



**Action Plan to Prevent and Respond to Sexual Exploitation and Abuse 2023 - 2024 COLOMBIA**

<b>Part A: Priority prevention</b>					
<b>Outcome 1. Prevention. All United Nations staff and related personnel 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>					
<b>Output</b>	<b>Indicators</b>	<b>Key Actions and metrics</b>	<b>Estimated budget (2024)</b>	<b>Timeframe</b>	<b>Responsible</b>
1.1 All UN personnel have completed at least one training and one refresher training on PSEA standards and guidelines.	Percentage of staff of each UN entity (staff contractors, UNVS) that completes at least one PSEA training during the year (initial and refresher training).	1. Online and in person trainings delivered to personnel by each UN entity 2. UNDSS update PSEA and SH contents 3. UNDSS report number of people who attended the ISP course	Each entity estimates and allocates the budget according to the number of its total personnel	Twice a year	All UN entities PSEA focal points and/or designees (HR) by Country Directors in all UN entities
1.2 All United Nations staff and related personnel identify key messages and action points to apply PSEA standards	a. Number of UN personnel reached through the PSEA Campaign  b. Level of perception (i.e., highly positive; positive; neutral; negative; highly negative) of an indicative (intentional) sample of UN staff and personnel on the quality of key messages and key actions disseminated through the PSEA internal communication campaign	1. Audio visuals and printed material, and media releases addressed to staff and as well as updates on PSEA incorporated on official bulletins for personnel 2. Number of personnel who received the PSEA pocket card 3. Selection of an indicative (intentional) sample of UN personnel to be inquired on the quality and content of the PSEA internal communication campaign (N.B. The sample might be selected to apply either quantitative (e.g., survey) or qualitative methodologies (e.g., focus groups; semi-structured interviews) to examine the perception on the PSEA communication campaign. The tool to collect data will be designed with the support of M&E/C4D professionals from member agencies of the PSEA Task force)	Action to be funded at an inter-agency level	Annual or as needed basis	PSEA Task Force with support of UN communications team and M&E/C4D/CwC professionals from member agencies of the Task Force.



<p>1.3. With support of the PSEA Task Force, prioritized cluster and sector coordinators from the HCT and GIFMM, design and validate - among members from the PSEA network and other key stakeholders - at least one tool to assess programme related SEA risks</p>	<p>There is (yes/no) a tool to identify, analyze and mitigate programme related risks to SEA</p>	<ol style="list-style-type: none"> <li>1. Develop methodology for the assessment and analysis of programmatic SEA risk factors and recommendations for their mitigation</li> <li>2. Prepare a document with the information from the application of the analysis of programmatic risk factors of SEA and recommendations for their mitigation.</li> <li>3. Disseminate the analysis of the SEA programmatic risk factor assessment and recommendations for prevention and mitigation among the PSEA Network.</li> </ol>	<p>Action to be funded at an inter-agency level</p>	<p>December 2023 June 2024</p>	<p>PSEA Task Force in coordination with cluster and sector coordinators</p>
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### Part B: Priority response

**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) that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations)**

Output	Indicators	Key Actions and metrics	Estimated budget	Timeframe	Responsible
<p>2.1 UN PSEA focal points, in coordination with other agencies and organizations in the territory, disseminate and monitor the inter-agency SOP for safe and accessible reporting on SEA, and assistance to victims, in coordination with their IPs (strengthening plans)</p>	<p>Percentage of all UN implementing partners - as registered in the UNSDCF, HRP and RMRP - that have participated in at least one dissemination activity of the PSEA inter-agency SOP</p>	<p>Each UN entity report the percentage of implementing partners that have participated in interagency SOP dissemination processes. Planification and scheduling of activities will be informed to and coordinated by the PSEA Task Force to avoid duplication</p>	<p>Action to be led and funded by each UN entity</p>	<p>Recurrently for the strengthening plans</p>	<p>All UN entities and PSEA focal points</p>
<p>2.2 HCT and GIFMM members are aware of the interagency SOP for SEA cases and undertake actions</p>	<p>Number of inter-agency SOP dissemination activities carried out by the PEAS Task Force with key stakeholders HCT and GIFMM</p>	<p>1. PSEA Task Force conducts periodic information sessions address to all PSEA network</p>	<p>Action to be funded at an inter-agency level</p>	<p>Twice a year</p>	<p>PSEA Task Force</p>



<p>for the implementation of the SOP</p>		<p>2. PSEA Task Force deliver updates in procedures, guidelines and methodologies on victims' assistance</p> <p>3. Reinforce knowledge among UNCT personnel and HCT, GIFMM and implementing partners of inter-agency SOP to handled allegations of SEA and provide guidance to the victims on available assistance (Count the number of people registered in each activity, disaggregating the information by sex and UN entity or NGO).</p>			
<p>2.3 Community actors participating in UN projects and programs are better involved in the design, adaptation, and dissemination of complaint and feedback mechanisms for reporting possible SEA allegations.</p>	<p>Each UN entity (including implementing partners) report the level of involvement of communities in the design, adequacy and dissemination of complaint and feedback mechanisms for reporting possible cases and suspicions of SEA:</p> <p>-level 1 : communities only receive information. -level 2: communities receive information and disseminate it -level 3:communities are consulted during the process of elaboration and adaptation of the complaint and feedback mechanisms according to their needs and preferences.</p>	<p>1. Distribution of PSEA awareness raising materials and key messages to community in the context of their operations</p> <p>2. Strengthen the complaint and feedback mechanisms with the participation of the communities</p> <p>3. Each UN entity reports to the PSEA Task Force, the level of involvement of communities in the design, adequacy and dissemination of complaint and feedback mechanisms for reporting possible cases and suspicions of SEA. Levels will be classified as follows:</p> <p>-level 1: communities only receive information. -level 2: communities receive information and disseminate it -level 3: communities are consulted during</p>	<p>Action to be led and funded by each UN entity</p>	<p>Twice a year</p>	<p>Corresponding units within UN entities AAP, CwC and PSEA members with guidance and support from the PSEA Task Force</p>



		the process of elaboration and adaptation of the complaint and feedback mechanisms according to their needs and preferences.			
2.4 A pilot strategy has been designed and tested to rollout the implementation of interagency community-based complaint mechanisms that improve how cases of SEA are handled.	An Inter-Agency Community Based Complaint Mechanism (IA CBCM) designed an tested in articulation with local teams in two regions.	Design and implement one pilot project in the two selected territories that aligns the interagency SOPs with a unified report mechanism for all UN entities.	Action to be funded at an inter-agency level	Two-year project 2023-2024	PSEA Task Force
<b>Outcome 3. Victims' right to assistance.</b> Every child and adult victim/survivor/complainant is offered immediate, quality assistance					
Output	Indicators	Key Actions and metrics	Estimated budget	Timeframe	Responsible
3.1. UN entities and organizations of the PEAS Network incorporate guidelines for assistance to	a. Number victims/survivors protocol dissemination activities carried out by the PSEA Task Force among key actors (PSEA Network, EHP, GIFMM)	1. Adapt and disseminate the protocol among PSEA network members 2. Monitor the effective incorporation of the protocol among PSEA network members. 3. Disseminate among the PSEA network the	Action to be funded at an inter-agency level	Twice a year ongoing	PSEA Task Force with the support of the National GBV



<p>victims/survivors of EAS following the Protocol prepared within the interagency SOP.</p>	<p>b. Level of incorporation in internal procedures of guidelines for assistance to victims/survivors in UN entities and organizations of the PEAS Network:          - Level 1. Has a referral pathway or route for SEA cases.          - Level 2. Has a referral pathway /route and mapping of services.          - Level 3. Has a referral pathway, mapping of services and allocation of resources for special attention to SEA cases.</p>	<p>national mapping exercise of available services to victims          4. Identify barriers to accessing GBV services and collaborate with the National GBV Coordination Group (HCT and GIFMM) to improve capacity response          5. PSEA Task Force delivers updates in procedures, guidelines and methodologies on victims' assistance          5. Each UN entity reports the percentage of implementing partners that have participated in protocol dissemination processes</p>			<p>Coordination Group</p>
	<p>c. Percentage of all members of the PSEA network that have participated in at least one dissemination activity of the guidelines for assistance to victims/survivors of SEA following the Protocol prepared within the interagency SOP.</p>	<p>UN entities (working with IPs) incorporate dissemination of the protocol as part of their strengthening plans or strategies with Ips</p>	<p>Action to be led and funded by each UN entity</p>	<p>Recurrently for the strengthening plans</p>	<p>All UN entities and PSEA focal points</p>
<p>3.2 Victims/survivors receive support and guidance on their referral and access to services, according to their needs.</p>	<p>a. Amount of funding/resources (absolute numbers) allocated for assistance to SEA victims/survivors in each UN entity           b. Number of SEA victims/survivors/complainants reported by each UN entity who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.</p>	<p>Estimate and allocate funding to support access to victims' assistance services in cases where are not available.</p>	<p>Action to be led and funded by each UN entity</p>	<p>Annual or on a needed basis</p>	<p>Each UN entity</p>



**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	Indicators	Key Actions and metrics	Estimated budget	Timeframe	Responsible
4.1. Implementing partners understand the importance of a survivor-centered approach to a PEAS investigative process.	Number of dissemination activities among key stakeholders (HCT and GIFMM members), on how to mainstream survivor-centered approach during investigations	Disseminate among the PSEA network guidelines on the survivor- centred approach.	Action to be funded at an inter-agency level	Twice a year	PSEA Task Force
	Number of implementing partners, reported by each UN entity, that update their PSEA strengthening plans by including actions to guarantee a victims-centred approach.)	Each UN entity must provide information on victims- centred approach during investigations as part of their PSEA strengthening plans with IPs.	Action to be led and funded by each UN entity	Ongoing (report twice a year)	Each UN entity working with IPs
4.2 All implementing partners have a PSEA assessment and strengthening plan in place in accordance with IASC guidelines (tools and toolkit) and the Ips UN protocol	Number of UN entities that have access to guidelines on common criteria for IPs PSEA assessments and strengthening plans.	PSEA Task Force established a document with common criteria for IPs PSEA assessments and strengthening plans. PSEA Task Force disseminate the document ith common criteria for IPs PSEA assessments and strengthening plans.	Action to be funded at an inter-agency level	February 2023	PSEA Task Force PSEA coordinator - UNICEF
	Number of UN entities reporting a work plan with all their implementing partners that includes assessment and capacity strengthening according to IASC standards.	UN entities establish a work plan with timeline, budget to carry out PSEA capacity assessments and strengthening plans with IPs	Action to be led and funded by each UN entity	Annually	Each UN entity working with IPs

**Part C: PSEA Country-Level Structure**

**Outcome 5.** The Resident/Humanitarian Coordinator and UNCT/HCT/GIFMM are supported at senior management and technical-levels to lead, oversee, and deliver on the above four PSEA Outcomes.

Output	Indicators	Key Actions and metrics	Estimated budget	Timeframe	Responsible
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<p>5.1 The RC and Country Directors/ Representatives are aware of their roles as PSEA stakeholders and share all (and act upon) appropriate information when notified of an SEA allegation involving UN staff and related personnel, in accordance with the guidelines of the OSCSA.</p>	<p>a. Number of UNCT meetings where roles and responsibilities on PSEA (at RC and representative levels) have been reviewed.</p> <p>b. Number of reports shared by Country Directors and Representatives to the UNCT on the implementation of PSEA actions within corresponding UN entities. (Target: At least two reports per year)</p> <p>c. Number of SEA allegations informed to the RC</p>	<p>Each UN entities report SEA allegations attributable to UN personnel and IPs in compliance with the OSCSEA guidelines</p> <p>PSEA focal points actively support reaching outcomes in the action plan</p>	<p>This action does not require additional funding. Actions are carried out by the PSEA coordinator</p> <p>Action to be led and funded by each UN entity + Action to be funded at an inter-agency level</p>	<p>Every three months for reports</p> <p>Every six months for reports</p>	<p>Country Directors /PSEA Focal points UN entities</p> <p>PSEA Coordinator</p>
<p>5.2 A full-time PSEA Coordinator is appointed, with a direct reporting line to the RC, and PSEA technical focal points from all UNCT members are in place as active members of the PSEA Task Force</p>	<p>Number of reports submitted to the UNCT on the implementation of PSEA policies and strategies in each of the UN entities.</p>	<p>All UN entities commit to allocating budget</p> <p>The PSEA Coordinator takes an active lead in supporting senior leadership in implementing PSEA action plan</p>	<p>Action to be led and funded by each UN entity + Action to be funded at an inter-agency level</p>	<p>Every six months for reports</p>	<p>All UN entities</p> <p>PSEA Coordinator</p>
<p>5.3 The PSEA Task Force has all necessary resources and budgets to deliver, monitor and report on PSEA results (OUTCOMES and OUTPUTS), in both development and humanitarian action.</p>	<p>a. Number of UN entities funding the PSEA Task Force action plan (outputs)</p> <p>b. Number of PSEA Task Force technical assistance actions in the planning, implementation, monitoring and reporting processes</p>	<p>Six-monthly and annual reports on the progress of the PSEA Task Force Action Plan formally shared with the UNCT and general reports on the level of implementation of the minimum standards in PSEA reported at the global level (OSCSEA, OVRA, IASC)</p>	<p>Action to be funded at an inter-agency level</p>	<p>Twice a year</p> <p>Annually</p>	<p>All UNCT members</p> <p>Annually</p>



	<p>of the GIFMM, EHP, and UNCT.</p> <p>c. Number of mid-year and end-year reports on the progress of the PSEA Task Force Action Plan formally shared with the UNCT and general reports on the level of implementation of the minimum standards in PSEA reported at the global level (OSCSEA, OVRA, IASC)</p> <p>d. Percentage of financing of each one of the activities of the action plan of the Task force.</p>			
<p>5.4 The HCT and GIFMM report regularly on mainstreaming PSEA standards and procedures in the implementation of HRP/RMRP projects and activities</p>	<p>Number of reports prepared by the HCT and the GIFMM over the level of mainstreaming of PSEA in HRP/RMRP implementation. (goal: 3 reports per year - A tool is available (yes/no) to consolidate and disseminate information - quantitative and qualitative - on the level of mainstreaming of PSEA in the implementation of the HRP/RMRP).</p>	<p>Members of each cluster must implement PSEA actions during the implementation of their projects in order to comply with the PSEA indicators included in the HRP/RMRP.</p>	<p>Action to be funded at an inter-agency level</p>	<p>Ongoing (report twice a year)</p> <p>for the HCT: OCHA For GIFMM: IOM-UNHCR (Information Management Group) PSEA Task force</p>