





Ethiopia PSEA Network 2023 Work plan

This work plan has been developed jointly by members of the Ethiopia PSEA Network to prevent, mitigate and respond to sexual exploitation and abuse in-country. It is a part of the national strategy, and – as such – steered by the UN Resident and Humanitarian Coordinator to Ethiopia with close support from CLA, UNCT, HCT, national-level co- chairs, and the Inter-Agency PSEA Coordinator. Moreover, it has the buy-in from all network members (i.e., at both national and regional levels) through the interagency PSEA project led by the national-level network.

**The outcome areas for the PSEA work plan are:**

***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.*

***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).*

***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).*

***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*

***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.*

**Contact details of the IA PSEA Coordinator /Focal Points.**

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| **Desired outcomes** | **Indicators** | **Targets / Benchmarks****(Provide specifics)** | **Key actions** | **Timeframe (Indicate frequency of planned activities)** | **Budget / Funding Source****(Allocated funding)** | **Responsible** |
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| **Part A: Priority prevention outcomes for PSEA** |
| **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. |
| **Output 1.1** Personnel understand the United Nations standards of conduct on the protection from sexual exploitation and abuse. | Number of UNCT/HCT personnel provided with a briefing on conduct and discipline issues, including sexual exploitation and abuse. | Baseline 2023: 50Target 2024: 80 | Provide an induction on PSEA during the regular security briefings | Annually | N/A | RC/HC, UNDSS |
| Percentage of UNCT personnel trained on the standards on sexual exploitation and abuse including on the obligation to report sexual exploitation and abuse/ misconduct. | Baseline 2023: 0 Target 2024:100% | UNCT PSEA Focal Points roll out agency specific trainings to ensure all UNCT personnel are trained on PSEA. | Bi-annually | N/A | PSEA Co chairs, IA PSEA Coordinator with support from RC/HC |
| A PSEA “constant companion” PSEA Pocket Guide developed in English and four local languages | Baseline 2023: 0 Target 2024: Yes | Development of a small card with key information and details on obligations of staff, reporting lines, do’s and don’t on survivor response, and 6 core principles, in 4 different languages | Annually | USD 10,000 development and translation | PSEA co-chairs, IA PSEA Coordinator |
| **Output 1.2** Leadership and managers know their personal and managerial responsibilities to address misconduct and are aware of the procedures, rules and actions required to respond to incidents of misconduct. | Number of organizations reporting against the contextualized national PSEA reporting tool | Baseline 2023: 32Target2024: 50  | Using the newly developed 2023 PSEA reporting tool, agencies to report on updated information/figures on all PSEA interventions | Quarterly | N/A | RC/HCTCountry Representatives.PSEA Network focal points. |
| Number of PSEA related messages shared by senior managers to their staff in order to increase awareness and instil trust in the policies, standards and prevention and mitigation measures. | Baseline2023: UnknownTarget 2024: 8 key events/messages | 2 town hall meetings per year to provide information on PSEA & 2 discussions at UNCT on policies, duty to report misconduct and engagement with staffs, 4 emails send to staff from senior management | Bi - annually | N/A | RCO &Country Representatives |
| Number of times the mandatory reporting form is circulated to UNCT and Country Representatives | Baseline 2023: 2xTarget 2024: 4x | Standardized “Early incident reporting form on sexual exploitation and abuse” form is circulated for information, and RC/HC makes an informed decision. | Bi-Annually | N/A | RC/HCCountry Representatives |
| **Output 1.3** Quality training of personnel/awareness-raising on sexual exploitation and abuse policies is conducted regularly. | Additional translated materials on PSEA in 4 Ethiopian languages are available. | Baseline 2023 – N/ATarget:Year: 2024Value: Yes | Translate the facilitation notes/handout materials for PSEA introduction Moduel 1 including (key concept, core principles into Ethiopian languages (Amharic, Tigrinya, Afari & Somali). | Q1-Q2 | USD 5,000 | PSEA co-chairs, PSEA Coordinator |
| **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) that lead to assistance, are appropriate to the context and accessible to those in the most vulnerable situations). |
| **Output 2.1.** Safe, accessible, child and adult-sensitive mechanisms are in place for reporting sexual exploitation and abuse, particularly in high-risk areas.  | Number of children and adults who have reported access to safe channel to report. | Baseline2023: 6,896Target 2024: 8,000(from the reporting tool) | Work closely with AAP, GBV & CP AoRs to ensure safe, accessible, child & adult sensitive mechanisms are in place. | Continuously | N/A | PSEA Network members, IA PSEA Coordinator, AAP, CP & GBV AoRs |
| Number of PSEA Focal Points who have been trained on the CBCM, SOPs  | Baseline 2023: N/ATarget 2024: 100 | Established SOPs on community-based complaint mechanisms are disseminated and rolled out, and appropriate staff trained.Online and in-person training on CBCM SOPs. | Q2  | USD 10,000 for consultant and travel | IA Coordinator and co-chairs |
| Mapping is done of existing CBCMs | Baseline 2023: N/ATarget 2024: Yes | Undertake a pilot mapping of existing complaint and feedback mechanisms and their appropriateness for SEA reporting. |  | USD 30,000 for consultant | IA Coordinator and co-chairsJointly with AAP WG |
| **Output 2.2.** Community mobilisation, consultation and awareness-raising on PSEA in each community receiving and/or affected by United Nations assistance.  | Number of individuals within the affected population reached with key messages and awareness-raising material on PSEA. | Baseline 2023: 5,137Target 2024: 8,000 | Implement information campaigns using the already developed and new/revised IEC materials and undertake community dialogues on SEACreate standardised facilitation guide on community facilitation | Annually | Organisations self-fund | PSEA Network members organizations |
| Number of IEC materials adapted into local languages and various communication mediums (audio, visual etc) | Baseline 2023: Not knownTarget 2024: Yes | Create audio and visual material for use with communities including for radio, potential collaboration with WFP | QI – Q2 | USD 50,000 for audio and visual material | PSEA Network co-chairsPSEA Network members |
| **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). |
| **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 | Updated functioning referral pathways for survivors of GBV & CP & SEA mapped and shared with Network members. | Baseline 2023: N/ATarget 2024: Yes | PSEA Coordinator to work closely with the CP & GBV AoRs for regular updating of the referral pathways, andensure sharing with Network members. |  Quarterly | N/A |  IA PSEA Coordinator, PSEA Co-chairs,GBV & CP Coordinators |
| Percentage of SEA victims/survivors/complainants who have been promptly referred to quality assistance, as part of ongoing GBV and CP programming.  | Baseline 2023: Target 2024:  | Survivors are promptly (within 72 hours) referred to appropriate services in accordance with the CBCM SOPs and using CP/GBV referral pathways.  | Continuously | N/A | Network membersPSEA Co-Chairs, IA PSEA Coordinator, CP & GBV Coordinators |
| **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. | Number of PSEA Network members and local partners who received training on SEA guidelines and protocols for victim/survivor-centred investigations. | Baseline 2023: N/ATarget 2024: 50 | IA PSEA Coordinator to support the facilitation of two trainings on investigation to the identified CSOs and local NGOs.  | Bi-Annually | Organisations to self-fundUSD 20,000 for PSEA Network to organise training on investigations for CSOs and local NGOs | IA PSEA CoordinatorNational PSEA Co chairs |
| **Output 4.2** 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](https://www.un.org/en/pdfs/UN%20Protocol%20on%20SEA%20Allegations%20involving%20Implementing%20Partners%20-%20English_Final.pdf); [ST/SGB/2003/13](https://undocs.org/en/ST/SGB/2003/13)). | Capacity assessment should be completed for all UN Implementing Partners  | Baseline 2023: N/ATarget 2024: 100% | Implementing partners assessment are centralized at country level and shared with other members of the UNCT/HCT.UN agencies collaborate through UN IP PSEA Capacity Assessment working group | Every month | N/A | UNHCR as lead of the IP PSEA Capacity WG |
| Capacity development plans are developed, implemented following the required standards | Baseline 2023: N/ATarget 2024: Yes  | Action plans are in line with the implementing partners’ protocol are taken against those implementing partners that do not meet the required standards. | Every month | N/A | UNHCR (member of the Network) and lead of the IP PSEA Capacity WG |
| **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. | The RC/HC takes an active lead on PSEA. | Baseline 2023: Yes Target2024: Yes  | Code of conduct or the IASC Six Core Principles statement of purpose on PSEA is circulated by RC/HC at all levels  | N/A | N/A | RC/HC &Country Reps |
| **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.  | Existing Regional networks are functioning and 2 new ones established. | Baseline 2023:8 Target 2024: 10 (8 strengthened & 2 established) | Strong coordination/collaboration (National & Regional level), work plans, activities regularly updated to UNCT/HCT. | Continuous | N/A | National & Regional PSEA Co-Chairs & IA PSEA Coordinator |
| **Output 5.3** A full-time PSEA Coordinator (with medium to long-term secured funding) is in place. | A full-time PSEA Network Coordinator (with clear ToRs) deployed.PSEA integrated in the Humanitarian Response Plan. | Baseline 2023: YesTarge 2024Yes | Provides day-to-day technical support and expertise to the inter-agency PSEA Network. | Continuous | USD 250,000 | RCO and Designated Agency |
| The PSEA Coordinator takes an active lead in supporting senior leadership and PSEA Network co- chairs at the National and regional level. |
| 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. |
|  |  |  | Present the workplan to UNCT and HCT and provide a regular update on its implementation | Quarterly | N/A | National co-chairsIA PSEA coordinator |
| **Output 5.4** PSEA Network Focal Points are capacitated to support them in the execution of their roles and responsibilities | Number of PSEA/cluster Focal Points trained on PSEA FP duties | Baseline 2023:100Target 2024:150 | Provide 3-day PSEA Training of Trainers at national and sub-national levels | Bi-annually | USD 20,000 | PSEA Co-chairs, IA PSEA Coordinator |
| Number of PSEA Focal Points trained on disability inclusion in PSEA | Baseline 2023: N.ATarget 2024: 30 | Provide workshop on disability inclusion in PSEA work | Annually | N/A | Disability Focal Point |
| **Output 5.5** 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. | Baseline 2023: UnknownTarget:Year: 2024Value: 100% | UNCT/HCT members to appoint PSEA Focal Points  | Annually | N/A | UNCT/HCT  |
| PSEA technical focal points are active in designing or disseminating awareness-raising tools | Baseline 2023: YesTarget 2024: Yes | PSEA Focal Points implement awareness raising campaigns (in line with above identified actions) and report on numbers reached | Quarterly | N/A | PSEA Focal Points |
| **Output 5.6** Country-level risk assessment in respect of sexual exploitation and abuse conducted on the basis of risk management tools | Number of Network-led SEA risk assessments conducted and disseminated to the Network members, UNCT/HCT. | Baseline 2023: 1Target 2024: 2 | National-wide risk assessment done in 2023, findings to be disseminated. Logical framework developed as part of the risk assessment to be further monitored with PSEA Network members.PSEA Network members to conduct their own risk assessments. | Bi - annually | USD 5000 | PSEA Network members |
| Number of people trained on the PSEA Risk Assessment Guideline. | Baseline 2023: N/ATarge 2024: 100 | Training provided on the existing PSEA Risk Assessment Guideline | Annually | USD 5000 | Network members |
| Number of surveys conduced to assess the knowledge and awareness on PSEA among UN staff | Baseline 2023:1Target 2024:1 | Survey to check on knowledge and awareness on PSEA among UN staff is conducted. Global online tool to be used | Annually | N/A | RC/HC |

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| *Action Plan – Drafter**Name :* *Contact Details:**Position:* *Signature:**Date:*  | *Action Plan – Approval Authority (Senior most Individual)**Name :**Contact Details:**Position:* *Signature:**Date:* |