with clear guidance on where and how to report allegations of misconduct.		PSEA Network Venezuela induction package for all personnel.	Q2		PSEA Network  UNCT/HCT members and HR
<b>Output 1.2</b> Leadership, managers and commanders know their personal and managerial/command responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct.	a. Managers monitor completion by all personnel in country of mandatory online and classroom training.	Monitoring mechanisms are in place and working.	End of year report to the RC/HC on completion rate of mandatory PSEA training	Q4		UNCT/HCT members
	b. Leadership communicates regularly and in varied formats in order to increase awareness and instil trust in the policies, including broadcasts on the duty to report misconduct.	Meetings with staff are convened to review implementation of country level sexual exploitation and abuse (townhall, leadership dialogue, etc.).	Two leadership PSEA messages/communication.	Q2, Q4		UNCT/HCT members
<b>Output 1.3</b> 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 in-year refresher training and/or awareness briefings to personnel are conducted. Substantiation is done for those not completing the training.	Induction training for all personnel is conducted at regular intervals.	UNCT/HCT members encourage and monitors the completion of the mandatory training.  Roll out	Ongoing		PSEA Network  UNCT/HCT members

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			<p>PSEA Network Venezuela onboarding/briefing package</p> <p>Update PSEA Network Venezuela training package</p>			
	<p>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.</p>	<p>100% response to the resident/humanitarian coordinator.</p>	<p>Information session on the endorsed Inter-agency Protocol to handle and refer cases of SEA to the UNCT/HCT and other relevant coordination bodies.</p> <p>End of year certification to the RC/HC on reporting of SEA related concerns according to</p>	<p>Q2, Q4</p>		<p>PSEA Coordinator</p> <p>UNCT/HCT members</p>

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			each agency policy.			
<b>Part B: Priority response outcomes for PSEA</b>						
<b>Outcome 2. Safe and accessible reporting.</b> 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).						
<b>Output 2.1.</b> Safe, accessible, child-sensitive mechanisms are in place for reporting sexual exploitation and abuse <sup>5</sup> , particularly in high-risk areas.	a. UNCT/HCT Inter-agency SOPs on community-based complaint mechanisms and/or networks (CBCM/CBCN <sup>6</sup> ) on PSEA are established following inclusive consultations with all relevant stakeholders, including communities, disseminated and rolled out, and appropriate staff trained. <sup>7</sup>	Interagency CBCM/CBCN Standard Operating Procedures (SOPs) are endorsed by all UNCT/HCT members.	Carry out a SEA reporting channels and mechanisms mapping and quality assessment in coordination with the AAP WG.	Q1, Q2		PSEA Network and AAP Working Groups
	b. A variety of reporting channels appropriate to the local context is in place to fill reporting gaps as identified by mapping.	Regularly updated mapping of existing complaint and feedback mechanisms in the response.	Expansion of number/coverage of community-based SEA	Q2, Q3		UNCT/HCT members

<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>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>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.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
		Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children).	reporting mechanisms to ensure coverage of UNCT/HCT members area of work.			
	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse. <sup>8</sup>	75% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.	Incorporation and monitoring of PSEA to the 5Ws of each cluster/sector and other monitoring systems.	Q2, Q3		PSEA Coordinator OCHA IM IM WG
	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)). <sup>9</sup>	100% of allegations reported to the PSEA Network are referred for action within 24 hours.	Develop a PSEA information management database compliant with data protection standards.	Q2		PSEA Coordinator and Network, LdCi

<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>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.

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
<p><b>Output 2.2.</b> 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.</p>	<p>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 mobilisation interventions on PSEA, including how to report SEA-related complaints.<sup>10</sup></p>	<p>Consultations with affected population inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.</p>	<p>Carry out an intersectoral PSEA participatory assessment (national level and priority states)</p>	<p>Q3</p>		<p>PSEA Network</p>
	<p>b. Percentage of sites reached by PSEA communications materials, how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance. (disaggregated by type of PSEA communication materials developed for each population group identified).</p>	<p>100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.</p> <p>Age and gender-sensitive materials on how to report sexual exploitation and abuse and how to access victim/survivor-centred assistance developed and disseminated.</p>	<p>PSEA community engagement mapping shared and gaps/needs identified (shared with ICCG and HCT)</p> <p>PSEA community sensitizations packages developed by the PSEA Network and rolled-out by</p>	<p>Q2</p>		<p>PSEA Network</p> <p>UNCT/HCT members</p> <p>Clusters</p>

<sup>10</sup> 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 <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			the relevant UN Agencies and Partners.			
	c. Number of individuals within the affected population (disaggregated by age and gender) reached with key messages and awareness-raising material on PSEA.	70% of individuals within the affected populations reached with key messages and awareness-raising material on PSEA	PSEA community sensitizations packages developed by the PSEA Network and rolled-out by the relevant UN Agencies and Partners.	Q2  Ongoing		PSEA Network  UNCT/HCT members
	d. Community perceptions and 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.	100% PSEA sensitization packages validated by the relevant community target groups	PSEA Participatory Assessment  Incorporation of PSEA into the Humanitarian Needs Assessment tool and process and other monitoring tools.	Q2		PSEA Network  AAP WG  IM WG

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
<b>Outcome 3. Victims' right to assistance.</b> Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support). <sup>11</sup>						
<p><b>Output 3.1</b> Sexual exploitation and sexual abuse victim/survivor assistance is provided through Gender-Based Violence (GBV) or Child Protection (CP) programming which is familiar with sexual exploitation and abuse and the specific needs of victims/survivors. In humanitarian context, this may be resourced through the Humanitarian Response Plan (or other funding mechanisms).<sup>12</sup> In other settings, UN entities should consider the creation of a contingency fund to facilitate victims' rights support and assistance, including through exploring opportunities for joint fundraising by United Nations Country Team members and project proposal submitted to the <a href="#">Trust Fund in Support of</a></p>	<p>a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.</p>	<p>100% of the organisations of Venezuela PEAS Network are aware of the mapping of services and participate in the identification of access gaps and actions to overcome them.</p>	<p>Quarterly dissemination of updated GBV and CP referral pathways within the PSEA Network.</p> <p>Training session to PSEA Network members on safe referrals to assistance services.</p> <p>Developed and briefing on "How-to" guidance for PSEA focal points on safe referrals to</p>	<p>Permanentl y</p> <p>Q2, Q4</p> <p>Q2</p>		<p>UNFPA, UNICEF, GBV and CP AoRs and PSEA Network</p>

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

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<a href="#">Victims of Sexual Exploitation and Abuse.</a>			assistance services.			
	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.  Data are disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).	Roll-out of the PSEA SOP and Referral Pathway  Monthly PSEA reports	Q2  Ongoing		PSEA Network
	c. Number and percentage of SEA victims/survivors who have accessed to assistance (disaggregated by age and gender and type of assistance received).	100% of victims/survivors are referred for assistance and received support within 48 hours.  Data are disaggregated according to the affiliation of the offender (UN staff and related personnel and implementing partners).	Develop a PSEA case information tracking system	Q2		Agencies FP PSEA Network
<b>Output 3.2</b> PSEA Networks have referral pathways for victim/survivor assistance in place, as part of an integrated approach with GBV services. See <a href="#">Technical Note on the Implementation of the UN Protocol on the Provision of Assistance to Victims of SEA</a>	a. 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 referral pathways). <sup>13</sup>	Endorsed Inter-agency Protocol to handle and refer cases of SEA fully operational  GBV referral pathway integrated within PSEA Network SOPs.	Information session on the endorsed Inter-agency Protocol to handle and refer cases of SEA to the UNCT/HCT and other relevant	Q1, Q3		PSEA Coordinator

<sup>13</sup> 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.

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			coordination bodies.  End of year certification to the RC/HC on reporting of SEA related concerns according to each agency policy.			UNCT/HCT members
	b. Tracking and data collection on victims and victim assistance (please indicate the system in place, what information is collected and frequency of maintenance).	GBVIMS is not in place	PSEA training for VG and CP service providers	Q2		Agencies FP PSEA Network
<b>Outcome 4. Accountability and investigations.</b> 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.						
<b>Output 4.1</b> PSEA Networks adopt, implement and track progress against uniformed protocols/guidelines for prompt, safe and victim/survivor-centred assistance during investigations at country-level.	a. Percentage of UNCT/HCT members understand the standards under investigations are conducted.	80% of UNCT/HCT members PSEA community engagement mapping shared and gaps/needs identified (shared with ICCG and HCT)	PSEA Thematic sessions to the HCT/UNCT  End of year PSEA survey	Q2, Q3		PSEA Coordinator  UNCT/HCT members
	b. PSEA Network members and local partners have personnel	85% of PSEA network members and IPs trained	Conduct training on SEA	Q2		PSEA Network

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	trained on SEA guidelines and protocols for victim/survivor-centred investigations.		<p>guidelines and protocols for investigations including survivor centered investigations to Implementing Partners.</p> <p>Design and pilot an inter-agency investigation capacity support scheme</p>	Q2, Q3		
<b>Output 4.2</b> Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to investigations and accountability processes. <sup>14</sup>	a. Percentage of victims/survivors who are informed of the outcome of the investigations.	100% of cases received in country referred to the agency/organization of concern	Information sessions on the Inter-agency Protocol to handle and refer cases of SEA to UNCT/HCT/ICCG and other relevant coordination bodies.	Q2, Q3		<p>PSEA Coordinator</p> <p>PSEA Focal Points</p>

<sup>14</sup> This may include civil and criminal proceeding, as well as other redress measures.

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			<p>Roll-out of the PSEA Network SOP and Referral pathway.</p> <p>PSEA monthly reports</p>			
<p><b>Output 4.3</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 (<a href="#">United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13</a>).</p>	<p>a. The UNCT/HCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to <a href="#">UN Implementing Partner PSEA Capacity Assessment</a> and they are shared with UNCT/HCT.</p> <p>b. <a href="#">UN Implementing Partner PSEA Capacity Assessment</a> guidelines are implemented.</p>	<p>E.g., Job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment (The Clear Check and/or <a href="#">the Inter-Agency Misconduct Disclosure Scheme</a> are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.</p> <p>Implementing partners assessment are centralized at country level and shared with other members of the UNCT/HCT.</p>	<p>Map UNCT/HCT reference checking and vetting practices.</p> <p>Explore the possibility of piloting the Inter-Agency Misconduct Disclosure Scheme among UNCT/HCT Implementing Partners.</p> <p>Roll-out of the UN Implementing Partner PSEA Capacity</p>	<p>Q2</p> <p>Q2, Q3</p> <p>Ongoing</p>		<p>PSEA Network</p> <p>UNCT/HCT members</p> <p>PSEA Network</p>

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			<p>Assessment across all UNCT/HCT members and organizations that are part of the VHF.</p> <p>Develop a platform to store and share the UN IPs PSEA Capacity Assessment information.</p> <p>Common PSEA training package developed on partner PSEA Capacity Development</p> <p>Localized training held by each agency for its own IPs</p>	<p>Q2</p> <p>Q2</p> <p>Ongoing</p>		

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	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.	Develop a platform to store and share the UN IPs PSEA Capacity Assessment information.	Q2		PSEA Network
<b>Part C: PSEA Country-Level Structure</b>						
<b>Outcome 5. PSEA inter-agency country-level structure.</b> 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.						
<b>Output 5.1</b> 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.	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-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT.	Two annual PSEA dedicated communications from the RC/HC	Q2, Q4		RC/HC
	b. Country Directors/ Representatives share appropriate information with the senior most UN Official <sup>15</sup> in-country immediately when they become aware of an SEA allegation involving UN staff and related personnel where there is sufficient information to identify an	Country Directors/ Representatives share the information in line with the annex found in the <i>Guidance Note to UN Entity Field Operations on Sharing Incident Information on Sexual Exploitation and Abuse with the</i>	Ongoing sharing of SEA allegations received as per the Information Sharing Protocol	Ongoing		County Directors Agency FP

<sup>15</sup> Senior most UN officials in-country include Resident and Humanitarian Coordinators (RC/HC), Special Representatives of the Secretary General (SRSG) and Heads of Mission (HOM).



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	act of SEA against an identifiable perpetrator or identifiable victim.	<i>Senior Most UN Official in-Country</i>				
<p><b>Output 5.2</b> 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>100% of UNCT/HCT members designate PSEA FPs</p>	<p>Revision of the PSEA Network Governance structure</p> <p>Contextualization and implementation of the UN Policy on Integrating a Human Rights - Based Approach to United Nations efforts to prevent and respond to Sexual Exploitation and Abuse.</p>	<p>Q2</p>		<p>PSEA Network</p>
<p><b>Output 5.3</b> 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-</p>	<p>a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). <b>See generic ToRs at <a href="#">Link</a></b></p>	<p>Full-time PSEA Coordinator is in place PSEA Coordinator reports directly to the RC/HC.</p>	<p>Develop a sustainability plan for the PSEA inter-agency network (including details and</p>			

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<p>agency PSEA Network. In the absence of a Senior Victims Rights Officer (SVRO) or Field Victims’ Rights Advocate (FVRA), consider the designation of a Victim’s Rights Focal Point (VRFP)<sup>16</sup> at the country level by the PSEA Network in consultation with the most senior United Nations official in the country.</p>			resources for coordination and action plan for 2024)			
	<p>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.</p>	<p>PSEA Action Plan, SOPs and relevant operational and technical resources developed and regularly monitor.</p>	<p>Ongoing PSEA technical support to leadership to address key issues at the strategic level.</p>	<p>Ongoing</p>		<p>PSEA Coordinator and PSEA FPs</p>
	<p>c. On request, the PSEA Coordinator provides expert guidance and technical support to Network members and other relevant entities operating in the context to strengthen their internal PSEA programs in line with good practice and standards.</p>		<p>Ongoing PSEA technical support provided on demand</p>	<p>Ongoing</p>		<p>PSEA Coordinator</p>
<p><b>Output 5.4</b> An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).</p>	<p>a. PSEA Network being established or in place.</p>	<p>PSEA Network is established and reports regularly to RC/HC via the PSEA Coordinator.</p> <p>PSEA Network includes all UNCT/HCT members, including representation from international and national NGOs.</p>	<p>Expansion of the PSEA Network membership to increase representation of IPs and CSOs</p>	<p>Ongoing</p>		<p>PSEA Network</p>

<sup>16</sup> Generic ToRs for a focal point for victims’ rights is available from the Office of the Victims’ Rights Advocate ([ovra@un.org](mailto:ovra@un.org)).

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
	b. All the PSEA Network members have received training from their entities on PSEA.	100% of PSEA FPs trained on their function and Venezuela PSEA approach, action plan and resources.	Develop and roll out a PSEA TOT for PSEA FP  Update the PSEA Capacity Building Strategy  PSEA Network briefing for new FPs	Q1  Q1  Ongoing		PSEA Network
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	PSEA Action Plan is costed and resourced through HRP.	Integration of PSEA in the HRP and HRP projects. Submission of PSEA interagency project to the HRP	Q1		PSEA Coordinator PSEA Network HCT Intercluster WG
	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 enable appropriate complaints receipt and handling.	All UN partners meet the requirements in the UN common assessment.  Joint capacity development and training provided through the network to support entities to meet the PSEA requirements.	Develop and roll-out a PSEA self-assessment checklist for PSEA FPs  Update the PSEA Capacity	Q1  Q1		PSEA Network

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
			Building Strategy			
	e. 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.	PSEA action plan quarterly progress update to the HCT/UNCT	Q2 Q3 Q4		PSEA Coordinator
<b>Output 5.5</b> 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. 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 designate a PSEA Network primary and alternate FP and regularly attend meetings.	New/update designation of PSEA technical FP (and alternate) by all UNCT/HCT members.	Q1		UNCT/HCT members
	b. The PSEA technical focal points are active in designing or disseminating awareness-raising tools and facilitate events for community members with emphasis on their rights	100% of Focal points disseminate the community sensitization packages developed in the framework of the PSEA Network Workplan	Development of the sensitization packages  Information session with FPs	Ongoing		PSEA Network PSEA FP
	c. The PSEA technical focal points are actively working with the inter-agency PSEA Network to establish a CBCM/CBCN	SEA reporting SOP (for referral across mechanisms) developed and endorsed by network members	Update the PSEA referral pathway and SOP	Q1		PSEA Network in coordination with the AAP WG

Desired outcomes	Indicators	Targets / Benchmarks <sup>2</sup> (Provide specifics)	Key actions	Timeframe (Indicate frequency of planned activities)	Budget / Funding Source (Allocated funding)	Lead agency(ies) per activity
<b>Output 5.6</b> Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools	a. The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT/HCT.	1 intersectoral PSEA risk assessment	Carry out a PSEA intersectoral risks assessment	Q2		PSEA Network
	b. The inter-agency PSEA network provides technical support needed to mitigate risks of SEA, in collaboration with relevant stakeholders.	Intersectoral mitigation plan	Develop intersectoral PSEA mitigation measures package	Q2		PSEA network
	c. The risk is regularly assessed and updated.	Risk assessment update (bi-quarterly)	PSEA risks incorporated into the Humanitarian Assessment and other monitoring tools	Q3 and Q4		PSEA Network

For additional information and resources:

- [Management and accountability of the UN Development and Resident Coordinator System](#)
- [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](#)
- [UN System Tools on PSEA](#)

- [Office of the Victims' Rights Advocate](#)