CHAD PSEA NETWORK 2024- ACTION PLAN TO PREVENT AND RESPOND TO SEXUAL EXPLOITATION AND ABUSE

The Republic of Chad is ranked 6th Africa HRP Country with High risk of Sexual and Exploitation Abuse as per **2022 IASC Sexual Exploitation and Abuse Risk Overview (SEARO) Index.**The below Work Plan has been developed by the CHAD PSEA Network to prevent, mitigate, and respond to sexual exploitation and abuse (SEA) within the current triple nexus context (Humanitarian -Development and Peace) in CHAD. The five strategic priorities of the Work Plan are in line with DCO/OSCSEA PSEA Results Framework template, the IASC PSEA Acceleration Plan and the "CHAD UNCT-HCT PSEA Strategic Vision 2024-2028. The PSEA Action Plan is steered by the UN Resident Coordinator and Humanitarian Coordinator, with close support from the PSEA Steering Group, the PSEA Network Co-chairs and the Inter-Agency PSEA Coordinator. The objective is to ensure that It reflects UNCT-HCT harmonised approach while fostering Human rights and survivor centered approaches, Gender inclusive design and integrated programming/response between AAP-PSEA-GBV/CP. The global/IASC PSEA indicators meeting the SMART criteria have been selected for tracking progress, mapping results and good practices documentation including result oriented resources mobilisation for collective PSEA program.

Contact details of the PSEA Coordinator: Masudi MOHAMED JERRY, UN RCO, **jerry.masudi@un.org**

Contact details of the UNCT-HCT PSEA steering Committee secretariat : Dieudonné BAMOUNI, UNOCHA Head of Office; **dieudonneb@un.org** | Yewande ODIA, UNFPA Country Representative, **yodia@unfpa.org**

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
Part A: Priority prevention outcomes for PSEA						
Outcome 1. Prevention. All United Nations staff and related personnel[2] 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.	All visitors are informed on country policies and SOP.	UNDSS (and equivalent body into Intl NGOs Forum and CONAT) integrates key information on PSEA into the standard security briefing (UN SG circular,Zero Tolerance UNCT-HCT message, Inter-agency confidential Email, and contact of PSEA coordinator and free toll hotlines) ,including the signature of the interagency Code of Conduct endorsed by UNCT-HCT	**Q1,Q2,Q3, Q4**	N/A	UNDSS Each UN entity and HCT member security FP CONAT&Intl NGOs Forum
		Intl NGOs Forum/Coalition and SPONG Heads of Mission/offices	International humanitarian NGO Forum shares the same recommendations to NGO Heads of mission	**Q1,Q2, Q3, Q4**	N/A	FONGIH CONAT

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

[2] 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[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
		SRM/SRA document and uniformed/security personnel associated with humanitarian/development assistance.	Integrate PSEA risks into SRM/SRA with support from PSEA Coordinator/Network Conduct regular orientation/session on Zero Tolerance with security personnel associated with humanitarian/development assistance.	**Q3 Q4**	N/A	UNDSS Each UN entity and HCT member security FP
	b. The UNCT/HCT personnel know the standards on sexual exploitation and abuse (training, leadership dialogues, town-halls).	UNCT-HCT members (Senior Manager-Leaders) Including Intl NGO's Forum/Coalition and CONAT's	Conduct Regular meetings and awareness discussions (training, leadership dialogues, town-halls) where Senior management team conveys the message to their personnel regularly.	**Q1,Q2, Q3, Q4**	N/A	UNOCHA/UN RCO
		UNCT members (Senior Manager-Leaders) to support the RC/HC on complying with the survey standards	Ensure that all UN staff to participate in the online OSCSEA annual PSEA survey to test understanding and identify any gaps so that corrective measures are taken at each individual Agency.	**Q3,Q4**	NA /individual Agency fund	UN RCO/IA PSEA Coordinator
			Produce/and distribute PSEA "locally contextualized" awareness-raising materials (broadcast, pamphlet, posters, etc.), including "no excuse cards" and ensure that those materiels are displayed in required places (Offices;Meeting Room,Project sites,Refugee/IDPs camps ,host community premisses,clinics,schools…)	**Q1,Q2**	**USD 100.000** TBD/individual Agency fund (4 mandatory PSEA Budget lines/activities for each HPC-HRP	UNRCO/UNFPA/OCHA/UNICEF/UNHCR/WFP PSEA Network

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
					funded project)[3]	
	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 (ST/SGB/2017/2/Rev.1).	UNCT/HCT staff members are aware of their obligation to report sexual exploitation and abuse/ misconduct and the policy for protection against retaliation.	UNCT/HCT members ensure that staff members and IPs are trained annually on the SG Bulletin (ST/SGB/2017/2/Rev.1) or similar for Intl NGOs and report on compliance to the PSEA Network, this including clear guidance provided on where and how to report allegations of misconduct.	Q1,Q2, Q3, Q4	TBD/individual Agency fund	Each UN entity and HCT member organization/PSEA PFs to assist and report
Output 1.3 Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly.	a. All (UN and HCT member organisations) 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. Specific trainings for PSEA FPs are organized; according to PSEA Network Capacity Building Plan	-Develop/Finalize a CHAD PSEA Network Training Package and organize annual ToTs for PSEA FPs that should be on Inter-Agency PSEA ToT Experts Surge Team to be deployed ,where/when needed;country-wide to support/train PSEA Network member/organization personnel and affected community structures/entities	Q2,Q3	**USD 40.000** UNHCR internal Fund	UNHCR/WFP
			UNCT/HCT members support quality training on PSEA (Including internal PSEA mandatory training), Code of Conduct, and global policies, with focus on country-specific procedures, including practical guidance on the inter-agency SOPs and CBCMs for safe reporting and referrals and report on compliance to the PSEA Network.	Q1,Q2,Q3,Q4	**USD 11000** TBD/individual Agency fund	**WFP/INTERSOS** Each UN entity and HCT member organization/PSEA PFs to assist and report

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[3] According to IASC commitments, the UNCT-HCT endorsed the RC-HC Circulaire /obligation to all submitted/approved HPC-HRP 2024(including CERF,Regional and Country based Pooled-Fund,Developpement and individual) projects to include budget lines for 4 mandatory PSEA activities (trainings, sensitizations, referrals/access to safe reporting channels and victim assistance services, and full participation to the established inter-agency SEARP/CBCM, including consistent support to community led complaint committees as reliable informal CFMs).

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
	b. UNCT/HCT leaders certify that all allegations of sexual exploitation and abuse relating to areas within their responsibility have been accurately and fully reported.	100% response to the resident/humanitarian coordinator.	UNCT/HCT members ensure compliance on SEA sharing information protocol and report annually to the RC/HC;this includes MOS IASC progress indicators	Q3	N/A	Each UN entity and HCT member organization/PSEA PFs to assist and report
	c.					

Part B: Priority response outcomes for PSEA						
Outcome 2. Safe and accessible reporting. Every child and adult recipient of United Nations assistance has access to a safe, gender and child-sensitive pathways to report sexual exploitation and abuse (including through community-based complaints mechanisms)[4] that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations).						
Output 2.1. Safe, accessible, child-sensitive mechanisms are in place for reporting sexual exploitation and abuse[5], particularly in high-risk areas.	a. UNCT/HCT Inter-agency SOPs on community-based complaint mechanisms and/or networks (CBCM/CBCN[6]) on PSEA are established following inclusive consultations with all relevant stakeholders, including communities, disseminated and rolled out, and appropriate staff trained.[7]	Interagency CBCM Standard Operating Procedures (SOPs) are endorsed by all UNCT/HCT members.	-Organize a Countrywide Worshop for Harmonized Standard Operating Procedures (SOPs) on Inter-agency SEA complaint referral -Ensure that the Harmonised SOP on SEA Complaint referral is endorsed/signed by all UNCT-HCT members. -Establish/strengthen 6 Regional PSEA Sub-Network (Hub -based: EST,LAC,SUD,CENTRE,NORD and	Q1 Q2 Q3 Q4	USD 20.000 UNHCR Internal Fund USD 3000	UNHCR/OCHA UNHCR/WPF /UNFPA/UNICEF; Intl

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[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.

[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] 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.

[7] 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[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			N'DJAMENA) with integrated AAP-PSEA approach /Framework based on the IASC AAP-PSEA linkages and results Diagram and CHS Index/Indicators to guide and support design, implementation, and monitoring of SEA RP and upcoming community-based Complaints Mechanism (CBCM)		TBD/individual Agency fund	NGOs (CARE Intl;IRC…) and CONAT
	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.	-Conduct CFMs mapping exercises including Community led complaints committees	**Q1 Q2**	**USD 30,000** UNHCR internal funds	UNHCR/OCHA
	c. Percentage of children and adults which have access to a safe channel to report sexual exploitation and abuse.[8]	100% of the affected population have access to at least one (1) safe and accessible channel to report sexual exploitation and abuse.	Support/establish an Inter-Agency CFM platform at Western Region (LAC) region/scale up of INTERSOS CFM	Q3 Q4	**(USD 600.000 /CERF UFE)**	UNICEF/INTERSOS
			Select/adopt at least 3 inter-Agency CFM Channels (Email, Hotline including the Gvt GBV Hotline for SEA allegations involving Gvt Civil servants) nationwide for improved SEA allegations.	Q1		PSEA Network Members
			-Organize/support monthly/quarterly IA SEARP/CBCM Vetting Committee review meetings based on Meetings outputs and	Continuously		

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[8] 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[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			recommendations from the 6 regional AAP-PSEA Sub-Network including Community led Complaint committees. -Collect data against IASC PSEA indicators including success stories and good practice documentations.			
	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).[9]	A SEA database (confidential, safe, ethical) in place	Develop/Establish a "Early warning and Rapid/prompt response Mechanism to SEA allegations as an innovative approach for timely detection and appropriate assistance to SEA survivors. -Ensure that each allegation is received/communicated in line with OSCSEA guidance[10] and CHAD Inter-agency SEARP including the Protocol on sharing SEA information with the RC/HC. -A data tracking matrix and form with non-identifiable info on allegations (profile of victims/perpetrators, and survivors who received assistance…) is developed and endorsed as part of Early warning and	**Q1Q2** Continuously	NA NA NA	PSEA Network Members

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[9] 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.

[10] The Office of the Special Coordinator on improving the UN response to sexual exploitation and abuse (OSCSEA) shared a new guidance note in 2021 on the mandatory requirement for all UN entities on sharing information on allegations of SEA with the Resident Coordinator. The guidance notes also stress that UN agencies need to consult their implementing partners and advise them that information on allegations relating to their personnel will be shared as well. This does not replace external reporting obligations that all agencies hold to report SEA allegations to the UN Secretary-General on a quarterly basis.

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			Rapid/prompt response Mechanism to SEA allegations.			
Output 2.2. Community mobilisation, consultation and awareness-raising on PSEA in each community receiving and/or affected by United Nations assistance. Where there is an HC/HCT this would apply to all humanitarian partners.	a. 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.[11]	Consultations with affected population inform the establishment of CBCMs. Evaluation of existing CBCMs for effectiveness and compliance with human rights principles.	Provide Support community structures (women's groups, youth groups, committees) engaged in awareness raising on PSEA on Community perception survey and SEA risk mitigation activities -Conduct Quality insurance assessment for selected/Existing Complaint/feedback mechanism/Channels to improve their access/safety for affected communities.	Continuously	**USD 30,000** UNHCR Internal Funds	UNHCR
		Sustainable capacity Building programs in place for National NGOs, FBOs, CSO Working with Youth (boys and girls)/Community Complaints Committees	Fund mid/long-term Capacity Building programs for National NGOs, FBOs, CSO Working with Youth (boys and girls) that 'll include: 1.Safeguarding Resource and Support Hub (RSH)[12] for strengthening policy and practice against Sexual Exploitation, Abuse and Sexual Harassment (SEAH) 2.Roll-out the Empowered Aid concept[13], focusing on women and girls.	Q3 Q4	**(USD 1.9 00.000: RSH[15] Hub 3-4 years program)** TBD/ External DONORS	PSEA strategic Group/Steering Committee

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[11] This should include the consultation of communities, particularly women and children, in the design of SEA-sensitive community-based complaint mechanisms.
[12] UKaid funded RSH program that support organisations in the humanitarian and development sectors to strengthen their safeguarding policy and practice against Sexual Exploitation, Abuse and Sexual Harassment (SEAH). By offering a wide range of free tools, training and advice in over 10 languages, RSH enables people and organizations to reduce the risk of harm.
[13] Empowered Aid (2020) is focused on prevention of SEA through tools that give those most affected by abuse, women and girls, a sustained voice in how aid is delivered
[15] UKaid funded RSH program that support organisations in the humanitarian and development sectors to strengthen their safeguarding policy and practice against Sexual Exploitation, Abuse and Sexual Harassment (SEAH). By offering a wide range of free tools, training and advice in over 10 languages, RSH enables people and organizations to reduce the risk of harm.

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			3.Youth and Women Empowerment programs[14]		(FCDO,US AID, CHS alliances ,GWU Empowed Aid Help Desk	
	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).	100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.	-Production and dissemination of culturally sensitive and inclusive awareness raising messages in local language. -Monitor that IEC materials are shared and displayed correctly.	Continuously	**USD 55.000** UNHCR internal Fund	UNHCR/WFP PSEA Network Members
	c. Number of individuals within the affected population (disaggregated by age and gender) reached with key messages and awareness-raising material on PSEA.	100% of sites provide information on the prohibition of sexual exploitation and abuse, how to report and receive assistance.	- Launch/Invigorate the "PSEA at the frontline Initiative (WFP,IOM,WHO,TWB) -Reproduce/disseminate Zero Tolerance messages in various formats/media -Organize a Town-Hall RC and UNCT/HC with staff focused on Zero Tolerance…including a "One-month-	Q3-Q4	**USD 10.000** TBD/HPC-HRP funded projects, PF, CERF PSEA Community Outreach	WFP UNRCO/Grou pe Stratégique PSEA

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[14] For Exemple: Operationalise SP CONAP Genre, gender cells and regional and communal councils for the promotion of gender by: (i) drawing up and implementing action plans; (ii) adopting an appropriate and gender-sensitive budget planning system; and (iii)establishing an institutional anchor conducive to gender expression and gender-sensitive planning. As per 2020 Burkina Faso Gender Country Profile

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			Campaign" on Zero Tolerance targeting the media, staff, Government authorities…"		and Communication Fund	
	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.	All inter-agency Data collection process/tools have integrated relevant IASC AAP-PSEA questions (Post-Distribution monitoring ,DTM,Protection Monitoring P21project..)	-Integrate IASC AAP-PSEA relevant questions for community perceptions survey into GTS,PDM,DTM,P21 Protection Monitoring Tools (1 day Workshop) -Conduct specific PSEA surveys (Risk assessment, Perceptions surveys, etc.) and analysis on regular basis including GTS Surveys, Area-based assessments' and IDP site profiling activities, which aim to inform local level coordination…including PDM[16],DTM[17] -Capture Community perceptions and communication preferences are on a regular basis (informally and formally through needs SEA risk assessments and focus group discussions (Including with Community Complaints committees) , etc. and use the results to improve services. -Establish an Inter-active Inter-agency Risk Register/Risk Dashboard from datas collected informally and formally through SEA risk	Q3 Q4 Continuously	**USD 10.000** TBD/HPC-HRP funded projects, PF, CERF,Individual Agencies **USD 2687,42**	**GTS, IOM,WFP ,UNHCR UNICEF** **INTERSOS**

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[16] Post Distribution Monitoring is conducted **to assess the impact and effectiveness of the cash assistance provided to household beneficiaries through key indicators for Multi-Purpose Cash Assistance**

[17] The Displacement Tracking Matrix (DTM) gathers and analyzes data to disseminate critical multi layered information on the mobility, vulnerabilities, and needs of displaced and mobile populations that enables decision makers and responders to provide these populations with better context specific assistance.

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			assessments, focus group discussions,GTS surveys			
Outcome 3. Victims' right to assistance. Every child and adult victim/survivor/complainant is offered immediate, quality assistance (medical care, psychosocial support, legal assistance, reintegration support).[18]						
Output 3.1 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.	a. Mapping of the existing service providers (e.g., GBV and CP programming) and current gaps in SEA assistance coverage are identified and addressed. 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. c. Number and percentage of SEA victims/survivors who have accessed to assistance (disaggregated by age and gender and type of assistance received). d. Percentage of the affected population, particularly women and children, that can access GBV assistance.[19]	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).	Set up 4 "One Stop Center/ (Centres Intégrés de Service Multisectoriels)" for GBV holistic services including SEA quality services for victims and support the existing centers -Support/Fund 9 Existing "One Stop Center/ (Centres Intégrés de Service Multisectoriels)" for GBV holistic services -Ensure that the PSEA Networks have in place prompt referral pathways to qualified service providers for victim/survivor assistance, as part of an integrated approach with GBV or CP services. -Ensure that quality assistance is provided for SEA survivor through existing (GBV-CP) services and programmes, in line with UN victim's Assistance Protocol and available service mapping. -Develop a country contextualized version of the GBV pocket guide.	Q1 Q2 Q3 Q4 Q1 Q2 Q3 Q4 **Continuously**	USD 240.000 USD 270.000 TBD/ UNFPA/U NICEF Internal Funds;	**UNFPA/UNICEF** **UNFPA/UNICEF**
	e. Funding/resources for assistance to victims/survivors of	There is a joint/contingency/	-Ensure that the RC/HC(UNCT-HCT) issue a "formal and authoritative order/decree'' for	Q2 &	TBD/HPC-HRP funded	PSEA Strategic

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[18] 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

[19] The tracking of access to services is a core function of the PSEA Network's role in strengthening response to sexual exploitation and abuse. Current gaps in SEA assistance coverage (as provided through GBV/ CP programmes) should be systematically addressed by UNCT/HCT members, as well as through CERF/CBPFs. There should be a tracking system maintained by the UNCT

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
	sexual exploitation and abuse is available. (Please indicate if there are any funds of this nature)	dedicated fund or pooled resources at country level.	Each project (HRP or Not) to incorporate dedicated budget lines for "4 mandatory and minimum PSEA activities Training, Sensitization, safe referral to services/CFM channel and SEA risk monitoring), to ensure sustainable resources for PSEA. -Submit inter-agency GBV proposals to the SEA Trust Fund,CBPF and HPC/HRP in Support of Victims of SEA	Continuously	projects, PF, CERF UNFPA/UNICEF Internal Funds	Group/ Coordinator to support
Outcome 4. Accountability and investigations. Every child and adult victim/survivor of sexual exploitation and abuse who is willing has their case investigated in a prompt, and safe way in accordance with a victims'/survivors' rights approach.						
Output 4.1 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.		-Organize Training sessions for PSEA Network members and local partners on SEA guidelines and protocols for victim/survivor-centred investigations. -Create/provide a Surge capacity on investigations (National PSEA FP/Experts) on Investigations to support Local Partners (Nat NGOs,CSOSs) and Gvt Bodies	Q2-Q3	**USD 20000** **USD 80000** (40.000 UNHCR +15000 UNICEF ;GAP : 35000)	PSEA network/UNICEF, UNHCR,CHS alliance
Output 4.2 Sexual exploitation and sexual abuse victims/survivors informed of and/or supported in relation to	a. Percentage of victims/survivors who are informed of the outcome of the investigations.		-Ensure that Investigations are conducted within 3 months and victims/survivors are informed of the outcome of the investigations.	Continuous	TBD/internal Funds/Special Funding from Donors	PSEA Network Members

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
investigations and accountability processes.[20]						
Output 4.3 When working with implementing partners, adequate safeguards are in place and action is taken related to sexual exploitation and abuse – e.g., screening, cooperative arrangements, monitoring, and termination of arrangements (United Nations Protocol on Allegations of Sexual Exploitation and Abuse Involving Implementing Partners; ST/SGB/2003/13).	a. 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.	The Clear Check and/or the Inter-Agency Misconduct Disclosure Scheme are consulted	-UN agencies conduct IPs capacity assessments based on an inter-agency Harmonized Approach to ensure that adequate safeguards are in place and action is taken related to sexual exploitation and abuse – (e.g.,UNPP, screenings like Clear Check and/or the Inter-Agency Misconduct Disclosure Scheme , cooperative arrangements, monitoring, and termination of arrangement:	Q1Q2Q3Q4	TBD/internal Funds	Each UN entity and HCT member organization/PSEA PFs to assist and report
	b. UN Implementing Partner PSEA Capacity Assessment c. Guidelines are implemented Follow-up is established for the implementing partners that do not meet the minimum threshold..	Implementing partners assessment are centralized at country level and shared with other members of the UNCT/HCT.				
Part C: PSEA Country-Level Structure						
Outcome 5. PSEA inter-agency country-level structure. The Resident/Humanitarian Coordinator and UNCT/HCT are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.						
Output 5.1 The 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 supports implementation and monitoring on in-country PSEA Strategy, making explicit the leadership role of the RC/HC and UNCT/HCT.	RC/HC conveys Guidance and Messages (Tolerance Zero messages ,the inter-agency code of conduct…) Including relevant memos for SEAH protective environment through a variety of occasions (Leadership dialogues ;Town Hall, SEA annual surveys,IASC annual PSEA mapping exercises,UN and Humanitarian advocacy days …) Develop 2024-2028 UNCT-HCT PSEA Strategy for CHAD	Continuously Q1, Q2	TBD/RC Coordination Funds	RC All UNCT-HCT members

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[20] This may include civil and criminal proceeding, as well as other redress measures.

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
			Conclude a Voluntary Compact PSEA agreement with CHAD government leadership as strategic approach for engaging the government in PSEA and support to HCT localization framework through sustainable PSEA Capacity building for National NGOs and CSOs specifically those working for/with Women and youth (girls and boys).	Q3Q4		
	b. Country Directors/ Representatives share appropriate information with the senior most UN Official[21] in-country immediately when they become aware of an SEA allegation.	Country Directors/ Representatives share the information in line with existing protocols	UNCT/HCT members ensure compliance on SEA sharing information protocol and report annually to the RC/HC	Continuously	N/A	All UNCT-HCT members
Output 5.2 Members take on the PSEA role to support the Resident/Humanitarian Coordinator to deliver on PSEA at the UNCT/HCT level and the PSEA Network at the technical level.	a. Status of the designation of agency chairs for the PSEA Steering Committee (principal level, UNCT/HCT) and the PSEA Network (technical level).		-UNCT-HCT PSEA steering committee provide close leadership support and oversight to PSEA Network on regular basis in line with their ToRs -UNCT-HCT members support the RC/HC to deliver the 8 strategic results and the 8 technical PSEA Network Results Including 8 MOS outputs inside individual Agencies	Continuously	N/A	PSEA Strategic Group
Output 5.3 A full-time PSEA Coordinator (with medium to long-term secured funding) is in place, with a direct reporting line to the HC/RC, to provide	a. Status of deployment of a full-time PSEA Network Coordinator (with clear ToRs). **See generic ToRs** at Link	P4 level full-time PSEA Coordinator is in place PSEA Coordinator reports directly to the RC/HC.	-UNCT ensures deployment of Inter-Agency PSEA Coordinator.	Continuously	TBD/NOR CAP and IASC PSEA secretariat	UNCT-HCT PSEA steering Committee IA PSEA Coordinator

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[21] 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).

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
day-to-day technical support and expertise to the inter-agency PSEA Network.			Appoint/recruit a National PSEA Coordination officer as sustainability options/plan after PSEA Coordinator check-out	Q2	NOC/D (Senior Nation Officer)	UNRCO/ UNCT-HCT PSEA steering Committee (Groupe Stratégique PSEA)
			-PSEA Coordinator takes active lead in overseeing Strategy and Work Plan including the provision of 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. (MOS,CHS,CBCMs)	Continuously		
			-Support/Invogorate the 6 Regional PSEA Sub-National Network :Goré,	Q3 Q4	**USD 5000USD**	
Output 5.4 An inter-agency PSEA Network is in place with the resources and expertise necessary to deliver on PSEA outcomes (above).	a. PSEA Network being established. b. All the PSEA Network members have received training from their entities on PSEA.	PSEA Network is established and reports regularly to RC/HC via the PSEA Coordinator.	-Develop/Finalize a CHAD PSEA Network Training Package and organize annual ToTs and Other capacity building sessions for PSEA FPs .	Q2Q3Q4	See **Output 1.3**	IA PSEA Coord,PSEA Network Co-Chairs
			-Appoint PSEA Network Co-Chair (Intl NGO) for 2024.	Q2	N/A	
			-Organize PSEA Network (monthly and ad hoc) meetings and regular updates are reported to UNCT-HCT	Continuously	N/A	
			- PSEA at the Frontline campaign: (A one-day workshop in N'Djamena with 60 participants, 6 one-day workshops in the provinces with 30 participants, and the translation of communication tools into local languages)	Q3Q4	**USD 10.000**	

Desired outcomes	Indicators	Targets / Benchmarks[1]	Key actions	Timeframe (Quarter / Year)	Budget / Funding Source	Lead agency(ies) per activity
	c. Integration of PSEA in the Humanitarian Response Plan (or similar), where relevant.	PSEA Action Plan is costed and resourced through HRP.	-Ensure appropriate PSEA mainstreaming into strategic Plans (HRP,UNSCDF,Refugee Plan Humanitarian Plan for Gvt…)	Continuously	N/A	IA PSEA Coord,PSEA Network Co-Chairs
	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.	-The PSEA technical focal points are actively working with the inter-agency PSEA Network to deliver the 8 technical PSEA results including the IA CBCMs -PSEA Focal Point Report to PSEA Network on 17 IASC PSEA Indicators on quarterly basis and when required. -Share learning and practices on awareness raising on PSEA within the PSEA network, including to identify common	Continuously	N/A	IA PSEA Coord,PSEA Network Co-Chairs
	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.	Design/implement PSEA Network Action Plan with MEALS including best practices documentation	Continuously	N/A	PSEA Network Co-Chairs,PSEA Coordinator and PSEA FPs to support.
Output 5.6 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.		-Apply for IASC SEA Risk Overview Sub-National Pilot Initiative for Chad -Conduct Country-level SEA risk assessment on the basis of risk management tools and establish an inter-agency SEA risk register and an SEA risk dashboard. -Ensure that the risk is regularly assessed and updated by all sectoral actors/projects.	Q1 and continuously	TBD	UNFPA/PSEA Network Co-Chairs, PSEA Coordinator and PSEA FPs to support.

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](#)