



## Somalia Country-Level Action Plan to Prevent and Respond to Sexual Exploitation and Abuse 2024

This Action Plan has been developed by the Somalia PSEA Network to prevent, mitigate, and respond to sexual exploitation and abuse (SEA). It is steered by the UN Resident and Humanitarian Coordinator (RC/HC), with close support from the UN Country Team (UNCT), the Humanitarian Country Team (HCT), the PSEA Network Co-chairs, and the Inter-Agency PSEA Coordinator. The Work Plan has five outcomes intended to develop a robust PSEA program and is aligned to the Inter-Agency Standing Committee (IASC) Acceleration Plan and follow the official PSEA Results Framework template set out by the Office of the Special Coordinator on improving the UN response to sexual exploitation and abuse (OSCSEA). The objective is to promote/document harmonised activities for UN, NGOs, and CSOs in Somalia that contribute to implementation of a robust Action Plan and provide a basis for tracking progress and mobilisation of required resources for collective PSEA.

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### 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>1</sup>	Key actions	Timeframe	Budget / 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>2</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.						
<b>Output 1.1</b> Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse.	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.	<ul style="list-style-type: none"><li>• Induction training for all new personnel on PSEA</li><li>• PSEA Sessions for all staff</li><li>• Development of contextualized PSEA curriculum for Somalia and roll out of PSEA TOTs in the regions to create a pool of trainers</li><li>• Sharing of contextualised PSEA awareness-raising materials (pamphlet, posters, etc.), including "no excuse cards" with all personnel</li></ul>	Ongoing Ongoing May 2024 Ongoing	- - 30,000 -	PSEA Network PSEA Network PSEA Network OCHA/ HC/RC
	The UNCT/HCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).	Regular meetings and awareness discussions with all staff including leadership take place.	<ul style="list-style-type: none"><li>• Printing and distribution of translated No excuse cards to all personnel.</li><li>• PSEA is included in the HCT, UNCT &amp; ICCG agenda</li></ul>	Ongoing	-	PSEA Network
	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.	<ul style="list-style-type: none"><li>• Dissemination of the UN whistle blower policy</li></ul>	Ongoing	Internal Resources	PSEA Network
	Leadership communicates regularly and in varied formats 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 policies.	<ul style="list-style-type: none"><li>• PSEA Town Halls with all personnel.</li></ul>	-	-	HC/RC & AFPs

<sup>1</sup> The targets provided in the model template are intended as illustrative examples. Actual targets would need to be determined at country-level.

<sup>2</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>1</sup>	Key actions	Timeframe	Budget / Funding	Lead agency(ies) per activity
		100% response to the resident/humanitarian coordinator requests by Country Directors and Representatives	<ul style="list-style-type: none"> <li>On time response to HC/RC requests.</li> </ul>	Ongoing	-	All Agencies
<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>3</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>4</sup> , particularly in high-risk areas.	A variety of reporting channels appropriate to the local context are in place to fill reporting gaps as identified by mapping.	Multiple confidential reporting channels are available which cater to the diversity of the population and differing levels of access (PLWD, Older Persons, children).	<ul style="list-style-type: none"> <li>Ensuring there's a safe and functional reporting mechanism</li> <li>Capacity building of staff in the Inter-agency hotline</li> </ul>	April 2024	-	PSEA Network
	Percentage of allegations reported to the PSEA Network per month and responded to within seven days.	100% of reported allegations are responded within 7 days	<ul style="list-style-type: none"> <li>Responding to each allegation within 48 hours</li> </ul>	ongoing	-	PSEA Network
<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.	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>5</sup>	100% of communities receiving humanitarian assistance are made aware of PSEA and available reporting mechanisms.	<ul style="list-style-type: none"> <li>Scaling up Radio broadcasting in all regions across the country (Mai and Maxatari languages) on PSEA and reporting channels</li> <li>Bulk SMS messaging on PSEA (Pilot project)</li> </ul>	Quarterly	60,000 (WHO Supported )	WHO, FAO PSEA Network
	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).	100% of sites provide information on the Age and gender sensitive PSEA IEC materials.	<ul style="list-style-type: none"> <li>Pilot project - TV spot production and dissemination (Mai and Maxatari languages).</li> </ul>	June 2024	20,000	PSEA Network
	Percentage of communities are aware that exchange of aid with sex and resources is abuse and exploitation and should be reported. (CoP)	100% of communities targeted are aware of abuse and exploitation in accessing aid and they are aware of where to report.	<ul style="list-style-type: none"> <li>Development, translation, printing and distribution of Age and gender-sensitive materials on how to report SEA and how to access assistance. IEC material shared with all PSEA network members to be placed in key sites to raise awareness.</li> <li>Develop key messages on abuse and exploitation in accessing aid.</li> </ul>	Quarterly	WHO Supported	WHO PSEA Network
				Quarterly		PSEA Network, CEA Taskforce

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<sup>4</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>5</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>1</sup>	Key actions	Timeframe	Budget / Funding	Lead agency(ies) per activity
	Community perceptions and communication preferences are captured on a regular basis (informally and formally through SEA risk assessments, surveys, FGDs, etc.), and used to improve services.	Community perceptions and communication preferences are captured on a regular basis (informally and formally through SEA risk assessments, surveys, FGDs, etc.), and used to improve services.	<ul style="list-style-type: none"> <li>PSEA questions/ messages are included in assessments e.g. MSLA, RNA, FGDs, post-distribution feedback mechanisms, community consultations etc.</li> </ul>	Annually/ Ongoing	-	PSEA Network, CEA Taskforce, Clusters
	Number of camp leadership including Gatekeepers, Camp leaders and management targeted and trained on PSEA	PSEA community engagement of power holders in Somalia regions. An after-training action plan includes steps the power holders (camp leadership) will take in reducing risks of PSEA in the communities	<ul style="list-style-type: none"> <li>PSEA training targeting power holders including camp leadership on PSEA.</li> <li>Sensitization of Gatekeepers in IDP camps</li> </ul>	Quarterly	30,000 Internal resources	PSEA Network, CEA Taskforce PSEA Network
<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>6</sup>						
<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 a humanitarian context, this may be resourced through the Humanitarian Response Plan (or other funding mechanisms). <sup>7</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 <u>Trust Fund in Support of Victims of Sexual Exploitation and Abuse</u> .	Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed.	100 % of available GBV services providers are updated	<ul style="list-style-type: none"> <li>Collaborate with GBV/CP actors to map services available for SEA in all regions.</li> </ul>	June 2024	-	GBV AoR, CP AoR, PSEA Network
	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 receive support within 48 hours	<ul style="list-style-type: none"> <li>Joint analysis of response data between PSEA network, CP AoR and GBV AoR</li> </ul>	June 2024	-	PSEA Network, GBV AoR & CP AoR
	Amount of funding/resources available for assistance to victims/survivors of SEA (Please indicate if there are any funds of this nature)	There is a joint/contingency/ dedicated fund or pooled resources at country level.	<ul style="list-style-type: none"> <li>Establishment of a fully funded joint budget to support victims/survivors of SEA</li> </ul>		20,000	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 <u>Technical Note on the Implementation of the UN Protocol on the Provision of Assistance to Victims of SEA</u>	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>8</sup>	GBV referral pathway integrated within PSEA Network SOPs.	<ul style="list-style-type: none"> <li>Collaborate with the GBV AoR in updating the GBV referral pathway.</li> <li>Adapt &amp; roll out the GBV pocket guide to Somalia context &amp; include PSEA</li> <li>Update the PSEA Network SOPs to incorporate the updated referral pathway</li> </ul>	June 2024	- 20,000	GBV AoR, PSEA Network
			<ul style="list-style-type: none"> <li><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.</li> </ul>			

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

8 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 <sup>1</sup>	Key actions	Timeframe	Budget / Funding	Lead agency(ies) per activity
<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.	PSEA Network members and local partners have personnel trained on SEA guidelines and protocols for victim/survivor-centred investigations.	100% of identified PSEA Network members are trained on investigation	• Develop and implement a Mentorship plan for established pool of Investigators trained in 2023.	Ongoing	20,000	PSEA Network
<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>9</sup>	Percentage of victims/survivors who are informed of the outcome of the investigations.	100% of victims are informed of the outcome of the investigations.	• Updating of the Data tracking matrix	Monthly	-	PSEA Coordinator
<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 (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13).	The UNCT/HCT has policies on reference checking and vetting for former misconduct or supervision and performance appraisals related to UN Implementing Partner PSEA Capacity Assessment and they are shared with UNCT/HCT.	100% of job applicants and contractor personnel are screened for history of misconduct/SEA issues before recruitment  (The <u>Clear Check</u> and/or the <u>Inter-Agency Misconduct Disclosure Scheme</u> are consulted, self-certified declarations of previous offences, allegations and disciplinary history are required.	• Routine vetting and screening of applicants and contractors before engagement	Ongoing	-	PSEA Network
	Implementation status of <u>UN Implementing Partner PSEA Capacity Assessment guidelines</u>	Implementing partners assessments are centralised at country level and shared with other members of the UNCT/HCT.	• Safe recruitment sessions with HR Network Bi-annually  • Self recruitment sessions with HR Network	Bi-annually	-	PSEA Coordinator, PSEA Network
	Status of follow-up actions 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.	• Mapping of Implementing partners for crosscheck with UNPP  • Enrolment of Implementing partners into the UN Partner portal	June 2024	-	PSEA Network
			• Capacity development and training of IPs to meet the PSEA requirements.	Mar 2024	-	AFPs
				June 2024	Internal resources	AFPs
<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.	The DSRSG RC/HC takes an active lead on PSEA.	DSRSG RC/HC supports implementation and monitoring of in-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT.	• Regular oversight of Programme and monitoring of the PSEA Work Plan implementation.  • Establishment of a PSEA steering committee	Ongoing	-	DSRSG/RC/HC
		Country Directors/ Representatives share the information in line with the annex found in the <u>Guidance Note to UN Entity Field Operations on Sharing Incident Information on Sexual Exploitation and Abuse with the Senior Most UN Official in-Country</u>	• Sharing appropriate information with the DRSG/RC/HC immediately upon receiving SEA allegations involving UN staff and related personnel.	April 2024	-	AFPs

<sup>9</sup> This may include civil and criminal proceeding, as well as other redress measures.

<sup>10</sup> Senior most UN official in-country includes Resident and Humanitarian Coordinator (RC/HC), Special Representatives of the Secretary General (SRSG) and Heads of Mission (HOM).

Desired outcomes	Indicators	Targets / Benchmarks <sup>1</sup>	Key actions	Timeframe	Budget / Funding	Lead agency(ies) per activity
<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-agency PSEA Network.	Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). See generic ToRs at <a href="#">Link</a>	P4 level full-time PSEA Coordinator is in place. PSEA Coordinator reports directly to the RC/HC.	<ul style="list-style-type: none"> <li>• Appointment of a PSEA Coordinator</li> </ul>	Done/ Annual	PSEACap through OCHA	DRSG/RC/HC/U NCT/HCT
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.	Number of partners/ entities supported by the PSEA coordinator/ Co-chairs to implement trainings	Updated PSEA Action plan	<ul style="list-style-type: none"> <li>• Development of a Country PSEA work plan for 2025</li> </ul>	Dec 2024		PSEA Coordinator/PSEA Network
<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).	PSEA Network being established or in place.	<p>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>	<ul style="list-style-type: none"> <li>• PSEA Training of PSEA Network Focal points and other relevant entities</li> </ul>	Ongoing	Internal resources	PSEA Coordinator/Co-chairs
<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).	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 have appointed a dedicated PSEA technical focal point to the PSEA Network	<ul style="list-style-type: none"> <li>• Regular update of the PSEA Network mailing list</li> <li>• Mapping of PSEA network membership</li> </ul>	Ongoing	-	PSEA Coordinator
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 appointed focal points contribute towards PSEA community sensitisation and awareness		<ul style="list-style-type: none"> <li>• PSEA awareness raising sessions in crises affected communities</li> </ul>	ongoing	Internal resources	PSEA Network
<b>Output 5.6</b> Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools	The inter-agency PSEA network carries out regular SEA risk assessments and shares the findings and recommendations with the UNCT/HCT.		<ul style="list-style-type: none"> <li>• Joint SEA risk assessments and mitigation to crises affected communities</li> </ul>	Annually	100,000 (UNICEF Support – US\$ 50,000)	UNICEF, PSEA Network/ Clusters / CEA taskforce/ CP & GBV AoR
					\$300,000	

Action Plan – Drafter

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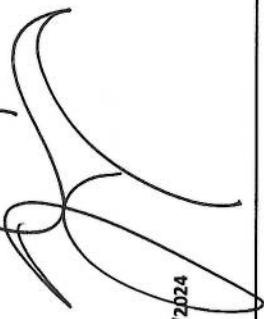
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*For additional information and resources:*

- 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